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C O R P O R A T I O N

(Company's Full Name)

M E Z Z A N I N E F L O O R , R E N A I S S A N C E
T O W E R , M E R A L C O A V E N U E , P A S I G
C I T Y , P H I L I P P I N E S
(Business Address: No. Street City/ Town/ Province)

ATTY. ALICE ODCHIGUE-BONDOC
Contact Person

(632) 8633 - 6205
Company Telephone Number

1 2 3 1
Month Day
Calendar Year

2025 INTEGRATED ANNUAL CORPORATE
GOVERNANCE REPORT (I-ACGR)
FORM TYPE

Last Thursday of July
Annual Meeting

Registered/Listed
Secondary License Type, If Applicable

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Dept. Requiring this Doc.

Amended Articles Number/ Section

Total Amount of Borrowings
Domestic Foreign

To be accomplished by SEC Personnel concerned

File Number

LCU

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Cashier

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SEC FORM – I-ACGR

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

1. For the fiscal year ended: December 31, 2025
2. SEC Identification Number: 0000009142
3. BIR Tax Identification No. 000-194-408-000
4. Exact name of issuer as specified in its charter: METRO GLOBAL HOLDINGS CORPORATION
5. Metro Manila, Philippines
Province, Country or other jurisdiction of
incorporation or organization
6. (SEC Use Only)
Industry Classification Code:
7. Mezzanine Floor, Renaissance Towers,
Meralco Avenue, Pasig City
Address of principal office
- 1600
Postal Code
8. +632-6336205
Issuer's telephone number, including area code
9. Not applicable
Former name, former address, and former fiscal year, if changed since last report.

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

	COMPLIANT/ NON- COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
The Board's Governance Responsibilities			
<p>Principle 1: The company should be headed by a competent, working board to foster the long- term success of the corporation, and to sustain its competitiveness and profitability in a manner consistent with its corporate objectives and the long- term best interests of its shareholders and other stakeholders.</p>			
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	Website: https://metroglobalholdings.com • 2017 Revised Manual on Corporate Governance Provision 2.2 Board Governance (pages 5-19) • 2025 Amended Definitive Information Statement Item 5. (a) Board of Directors (pages 18-21)	
2. Board has an appropriate mix of competence and expertise.	Compliant		
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	The Board is composed of nine (9) directors, five (5) of whom are non-executive directors and four (4) are executive directors. Link: MGH Website - Board of Directors • Results of the 2025 Organizational Meeting of the Board of Directors	

		<ul style="list-style-type: none"> • 2025 Amended Definitive Information Statement Item 9. Directors and Executive Officers of the Registrant (page 37) 	
Recommendation 1.3			
1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	Compliant	Link: 2017 Revised Manual on Corporate Governance - Provision 2.2 Board Governance, Section 2.2.1 Board of Directors (page 5) <i>Note: Board's Charter – Authority, Duties and Responsibilities can be found in the Revised Manual on Corporate Governance</i>	
2. Company has an orientation program for first time directors.	Compliant	Link: 2017 Revised Manual on Corporate Governance - Provision 2.2 Board Governance, Section 2.2.1 Board of Directors (page 5) <i>Note: Board's Charter – Authority, Duties and Responsibilities can be found in the Revised Manual on Corporate Governance</i>	
3. Company has relevant annual continuing training for all directors.	Compliant	<p>SEC Form 17-C Attendance of Directors to the Corporate Governance Seminar conducted by the Risks, Opportunities Assessment and Management (ROAM), Inc. on 5 December 2025</p> <p>SEC Form 17-C Attendance of Director Alice O. Bondoc to the Corporate Governance Seminar conducted by the Institute of Corporate Directors (ICD) on 6-7 November, 2025.</p>	
Recommendation 1.4			
1. Board has a policy on board diversity.	Compliant	Link: 2017 Revised Manual on Corporate Governance – Provision 2.2 Board Governance, Section 2.2.2 Composition of Board (page 5-6)	

		<p>Link: Board Diversity Policy</p> <p>Link: MGH Website - Board of Directors In 2025, the Board is composed of eight (8) male directors and one (1) female director, Atty. Alice Odchigue-Bondoc who has over 25 years of legal expertise relevant to the Company's industry.</p>	
Optional: Recommendation 1.4			
1. Company has a policy on and discloses measurable objectives for implementing its board diversity and reports on progress in achieving its objectives.	Compliant	2017 Revised Manual on Corporate Governance	
Recommendation 1.5			
1. Board is assisted by a Corporate Secretary.	Compliant	<p>The Corporate Secretary of the company is ATTY. GILBERT RAYMUND T. REYES while the Compliance Officer is ATTY. ALICE ODCHIGUE-BONDOC. Atty. Reyes is not a member of the Board of Directors.</p> <p>Link: 2017 Revised Manual on Corporate Governance – Provision 2.4 The Corporate Secretary (pages 27-28) for the Qualifications, Duties and Functions.</p> <ul style="list-style-type: none"> • Results of the 2025 Organizational Meeting of the Board of Directors • 2025 General Information Sheet • 2025 Amended Definitive Information Statement Item 5. (b) Other Executive 	
2. Corporate Secretary is a separate individual from the Compliance Officer.	Compliant		
3. Corporate Secretary is not a member of the Board of Directors.	Compliant		

		Officers Who Are Not Directors (pages 21-23).	
4. Corporate Secretary attends training/s on corporate governance.	Compliant	Certificate of Attendance to Corporate Governance Seminar held on 5 December 2025 of the Corporate Secretary, Atty. Gilbert Raymund T. Reyes	
Optional: Recommendation 1.5			
1. Corporate Secretary distributes materials for board meetings at least five business days before scheduled meeting.	Compliant	2017 Revised Manual on Corporate Governance	
Recommendation 1.6			
1. Board is assisted by a Compliance Officer.	Compliant	Compliance Officer: ATTY. ALICE O. BONDOC Link: 2017 Revised Manual on Corporate Governance – Section 2.1 Compliance System 2.1 Compliance Officer (pages 3-4) for the Qualifications, Duties and Functions.	
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	Compliant	<ul style="list-style-type: none"> • Results of the 2025 Organizational Meeting of the Board of Directors • 2025 General Information Sheet • 2025 Amended Definitive Information Statement Part III. Control and Compensation Information, Item 9. Directors and Executive Officers of the Registrant (page 37) 	
3. Compliance Officer is not a member of the board.	Non-Compliant		The Company's 2017 Revised Manual on Corporate on Section 2.1.2 directs the Compliance Officer to

			<p>perform such other duties and responsibilities as may be prescribed by the Board of Directors, consistent with and in accordance with the objectives of this Manual and as may be provided by the Securities and Exchange Commission. The Board has deemed the Compliance Officer remain a director of the Company so that the Compliance Officer is well-aware of the planned business directions of the Company and the reasons thereof. Also, information on corporate affairs which otherwise would only be available to the Directors of the Company is also made readily available to the Compliance Officer who can give immediate advice to the Board on risk assessments and matters that might have compliance issues. The Compliance Officer is very independent whose objectivity is not compromised by being a member of the Board.</p>
<p>4. Compliance Officer attends training/s on corporate governance.</p>	<p>Compliant</p>	<p>Link: <u>Certificate of Attendance to Corporate Governance Seminar held on 6-7 November 2025 of Compliance Officer, Atty. Alice O. Bondoc</u></p>	

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

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	Link: 2017 Revised Manual on Corporate Governance – Section 2.2.5 Responsibilities, Duties and Functions of the Board (pages 9-15)	
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Recommendation 2.2

1. Board oversees the development, review and approval of the company's business objectives and strategy.	Compliant	Link: 2017 Revised Manual on Corporate Governance – Section 2.2.5 Responsibilities, Duties and Functions of the Board (pages 9-15)	
2. Board oversees and monitors the implementation of the company's business objectives and strategy.	Compliant		

Supplement to Recommendation 2.2

1. Board has a clearly defined and updated vision, mission and core values.	Compliant	Link: Company's Vision, Mission and Core Values The Vision and Mission are reviewed by the Board regularly to ensure that corporate business directors, strategies, and objectives are consistent and coherent with the Mission and Vision of the Company.	
2. Board has a strategy execution process that facilitates effective management performance and is attuned to the company's business environment, and culture.	Compliant	2017 Revised Manual on Corporate Governance – Section 2.2.5 Responsibilities, Duties and Functions of the Board (pages 9-15)	

Recommendation 2.3			
1. Board is headed by a competent and qualified Chairperson.	Compliant	Chairperson: ROBERT JOHN L. SOBREPENA Link: MGH Chairperson	
		<ul style="list-style-type: none"> • 2025 Amended Definitive Information Statement Item 5. (a) Board of Directors (page 18) • Corporate Governance Committee Charter 	
Recommendation 2.4			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	Compliant	See Annex "1" for Succession Planning Policy	
2. Board adopts a policy on the retirement for directors and key officers.	Compliant		
Recommendation 2.5			
1. Board aligns the remuneration of key officers and board members with long-term interests of the company.	Compliant	Link: 2017 Revised Manual on Corporate Governance – Section 2.2.12 Remuneration of Directors and Officers (page 19)	
2. Board adopts a policy specifying the relationship between remuneration and performance.	Compliant	See Annex "2" for the Remuneration Policy	
3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	Compliant	Link: MGH Amended By-Laws [11 September 2024] Article IV, Section 13. Compensation See Annex "3" for the Remuneration Process	
Optional: Recommendation 2.5			
1. Board approves the remuneration of senior executives.	Compliant	Link: 2017 Revised Manual on Corporate Governance – Section 2.3.3 - Executive Committee/Remuneration Committee (pages 20-21)	

2. Company has measurable standards to align the performance-based remuneration of the executive directors and senior executives with long-term interest, such as claw back provision and deferred bonuses.	Compliant	Link: 2017 Revised Manual on Corporate Governance – Section 2.2.5 - Responsibilities, Duties and Functions of the Board under item “ii” letter (s) (pages 10,12)	
Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	Compliant	Link: 2017 Revised Manual on Corporate Governance - Section 2.3.2 Nomination Committee (page 20)	
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Compliant	Link: 2017 Revised Manual on Corporate Governance Provision 6.1 Investors' Rights and Protection, Section 6.1.2.4 Voting Rights (pages 35-36)	
3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.	Compliant	Link: MGH Amended By-Laws [11 September 2024] Article III Board of Directors, Section 2 Qualifications (pages 3-4).	
4. Board nomination and election policy includes how the board shortlists candidates.	Compliant	Minority shareholders have a right to nominate candidates to the board	
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	Link: Corporate Governance Committee Charter Provision 5.2 Nomination and Election	
6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	Compliant		
Optional: Recommendation to 2.6			
1. Company uses professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for candidates to the board of directors.	Compliant	Link: Guidelines on the Search, Screening and Selection of Directors	

Recommendation 2.7			
1. Board has overall responsibility in ensuring that there are a group-wide policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions.	Compliant	Link: Material Related Party Transactions Policy <ul style="list-style-type: none"> • 2017 Revised Manual on Corporate Governance (Section 2.3.7, pages 25-27) • Charter of the Related Party Transactions Committee 	
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	Compliant		
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	Compliant		
Supplement to Recommendation 2.7			
1. Board clearly defines the threshold for disclosure and approval of RPTs and categorizes such transactions according to those that are considered <i>de minimis</i> or transactions that need not be reported or announced, those that need to be disclosed, and those that need prior shareholder approval. The aggregate amount of RPTs within any twelve (12) month period should be considered for purposes of applying the thresholds for disclosure and approval.	Compliant	Link: Material Related Party Transactions Policy IV. Definition and Coverage of MRPT Policy (page 2)	
2. Board establishes a voting system whereby a majority of non-related party shareholders approve specific types of related party transactions during shareholders' meetings.	Compliant	The company follow the voting system stated in the Amended By-Laws Link: MGH Amended By-Laws [11 September 2024] Article 5 – Meeting, Section 6 (page 12)	

Recommendation 2.8

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).	Compliant	Link: <ul style="list-style-type: none">• 2017 Revised Manual on Corporate Governance – Section 2.2.5 Responsibilities, Duties and Functions of the Board under item “ii” – Duties and Functions, letter (b) (page 10)• Results of the 2025 Organizational Meeting of the Board of Directors Link: MGH Amended By-Laws [11 September 2024] Article IV – Officers, Section 1. Election/ Appointment	
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).	Compliant	Link: 2017 Revised Manual on Corporate Governance – Section 2.2.5 - Responsibilities, Duties and Functions of the Board under item “ii” letter (x) (page 12)	

Recommendation 2.9

1. Board establishes an effective performance management framework that ensures that Management’s performance is at par with the standards set by the Board and Senior Management.	Compliant	Link: 2017 Revised Manual on Corporate Governance – Section 2.2.5 - Responsibilities, Duties and Functions of the Board under item ii. letter (c) (page 18)	
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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	Link: 2017 Revised Manual on Corporate Governance – Section 2.2.5 (ii. u.)- Responsibilities, Duties and Function of the Board (page 12) and 2.2.10- Internal Control Responsibilities of the Board (page 18)	
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	Link: MGH Internal Audit Charter	
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	Link: 2017 Revised Manual on Corporate Governance – Section 2.2.5 (ii. j.)- Responsibilities, Duties and Function of the Board (page 11)	
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	See Annex "4" for the Risk Management Policy	

Recommendation 2.12			
1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary role.	Compliant	Board Charter is found in the Revised Manual on Corporate Governance Link: 2017 Revised Manual on Corporate Governance	
2. Board Charter serves as a guide to the directors in the performance of their functions.	Compliant	– Section 2.2. –Board Governance (page 5-19)	
3. Board Charter is publicly available and posted on the company's website.	Compliant	Link: MGH Internal Audit Charter	
Additional Recommendation to Principle 2			
1. Board has a clear insider trading policy.	Compliant	Provided in the website under Corporate Governance- Company Policies Link: Insider Trading Policy	
Optional: Principle 2			
1. Company has a policy on granting loans to directors, either forbidding the practice or ensuring that the transaction is conducted at arm's length basis and at market rates.	Compliant	The Company does not grant loans to Directors.	
2. Company discloses the types of decision requiring board of directors' approval.	Compliant	Link: MGH Amended By-Laws [11 September 2024] Article II . Investment of Corporate Funds (page 2)	
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	Link: MGH Board Committees	
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	Link: Audit Committee Charter Link: 2017 Revised Manual on Corporate Governance Section 2.3.4 - Audit Committee (page 21)	
2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.	Compliant	Link: MGH Audit Committee Independent directors represent 20% of Board composition per mandate of law <ul style="list-style-type: none"> • 2025 Amended Definitive Information Statement Item 7 (d) The Audit Committee's Approval Policies and Procedures for the Above Services (page 32) • Results of the 2025 Organizational Meeting of the Board of Directors 	
3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.	Compliant	Link: MGH Audit Committee	
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	Compliant	Link: MGH Board Committees	

Supplement to Recommendation 3.2			
1. Audit Committee approves all non-audit services conducted by the external auditor.	Compliant	Link: MGH Audit Committee Charter – Under “Authority” There were no non-audit services conducted by the external auditor for the year 2024.	
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	Compliant	Link: MGH Audit Committee Charter – Under “Authority and External Auditor”	
Optional: Recommendation to 3.2			
1. Audit Committee meet at least four times during the year.	Compliant	See: Annex “5” for the Summary of Attendance to the Audit Committee Meetings for 2025. Audit Committee Meetings were held on April 11, 2025, May 9, 2025, August 11, 2025, and November 12, 2025.	
2. Audit Committee approves the appointment and removal of the internal auditor.	Compliant	Link: MGH Audit Committee Charter	
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	Corporate Governance Committee Charter	

2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	Compliant	<p>Link: Results of the 2025 Organizational Meeting of the Board of Directors</p> <p>Link: Results of the 2025 Annual Stockholders' Meeting</p> <p>Independent directors represent 20% of Board composition per mandate of law.</p>	
3. Chairman of the Corporate Governance Committee is an independent director.	Compliant	<p>Link: Results of the 2025 Organizational Meeting of the Board of Directors</p>	
Optional: Recommendation 3.3.			
1. Corporate Governance Committee meet at least twice during the year.	Compliant	<p>See: Annex "6" for the Summary of Attendance to the Corporate Governance Committee Meetings for 2025</p> <p>See: Annex "7" for the Minutes of Corporate Governance Committee Meetings in 2025</p>	
Recommendation 3.4			
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.	Compliant	<p>Board Risk Oversight Committee Charter</p>	
2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	Compliant	<p>Link: 2017 Revised Manual on Corporate Governance Section 2.3.6 - Board Risk Oversight Committee (BROC) (pages 24-25)</p> <p>Board Risk Oversight Committee Charter</p>	

3. The Chairman of the BROOC is not the Chairman of the Board or of any other committee.	Compliant	Link: MGH Board Committees Results of the 2025 Organizational Meeting of the Board of Directors	
4. At least one member of the BROOC has relevant thorough knowledge and experience on risk and risk management.	Compliant	Link: 2017 Revised Manual on Corporate Governance Section 2.3.6 - Board Risk Oversight Committee (BROOC) (pages 24-25)	
Recommendation 3.5			
1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related party transactions of the company.	Compliant	Link: Related Party Transactions Review Committee Charter	
2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.	Compliant	Link: 2017 Revised Manual on Corporate Governance Section 2.3.7–Related Transactions Committee (pages 25-27) Results of the 2025 Organizational Meeting of the Board of Directors	
Recommendation 3.6			
1. All established committees have a Committee Charter stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.	Compliant	Link: 2017 Revised Manual on Corporate Governance Section 2.3–Board Committees (Pages 19-27) <ul style="list-style-type: none"> • Corporate Governance Committee Charter • MGH Audit Committee Charter 	
2. Committee Charters provide standards for evaluating the performance of the Committees.	Compliant	<ul style="list-style-type: none"> • Board Risk Oversight Committee Charter • Related Party Transaction Review Committee Charter 	

3. Committee Charters were fully disclosed on the company's website.	Compliant	<ul style="list-style-type: none"> • Corporate Governance Committee Charter • MGH Audit Committee Charter • Board Risk Oversight Committee Charter • Related Party Transaction Review Committee Charter 	
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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.

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	Link: 2017 Revised Manual on Corporate Governance Section 2.2.6 Specific Duties and Responsibilities of a Director (ii) (page 14)	
2. The directors review meeting materials for all Board and Committee meetings.	Compliant	Prior to meetings of the Board and Committee, copies of presentation materials and minutes of previous meeting are provided by management at least 5 business days before the meeting of board and committee.	
3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	Compliant	Link: 2017 Revised Manual on Corporate Governance Section 2.2.6 Specific Duties and Responsibilities of a Director (iii) (page 14)	

Recommendation 4.2			
1. Non-executive directors concurrently serve in a maximum of five publicly-listed companies to ensure that they have sufficient time to fully prepare for minutes, challenge Management's proposals/views, and oversee the long-term strategy of the company.	Compliant	Link: 2017 Revised Manual on Corporate Governance Section 2.2.3 – Multiple Board Seats (page 8) See Annex "8" (i) for the information on the directorships of the company's directors in both listed and non-listed companies	
Recommendation 4.3			
1. The directors notify the company's board before accepting a directorship in another company.	Compliant	Link: 2017 Revised Manual on Corporate Governance Section 2.2.6 Specific Duties and Responsibilities of a Director (i) (pages 13-14)	
Optional: Principle 4			
1. Company does not have any executive directors who serve in more than two boards of listed companies outside of the group.	Compliant	See Annex "8" (ii) for the information on the directorships of the company's directors in both listed and non-listed companies	
2. Company schedules board of directors' meetings before the start of the financial year.	Compliant		While the Board meetings were not formally scheduled on specific dates at the start of the year, the Board customarily holds quarterly Board meetings for the approvals of the quarterly financial reports, regular Board meetings related to the holding of its Annual Shareholders' Meeting and organizational meeting immediately after.

3. Board of directors meet at least six times during the year.	Compliant	See Annex "9" for the Summary of the Board Meetings held in January up to December 31, 2025 and the Attendance of the Directors to such meetings.	
4. Company requires as minimum quorum of at least 2/3 for board decisions.	Non-compliant		The By-Laws of the Company require only a majority of the members of the Board present to constitute a quorum.

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

Recommendation 5.1

1. The Board has at least 3 independent directors or such number as to constitute one-third of the board, whichever is higher.	Compliant	Independent directors represent 20% of Board composition per mandate of the law. Results of the 2025 Organizational Meeting of the Board of Directors	
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Recommendation 5.2

1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.	Compliant	Link: 2017 Revised Manual on Corporate Governance Section 2.2.2 Composition of the Board of Directors (page 5-8)	
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Supplement to Recommendation 5.2

1. Company has no shareholder agreements, by-laws provisions, or other arrangements that constrain the directors' ability to vote independently.	Compliant	Link: 2017 Revised Manual on Corporate Governance Section 6.1 Investors' Rights and Protection and 6.1.2 Voting Rights (page 35-36)	
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Recommendation 5.3

1. The independent directors serve for a cumulative term of nine years (reckoned from 2012).	Compliant	Link: 2017 Revised Manual on Corporate Governance Section 2.2.2 Composition of the Board of Directors, item 11 (page 7)	
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2. The company bars an independent director from serving in such capacity after the term limit of nine years.	Compliant	Link: 2017 Revised Manual on Corporate Governance Section 2.2.2 Composition of the Board of Directors, item 11 (page 7)	
3. In the instance that the company retains an independent director in the same capacity after nine years, the board provides meritorious justification and seeks shareholders' approval during the annual shareholders' meeting.	Compliant	Link: 2017 Revised Manual on Corporate Governance Section 2.2.2 Composition of the Board of Directors, item 11 (page 7)	
Recommendation 5.4			
1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	Non-compliant	Mr. ROBERT JOHN L. SOBREPENA is the Chairman of the Board and CEO of the Company.	<p>Notwithstanding that the Chairman and CEO are one and the same person, there is a lead independent director to ensure that the Board gets the benefit of independent view. The Company also has a President who handles the administration and direction of the day-to-day business of the Company and who ensures that the Board gets the benefit of independent views in formulating, evaluating and assessing the effectiveness of the policies of the Company</p> <p>I-ACGR 2024 and Revised Manual on Corporate Governance indicates that the corporation designated a lead director among the independent directors who does not reflect the role of the President.</p>

<p>2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.</p>	<p>Compliant</p>	<p>Link: 2017 Revised Manual on Corporate Governance Section 2.2.4 The Chair and Chief Executive Officer (pages 8-9)</p> <p>MGH Amended By-Laws [11 September 2024] Article IV – Officers, Section 2. Chairman of the Board & Section 4. President</p>	
<p>Recommendation 5.5</p>			
<p>1. If the Chairman of the Board is not an independent director, the board designates a lead director among the independent directors.</p>	<p>Compliant</p>	<p>The Board has designated its Independent Director, Mr. FRANCISCO C. GONZALEZ as "Lead Director" to ensure that the Board gets the benefit of independent views. His functions as lead director include, among others, the following: 1. Serve as an intermediary between the Chairman and the other directors when necessary; 2. Convene and chairs meeting of the non-executive directors; and 3. Contribute to the performance evaluation of the Chairman, as required.</p> <p>Link: 2017 Revised Manual on Corporate Governance Section 2.2.2 Composition of the Board of Director, item 11 (page 8)</p>	
<p>Recommendation 5.6</p>			
<p>1. Directors with material interest in a transaction affecting the corporation abstain from taking part in the deliberations on the transaction.</p>	<p>Compliant</p>	<p>Link: 2017 Revised Manual on Corporate Governance Section 2.2.6 Specific Duties and Responsibilities of a Director (i) (pages 13-14)</p>	

Recommendation 5.7

<p>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 present.</p>	Compliant	<p>Link: 2017 Revised Manual on Corporate Governance Section 2.2.6 Specific Duties and Responsibilities of a Director (vii) (pages 13-14)</p> <p>Link: 2017 Revised Manual on Corporate Governance Section 2.2.2 Composition of the Board of Directors, item 11 (page 8)</p>	
<p>2. The meetings are chaired by the lead independent director.</p>		<p>The meetings are chaired by Mr. Francisco C. Gonzalez, an Independent Director.</p>	

Optional: Principle 5

<p>1. None of the directors is a former CEO of the company in the past 2 years.</p>	Non-Compliant	<p>Mr. Robert John L. Sobrepeña has been the CEO of the Company for the past 2 years.</p>	
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Principle 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

<p>1. Board conducts an annual self-assessment of its performance as a whole.</p>	Compliant	<p>See Annex "10" for the Annual Board Performance Assessment</p>	
<p>2. The Chairman conducts a self-assessment of his performance.</p>	Compliant	<p>See Annex "11" for the Self-Performance of the Chairman of the Board</p>	
<p>3. The individual members conduct a self-assessment of their performance</p>	Compliant	<p>See Annex "12" for the Individual Director's Self-Assessment</p>	
<p>4. Each committee conducts a self-assessment of its performance.</p>	Compliant	<p>See Annex "13" for the Self-Assessment of the Committee Chairman and Members</p>	
<p>5. Every three years, the assessments are supported by an external facilitator.</p>	Compliant	<p>See Annex "14" for the Certification of Third-Party Board Evaluation for 2025 issued by the Institute of Corporate Directors (ICD) dated 21 May 2026.</p>	

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	See Annex "15" for the Board, Director, Committee and CEO Appraisal	
2. The system allows for a feedback mechanism from the shareholders.	Compliant		

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

<p>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.</p>	<p>Compliant</p>	<p>Link: Code of Business Conduct and Ethics</p>	
<p>2. The Code is properly disseminated to the Board, senior management and employees.</p>	<p>Compliant</p>	<p>Link: Code of Business Conduct and Ethics The corporation requires continuous management attention at all corporate levels to assure compliance with the spirit and letter of this policy.</p>	
<p>3. The Code is disclosed and made available to the public through the company website.</p>	<p>Compliant</p>	<p>Link: Code of Business Conduct and Ethics</p>	

Supplement to Recommendation 7.1

<p>1. Company has clear and stringent policies and procedures on curbing and penalizing company involvement in offering, paying and receiving bribes.</p>	<p>Compliant</p>	<p>Link: Code of Business Conduct and Ethics</p>	
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Recommendation 7.2			
<p>1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.</p>	<p>Compliant</p>	<p>Link: Code of Business Conduct and Ethics</p> <p>The Board of Directors of the Company supervise the compliance of this Code by the Senior Management of the Company, and authorize the President of the Company to be responsible for the implementation of this Code and observe the compliance hereof.</p> <p>The Company's management evaluates the adequacy and effectiveness of this Manual periodically and amend this Manual according to the evaluation result or as required by the Board of Directors. It is the strict policy of the Company not to allow retaliation for reports of misconduct by others made in good faith by employees. Employees are expected to cooperate in internal investigations of misconduct.</p> <p>Link: 2017 Revised Manual on Corporate Governance – Section 2.2.5 Responsibilities, Duties and Functions of the Board, (ii) [z] page 12</p> <p>All executives, officers, staff and employees of MGH, employed regardless of status of employment in the company are required to comply with the Code of Business Conduct and Ethics.</p>	

2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	Compliant	Link: 2017 Revised Manual on Corporate Governance - Section 7 Monitoring and Assessment & Section 8 Penalties (page 39)	
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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	Link: 2017 Revised Manual on Corporate Governance - Section 2.2.5 Responsibilities, Duties and Functions of the Board [bb] (page 13)	
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Supplement to Recommendation 8.1

<p>1. Company distributes or makes available annual and quarterly consolidated reports, cash flow statements, and special audit revisions. Consolidated financial statements are published within ninety (90) days from the end of the fiscal year, while interim reports are published within forty-five (45) days from the end of the reporting period.</p>	<p>Compliant</p>	<p>The Company's 2024 Audited Financial Statement was timely filed on 30 April 2025.</p> <p>Link: <u>2024 Annual Report with Consolidated Financial Statements</u></p> <p>The 2025 Quarterly reports were disclosed and published within 45 days from reporting period.</p> <p>Links: <u>2025 Q1 Quarterly Report</u> <u>2025 Q2 Quarterly Report</u> <u>2025 Q3 Quarterly Report</u></p>	
<p>2. Company discloses in its annual report the principal risks associated with the identity of the company's controlling shareholders; the degree of ownership concentration; cross-holdings among company affiliates; and any imbalances between the controlling shareholders' voting power and overall equity position in the company.</p>	<p>Compliant</p>	<p>The Annual Report discloses the degree of ownership concentration, particularly the security ownership of certain beneficial owners and management. The Annual Report is projected to be reflected by June, 2026.</p> <p>Link: <u>2025 Amended Definitive Information Statement</u> Part II – Operational And Financial Information, Item 5. Market for Registrants Common Equity and Related Stockholders Matters (pages 18-20)</p> <p>The Company upholds and protects the rights of minority shareholders.</p> <p>Link: <u>2017 Revised Manual on Corporate Governance</u> Sec. 6.1 Investors Right and Protection (page 35)</p>	

Recommendation 8.2			
1. Company has a policy requiring all directors to disclose/report to the company any dealings in the company's shares within three business days.	Compliant	Link: 2017 Revised Manual on Corporate Governance Section 2.2.6 Specific Duties and Responsibilities of a Director, item (viii) (page 15)	
2. Company has a policy requiring all officers to disclose/report to the company any dealings in the company's shares within three business days.	Compliant		
Supplement to Recommendation 8.2			
1. Company discloses the trading of the corporation's shares by directors, officers (or persons performing similar functions) and controlling shareholders. This includes the disclosure of the company's purchase of its shares from the market (e.g. share buy-back program).	Compliant	<p>Shareholdings of Directors in the Company</p> <p>See Annex "16" for the Top 100 Shareholders as of December 31, 2025</p> <p>Link: List of Top 100 Stockholders (Common Shares) disclosed in the PSE EDGE on 15 April 2026</p> <p>Link: Company's Conglomerate Map</p>	
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	Link: 2025 Amended Definitive Information Statement Part III – Control and Compensation Information, Item 9. Directors And Executive Officers of the Registrant (pages 37-40)	

<p>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.</p>	<p>Compliant</p>	<p>Link: 2025 Amended Definitive Information Statement Part III – Control and Compensation Information, Item 9. Directors And Executive Officers of the Registrant (pages 37-40)</p>	
<p>Recommendation 8.4</p>			
<p>1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same.</p>	<p>Compliant</p>	<p>Link: MGH Remuneration Charter</p> <p>MGH Amended By-Laws [11 September 2024] Article III - Board of Directors, Section 8. Compensation (page 6)</p> <p>2017 Revised Manual on Corporate Governance – Section 2.2.5 Responsibilities, Duties and Functions of the Board (ii) [s] (page 12), and Section 2.3.3 Executive Compensation/Remuneration Committee (pages 20-21)</p>	
<p>2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.</p>	<p>Compliant</p>	<p>Link: MGH Remuneration Charter</p> <p>Link: MGH Amended By-Laws [11 September 2024] Article IV – Officers, Section 13. Compensation (page 11)</p> <p>Link: 2017 Revised Manual on Corporate Governance – Sec. 2.2.5 Responsibilities, Duties and Functions of the Board, (ii) Duties and Functions, letter [s] (page 12) and Section 2.3.3 Executive Compensation/ Remuneration Committee (pages 20-21)</p>	

3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Compliant	Link: 2025 Amended Definitive Information Statement Part III – Control and Compensation Information, Item 10. Executive Compensation (pages 41-44)	
Recommendation 8.5			
1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions in their Manual on Corporate Governance.	Compliant	Link: MGHC Material Related Party Transactions Policy Link: 2017 Revised Manual on Corporate Governance Section 2.2.5 Responsibilities, Duties and Functions of the Board, ii. Duties and Functions (k) & (l) (page 11)	
2. Company discloses material or significant RPTs reviewed and approved during the year.	Compliant	Link: Material Related Party Transactions Policy	
Supplement to Recommendation 8.5			
1. Company requires directors to disclose their interests in transactions or any other conflict of interests.	Compliant	Link: Code of Business Conduct and Ethics	
Optional: Recommendation 8.5			
1. Company discloses that RPTs are conducted in such a way to ensure that they are fair and at arms' length.	Compliant	Link: Material Related Party Transactions Policy	

Recommendation 8.6			
1. Company makes a full, fair, accurate and timely disclosure to the public of every material fact or event that occur, particularly on the acquisition or disposal of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders.	Compliant	Link: 2017 Revised Manual on Corporate Governance – Section 2.2.5 Responsibilities, Duties and Functions of the Board, ii. Duties and Functions [bb] [cc] (page 13)	
2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.	Compliant	These major decisions have to be approved by the Board of Directors and stockholders, as necessary. See: Annex “17” for the Engagement of Santos Knight Frank, Inc. for the Acquisition of the shares of Metro Solar Power Solutions, Inc.	
Supplement to Recommendation 8.6			
1. Company discloses the existence, justification and details on shareholder agreements, voting trust agreements, confidentiality agreements, and such other agreements that may impact on the control, ownership, and strategic direction of the company.	Compliant	Link: 2017 Revised Manual on Corporate Governance	
Recommendation 8.7			
1. Company’s corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	Compliant	Link: 2017 Revised Manual on Corporate Governance	
2. Company’s MCG is submitted to the SEC and PSE.	Compliant		

3. Company's MCG is posted on its company website.	Compliant		
Supplement to Recommendation 8.7			
1. Company submits to the SEC and PSE an updated MCG to disclose any changes in its corporate governance practices.	Compliant	PSE Edge: MGH Manual on Corporate Governance SEC: 2017 Revised Manual on Corporate Governance	
Optional: Principle 8			
1. Does the company's Annual Report disclose the following information:	Compliant	Link: 2024 Annual Report Please refer to " Item 1 . Business Development" and " Item 6 . Management's Discussion and Analysis or Plan of Operations" Please refer to " Item 6 . Management's Discussion and Analysis or Plan of Operation – "Management Discussions and Analysis of Financial Condition and Results of Operations" Please refer to " Item 6 . Management's Discussion and Analysis or Plan of Operation – "Other Matters" Please refer to " Item 5 . Market for Registrants Common Equity and Related Stockholders Matters, Section (3) Dividends"	
a. Corporate Objectives			
b. Financial performance indicator			
c. Non-financial performance indicators			
d. Dividend Policy			
e. Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and other	Compliant	Please refer to " Item 9 . Directors and Executive Officers of the Registrant; Section (A) Executive Officers of the Registrant"	

directorships in listed companies) of all directors			
f. Attendance details of each director in all directors' meetings held during the year	Compliant	See Annex "9" for the Summary of Attendance to Board Meetings for 2025.	
g. Total remuneration of each member of the board of directors	Compliant	Please refer to " Item 10 . Executive Compensation"	
2. The Annual Report contains a statement confirming the company's full compliance with the Code of Corporate Governance and where there is non-compliance, identifies and explains reason for each such issue.	Compliant	<p>CEO Robert John L. Sobrepeña and Independent Director Francisco C. Gonzalez attested the company's full compliance with SEC Code of Corporate Governance last July 28, 2014. For the 2017 Code of Corporate Governance, the CEO and Compliance Officer attested to the company's compliance.</p> <p>Per SEC Memorandum Circular No. 5, Series of 2013, the Corporate Governance Section in the Annual Report is deleted but the Company is instead directed to file an Annual Corporate Governance Report.</p>	
3. The Annual Report/Annual CG Report discloses that the board of directors conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems.	Compliant	The management gathers all material information before committing funds. The BOD reviews and approves policies of managing liquidity and credit risks.	
4. The Annual Report/Annual CG Report contains a statement from the board of directors or Audit Committee commenting on the	Compliant	In order to meet the effectiveness of the Internal Control System and to consider them effective and adequate the Audit Committee perform the following duties and responsibilities:	

<p>adequacy of the company's internal controls/risk management systems.</p>		<ol style="list-style-type: none"> 1. Monitor and evaluate the adequacy and effectiveness of the company's internal control system, including information technology security and control. 2. Understand the scope of internal and external auditor's review of internal control over financial reporting, and obtain reports on significant findings and recommendations, together with management's responses. 3. Review with management and the chief audit executive the charter, plans, activities, staffing, and organizational structure of the internal audit function. 4. Ensure there are no unjustified restrictions or limitations, and review and concur in the appointment, replacement, or dismissal of the chief audit executive. 5. Review the effectiveness of the internal audit function, including compliance with Standards for the Professional Practice of Internal Auditing. 6. On a regular basis, meet separately with the chief audit executive to discuss any matters that the committee or internal audit believes should be discussed privately. 	
<p>5. The company discloses in the Annual Report the key risks to which the company is materially exposed to (i.e. financial, operational including IT, environmental, social, economic).</p>	<p>Compliant</p>	<p>See Annex "18" for the risks which the company is currently facing.</p>	

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

<p>1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.</p>	<p>Compliant</p>	<p>See Annex "19" for the Audit Committee Process</p>	
<p>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.</p>	<p>Compliant</p>	<p>The Board approved the appointment of Isla Lipana & Co. as the Company's independent external auditor for the year 2025 and 2026 which appointment was ratified during the annual stockholders meeting held on July 31, 2025, where the Company received total votes in person and by proxy of 91.37% stockholders entitled to vote.</p> <p>Link: Results of the 2025 Annual Stockholders' Meeting</p> <p>Please refer to Number 2.4</p>	
<p>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.</p>	<p>Compliant</p>	<p>Link: Audit Committee Charter "Authority"</p> <p>See Annex "19" for the Audit Committee Process</p>	

Supplement to Recommendation 9.1

<p>1. Company has a policy of rotating the lead audit partner every five years.</p>	<p>Compliant</p>	<p>Link: Audit Committee Charter</p>	
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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	Link: Audit Committee Charter	
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	Link: Audit Committee Charter	
Supplement to Recommendation 9.2			
1. Audit Committee ensures that the external auditor is credible, competent and has the ability to understand complex related party transactions, its counterparties, and valuations of such transactions.	Compliant	Link: Audit Committee Charter	
2. Audit Committee ensures that the external auditor has adequate quality control procedures.	Compliant	Link: Audit Committee Charter	

Recommendation 9.3			
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.	Compliant	There were no non-audit services conducted by the external auditor for 2025.	
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	Link: Audit Committee Charter "Authority" See Annex "20" for the Policy on Non-Audit Services	
Supplement to Recommendation 9.3			
1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	Compliant	Audit Fees paid for 2025 amounted to Php1,230,000.00 exclusive of 12%VAT and out-of-the-pocket expenses. There were no non-audit services conducted by the external auditor for 2025.	
Additional Recommendation to Principle 9			
1. Company's external auditor is duly accredited by the SEC under Group A category.	Compliant	1. Name of Audit Engagement Partner: Dennis M. Malco 2. Accreditation Number: Partner – 126035-SEC Firm –0142-SEC 3. Date Accredited: Partner – April 12, 2021 Firm – December 22, 2020 4. Expiry Date of Accreditation: Partner – audit of 2021-2025 financial	

		<p>statements</p> <p>Firm – audit of 2020-2025 financial statements</p> <p>5. Name, address, contact number of the audit firm: Isla Lipana & Co. 29/F AIA Tower, 8767 Paseo de Roxas, Makati City 1226 Philippines Tel. No. +63 (2) 8845 2728 <u>dennis.malco@pwc.com</u></p>	
2. Company's external auditor agreed to be subjected to the SEC Oversight Assurance Review (SOAR) Inspection Program conducted by the SEC's Office of the General Accountant (OGA).	Compliant	The firm Isla Lipana & Co. agrees to be subjected to SOAR.	

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

Recommendation 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	Link: 2017 Revised Manual on Corporate Governance Section 2.2.5 Responsibilities, Duties and Functions of the Board, ii. Duties and Functions [dd] (page 13)	
2. Company adopts a globally recognized standard/framework in	Compliant	See: Annex 27 for the 2025 Sustainability Report pages 2- 7 under "Materiality Process"	

reporting sustainability and non-financial issues.			
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. Company has media and analysts' briefings as channels of communication to ensure the timely and accurate dissemination of public, material and relevant information to its shareholders and other investors.	Compliant	MGH Website PSE Edge Portal-MGH	
Supplemental to Principle 11			
1. Company has a website disclosing up-to-date information on the following:	Compliant	MGH Website	
a. Financial statements/reports (latest quarterly)			
b. Materials provided in briefings to analysts and media			
c. Notice of ASM and/or SSM			
d. Minutes of ASM and/or SSM			
e. Company's Articles of Incorporation and By-Laws			
f. Downloadable annual report			
Additional Recommendation to Principle 11			

1. Company complies with SEC-prescribed website template.	Compliant	MGH Website	
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 internal 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>Internal audit performs in accordance with its charter, which is consistent with the Standards and code of ethics</p> <p>Regular communication and reporting of audit observation and recommendation to senior management.</p>	
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	Compliant	<p>The Company used COSO framework for Enterprise Risk Management</p> <p>See Annex "4" for the Risk Management Policy</p> <p>See Annex "18" for the risks the company is currently facing.</p> <p>Periodic review is being done.</p>	
Supplement to Recommendations 12.1			
1. Company has a formal comprehensive enterprise-wide compliance program covering compliance with laws and relevant regulations that is annually reviewed. The program includes appropriate training and awareness initiatives to facilitate understanding,	Compliant	Link: Code of Business Conduct and Ethics	

acceptance and compliance with the said issuances.			
Optional: Recommendation 12.1			
1. Company has a governance process on IT issues including disruption, cyber security, and disaster recovery, to ensure that all key risks are identified, managed and reported to the board.	Compliant	Link: MGHC IT Disaster Recovery Plan See: Annex 27 for the 2025 Sustainability Report pages 9-11 under "Economic"	
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	Internal Audit function is in-house. CAE from parent company is seconded to this company.	
Recommendation 12.3			
1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	Compliant	Ms. Solita S. Alcantara Link: 2017 Revised Manual on Corporate Governance Section 2.6.2 Internal Auditor, item 2.6.2.3 (page 32)	
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.	Compliant	Link: Internal Audit Charter	
3. In case of a fully outsourced internal audit activity, a qualified	Compliant	Ms. Solita S. Alcantara	

<p>independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.</p>			
<p>Recommendation 12.4</p>			
<p>1. Company has a separate risk management function to identify, assess and monitor key risk exposures.</p>	<p>Compliant</p>	<p>Link: 2017 Revised Manual on Corporate Governance Section 2.3.6 Board Risk Oversight Committee (pages 24-25)</p> <p>Link: Board Risk Oversight Committee</p>	
<p>Supplement to Recommendation 12.4</p>			
<p>1. Company seeks external technical support in risk management when such competence is not available internally</p>	<p>Compliant</p>	<p>Link: 2017 Revised Manual on Corporate Governance</p>	
<p>Recommendation 12.5</p>			
<p>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).</p>	<p>Compliant</p>	<p>The company's Chief Risk Officer (CRO) is ATTY. FERDINAND T. SANTOS</p> <p>Information about the CRO is contained in Item 9. Directors and Executive Officers of the Registrant (page 37) of the 2025 Amended Definitive Information Statement</p>	
<p>2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.</p>	<p>Compliant</p>	<p>CRO is the company's President, so he has adequate authority, stature, resources and support to fulfill his responsibilities.</p>	
<p>Additional Recommendation to Principle 12</p>			

1. Company's Chief Executive Officer and Chief Audit Executive attest in writing, at least annually, that a sound internal audit, control and compliance system is in place and working effectively.	Compliant	See Annex "21" for the CEO, AC Chairman and CAE's Attestation of Internal Control and Compliance System for the year ended December 31, 2025.	
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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	Link: 2017 Revised Manual on Corporate Governance – Section 6 - Shareholders Benefits (pages 35-39)	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	Compliant	Link: 2017 Revised Manual on Corporate Governance Section 6 - Shareholders Benefit (pages 35-39)	

Supplement to Recommendation 13.1

1. Company's common share has one vote for one share.	Compliant	MGH Amended By-Laws [11 September 2024] Article V – Meetings, Section 6 (page 12)	
2. Board ensures that all shareholders of the same class are treated equally with respect to voting rights, subscription rights and transfer rights.	Compliant	MGH Amended By-Laws [11 September 2024] Article V – Meetings, Section 6 and Section 7 (page 12)	
3. Board has an effective, secure, and efficient voting system.	Compliant	MGH Amended By-Laws [11 September 2024] Article V – Meetings, Section 7 (page 12)	
4. Board has an effective shareholder voting mechanisms such as supermajority or "majority of minority"	Compliant	MGH Amended By-Laws [11 September 2024] Article V – Meetings, Section 4 (page 11)	

requirements to protect minority shareholders against actions of controlling shareholders.			
5. Board allows shareholders to call a special shareholders' meeting and submit a proposal for consideration or agenda item at the AGM or special meeting.	Compliant	<u>MGH Amended By-Laws [11 September 2024]</u> Article V – Meetings, Section 2	
6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	Compliant	<u>MGH Amended By-Laws [11 September 2024]</u> Article V – Meetings, Section 4 (page 11)	
7. Company has a transparent and specific dividend policy.	Compliant	<u>MGH Amended By-Laws [11 September 2024]</u> Article VIII – Distribution of Profits, Section 2 (page 15)	
Optional: Recommendation 13.1			
1. Company appoints an independent party to count and/or validate the votes at the Annual Shareholders' Meeting.	Compliant	Incumbent External Auditors	
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 28 days before the meeting.	Compliant	Disclosure and Release of Notice of ASM to Shareholders The Company disclosed to the PSE the Company's SEC Form 20-IS Amended Definitive Information Statement (DIS) on 24 June 2025. The Company likewise posted on 4 June 2025 at the Company's website the Notice of Annual Shareholder's Meeting, which stated the date, time and place of meeting, including the rationale and	

		<p>explanation for each item in the agenda that requires shareholders' approval, which posting date is more than 28 days prior to 31 July 2025, the date of actual meeting. The ASM was announced months before the actual date of the meeting and was posted to PSE Edge on 4 June 2025.</p> <p>Link: Amended Notice of 2025 Annual Stockholders Meeting</p> <p>Link: 2025 Amended Definitive Information Statement</p>	
Supplemental to Recommendation 13.2			
1. Company's Notice of Annual Stockholders' Meeting contains the following information:	Compliant	Link: 2025 Amended Definitive Information Statement	
a. The profiles of directors (i.e., age, academic qualifications, date of first appointment, experience, and directorships in other listed companies)	Compliant	Link: 2025 Amended Definitive Information Statement Item No. 5 - Directors and Executive Officers of Registrant (pages 16-23)	
b. Auditors seeking appointment/re-appointment	Compliant	Link: 2025 Amended Definitive Information Statement Please refer to page 1	
c. Proxy documents	Compliant	Link: 2025 Amended Definitive Information Statement Please refer to page 5	
Optional: Recommendation 13.2			

1. Company provides rationale for the agenda items for the annual stockholders meeting	Compliant	Link: 2025 Amended Definitive Information Statement Please refer to page 3	
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	Link: Results of the 2025 Annual Stockholders' Meeting	
2. Minutes of the Annual and Special Shareholders' Meetings were available on the company website within five business days from the end of the meeting.	Compliant	Link: Results of the 2025 Annual Stockholders' Meeting <ul style="list-style-type: none"> • Draft Minutes of the 2025 Annual Stockholders' Meeting 	
Supplement to Recommendation 13.3			
1. Board ensures the attendance of the external auditor and other relevant individuals to answer shareholders questions during the ASM and SSM.	Compliant	In addition to the members of the Board of Directors, the Corporate Secretary, representatives from Isla Lipana & Co. were also present during the annual stockholders' meeting to answer shareholders' questions.	
Recommendation 13.4			
1. Board makes available, at the option of a shareholder, an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.	Compliant	2017 Revised Manual on Corporate Governance Section 6.1 Investors' Rights and Protection, item 6.1.9 (page 38)	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Compliant	2017 Revised Manual on Corporate Governance - Section 2.2.5 Responsibilities, Duties and Functions of the Board, (ii) Duties and Functions [n] (page 11)	

Recommendation 13.5			
1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.	Compliant	Investor Relations Officer is: Mr. RAFAEL R. PEREZ DE TAGLE, JR. Telephone: +632-706-1867 Fax: +632-706-1867 E-mail address: rperezdetagle@gmail.com	
2. IRO is present at every shareholder's meeting.	Compliant	Link: Results of the 2025 Annual Stockholders' Meeting	
Supplemental Recommendations to Principle 13			
1. Board avoids anti-takeover measures or similar devices that may entrench ineffective management or the existing controlling shareholder group.	Compliant	Link: MGH Amended By-Laws [11 September 2024] Article V – Meetings, Section 5. Proxy (page 12)	
2. Company has at least thirty percent (30%) public float to increase liquidity in the market.	Non-Compliant	See: Annex 26 for the Summary of Public Ownership as of March 31, 2026.	The public float of the Company as of end March, 2026 is 10.60% which is above the minimum threshold of 10% public float for listed companies like the Company which were listed in the PSE prior to effectivity of SEC Memorandum Circular No. 13, Series of 2017 under the PSE's Amended Rules on Minimum Public Ownership.
Optional: Principle 13			

1. Company has policies and practices to encourage shareholders to engage with the company beyond the Annual Stockholders' Meeting.	Compliant	Link: 2017 Revised Manual on Corporate Governance - Section 2.2.5 Responsibilities, Duties and Functions of the Board, (ii) Duties and Functions (pages 11-13)	
2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.	Compliant	Link: Amended Notice of 2025 Annual Stockholders Meeting 2025 Amended Definitive Information Statement Annex C - Requirements and Procedure for Registration, Participation and Voting in Absentia	

Duties to Stakeholders

Principle 14: The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights 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	2017 Revised Manual on Corporate Governance – Section 2.2.5 Responsibilities, Duties and Functions of the Board, (ii) Duties and Functions [g] & [h] (page 10)	
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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	2017 Revised Manual on Corporate Governance – Section 2.4 – The Corporate Secretary, item 2.4.4 (d) (page 28)	
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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	Stakeholders can voice their concerns and/or complaints for possible violation of their rights to the Investor Relations Officer, with following contact details: Mr. RAFAEL R. PEREZ DE TAGLE, JR.	
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		Telephone: +632-706-1867 Fax: +632-706-1867 E-mail address: rperezdetagle@gmail.com Relative to Company's Policies – Whistle-Blowing Policy	
Supplement to Recommendation 14.3			
1. Company establishes an alternative dispute resolution system so that conflicts and differences with key stakeholders is settled in a fair and expeditious manner.	Compliant	2017 Revised Manual on Corporate Governance - Section 2.2.5 Responsibilities, Duties and Functions of the Board, (ii) Duties and Functions [n] (page 11) See Annex "22" for the Alternative Dispute Resolution	
Additional Recommendations to Principle 14			
1. Company does not seek any exemption from the application of a law, rule or regulation especially when it refers to a corporate governance issue. If an exemption was sought, the company discloses the reason for such action, as well as presents the specific steps being taken to finally comply with the applicable law, rule or regulation.	Compliant	There is no instance that MGH sought any exemption for application of any law, rule or regulation for the year 2024 especially when it refers to corporate governance issue.	
2. Company respects intellectual property rights.	Compliant	Link: Code of Business Conduct and Ethics - Confidential and Proprietary Information	
Optional: Principle 14			
1. Company discloses its policies and practices that address customers' welfare.	Non-compliant		The Company is a holding company and has no direct business operations that entails direct interaction with customers.

2. Company discloses its policies and practices that address supplier/contractor selection procedures.	Compliant	Link: Code of Business Conduct and Ethics	
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	Link: Code of Business Conduct and Ethics	
Supplement to Recommendation 15.1			
1. Company has a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures.	Compliant	MGHC has 3 rank and file employees and 10 officers as of December 31, 2025. See Annex "23" for the Reward/ Compensation Policy	
2. Company has policies and practices on health, safety and welfare of its employees.	Compliant	MGHC has 3 rank and file employees and 10 officers as of December 31, 2025. The health of every employee shall be maintained at its highest level: 1. With existing health plan coverage; 2. With emergency medicine kit complete with emergency medicines; 3. With company nurse and part-time doctor to address employees' health needs; assessment and, or referral of employee/s health condition in the workplace.	

		<ol style="list-style-type: none"> 4. Employees are required to consult a Physician if sick leave is more than two days and a medical certificate/clearance is required before resumption to work. 5. Pre-employment physical examination to newly hired employees. 6. Annual Physical Examination, wellness program and vision benefit program for all regular employees. <p>Data relating to health, safety and welfare of its employees.</p> <ol style="list-style-type: none"> 1. Annual vaccination program with Influenza virus is maintained. 2. Monthly purchase of first aid. 3. An employee is advised to go home or consult immediately a Physician if with presence of any symptoms of a suspected viral illness. 4. Maintains well-ventilated and non-hazardous workplace through daily inspection and maintenance of facilities/supplies. 5. Quarterly Pest Control program of the work place. 	
3. Company has policies and practices on training and development of its employees.	Compliant	See Annex "24" for the Training and Development Program of the Company.	
Recommendation 15.2			
1. Board sets the tone and makes a stand against corrupt practices by	Compliant	Link: Code of Business Conduct and Ethics	

adopting an anti-corruption policy and program in its Code of Conduct.			
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	Compliant	The corporation requires continuous management attention at all corporate levels to assure compliance with the spirit and letter of this policy.	
Supplement to Recommendation 15.2			
1. Company has clear and stringent policies and procedures on curbing and penalizing employee involvement in offering, paying and receiving bribes.	Compliant	The company's No Gift Policy is attached as Annex "25" . No incidents of violations of the company policy found and reported.	
Recommendation 15.3			
1. Board establishes a suitable framework for whistle blowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation.	Compliant	Company's Policies – Whistle-Blowing Policy Link: Code of Business Conduct and Ethics	
2. Board establishes a suitable framework for whistle blowing that allows employees to have direct access to an independent member of the Board or a unit created to handle whistle blowing concerns.	Compliant	Company's Policies – Whistle-Blowing Policy	
3. Board supervises and ensures the enforcement of the whistle blowing framework.	Compliant	Company's Policies – Whistle-Blowing Policy	

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 16.1


<p>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.</p>	<p>Compliant</p>	<p>Link: 2025 Corporate Social Responsibility</p>	
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Optional: Principle 16

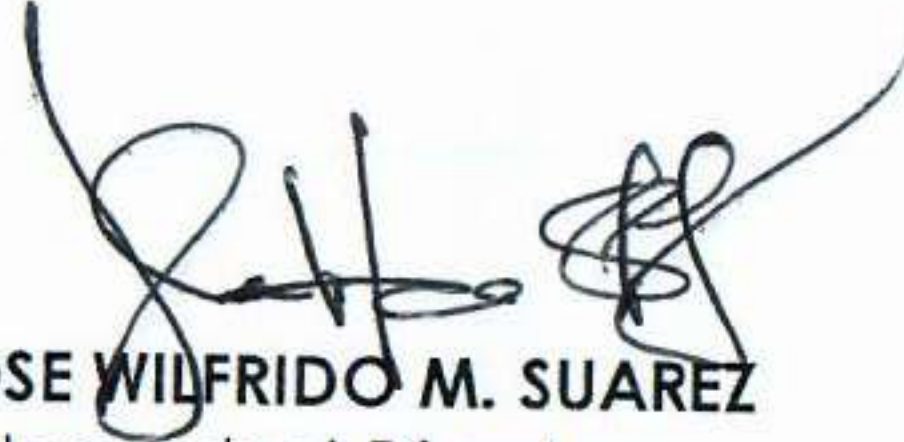
<p>1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development.</p>	<p>Compliant</p>	<p>See: Annex 27 for the 2025 Sustainability Report pages 17-26 under “Environment”</p>	
<p>2. Company exerts effort to interact positively with the communities in which it operates.</p>	<p>Compliant</p>	<p>Link: 2025 Corporate Social Responsibility</p>	

SUBSCRIBED AND SWORN to before me this 28 MAY 2026 in MAKATI CITY by the following who exhibited to me their respective valid I.D.'s as follows:


ROBERT JOHN L. SOBREPENA
Chairman of the Board
Senior Citizen ID No. 81301
Pasig City issued 04/25/15


FERDINAND T. SANTOS
President
Senior Citizen ID No. 75098
Pasig City issued 08/19/14


FRANCISCO C. GONZALEZ
Independent Director (Lead)
Social Security System
ID No. 03-1741698-9



JOSE WILFRIDO M. SUAREZ
Independent Director
Tax Identification No.
156-395-433


ALICE ODCHIGUE-BONDOC
Chief Compliance Officer
Integrated Bar of the Philippines
Lifetime ID No. 014624


GILBERT RAYMUND T. REYES
Corporate Secretary
Tax Identification No.
106-973-867

Doc. No. 249 :
Page No. 11 :
Book No. I :
Series of 2026




NOTARY PUBLIC
JUSTINE HAIL C. DE JESUS
Notary Public for Makati City
Until 31 December 2026
Appointment No. M-577
PTR No. 10778172/ Jan. 08, 2026/Makati City
IBP No. 535239/Dec 12, 2025/Quezon City
Roll of Attorneys No. 88962
MCL: Compliance No VIII-0011675/August 8, 2024
34th Floor, Tower 1 The Enterprise Center
6766 Ayala Avenue cor Paseo De Roxas Makati City



METRO GLOBAL HOLDINGS CORP.

SUCCESSION POLICY

INTRODUCTION:

A change in executive leadership creates uncertainty for all organizations and can be a very challenging time. Therefore, it is the policy of Metro Global Holdings Corp. (MGHC) to be prepared for an eventual permanent change in leadership – either planned or unplanned – to insure the stability and accountability of the organization until new permanent leadership is identified. The Board of Directors shall be responsible for implementing this policy and its related procedures.

POLICY:

It is the policy of the Board of MGHC to assess the leadership needs of the organization. Therefore, ensuring the selection of a qualified and capable; a good fit for the organization's mission, vision, values, goals, and objectives; and who has the necessary competencies for the leadership needs of MGHC.

PROCEDURES:

In the event the Executive Director of MGHC is no longer able to serve in this position (i.e., leaves the position permanently), the Executive Committee of the Board of Directors shall do the following to appoint an Interim Executive Director.

Within 15 business days appoint a Succession Planning Committee, in the event that a permanent change in leadership is required. This committee shall be comprised of at least one member of the Executive Committee and two other members of the Board of Directors and the Head of Human Resources.

The Committee establishes a succession plan that identifies critical executive and management positions, forecasts future vacancies in those positions and identifies potential managers who would fill vacancies. Vacancies will be filled from within or, in

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the event no viable candidate is available, on an "acting" basis while an external recruitment effort is conducted.

It shall be the responsibility of this committee to implement the following preliminary transition plan:

- Communicate with key stakeholders regarding actions taken by the Board in naming an interim successor, appointing a Succession Planning Committee, and implementing the succession policy.
- Consider the need for consulting assistance (i.e., transition management or executive search consultant) based on the circumstances of the transition.
- Review the organization's business plan and conduct a brief assessment of organizational strengths, weaknesses, opportunities, and threats to identify priority issues that may need to be addressed during the transition process and to identify attributes and characteristics that are important to consider in the selection of the next permanent leader.
- Establish a time frame and plan for the recruitment and selection process.
- The Head of Human Resources shall apply the MGHC's hiring policy and procedures.
- The Board should use similar procedures in case of an executive transition that simultaneously involves the Executive Director and other key management. In such an instance, the Board may also consider temporarily subcontracting some of the organizational functions from a trained consultant or other organizations.

RESPONSIBILITIES:

It is likewise the responsibility of the Succession Planning Committee to:

1. Meet every January. At each meeting, each division head will:
 - a. Present to the Committee a review of the departmental succession plan.
 - b. Identify key positions and incumbents targeted for succession planning. This should include an analysis of planned retirements, potential turnover, etc.

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- c. Identify individuals who show the potential needed for progression into the targeted positions and leadership within the company.
 - d. Outline the actions taken in the previous six months to prepare identified individuals to assume a greater role of responsibility in the future.
2. By the end of February each year, the Committee will approve targeted candidates.
3. By the end of March each year, the Committee will approve an outline of actions that will be taken in the following six months to prepare individuals to assume a greater role of responsibility in the future.
4. The Chairman & CEO will periodically request updates from the Head of Human Resources on the development process for each targeted candidate.

**HUMAN RESOURCES DIVISION
DECEMBER 2017**

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METRO GLOBAL HOLDINGS CORP.

REMUNERATION POLICY

INTRODUCTION:

The Remuneration Policy addresses remuneration on an organization wide basis and is one of the key components of the HR strategy, both of which fully support the overall business strategy. The main functions of the Remuneration Policy, are to: (1) to support the Metro Global Holdings, Corp. (MGHC) strategy by helping to build a competitive, high performance and innovative company that attracts, retains, motivates and rewards high-performing employees; and (2) to promote the achievement of strategic objectives.

REMUNERATION PHILOSOPHY:

Metro Global Holdings, Corp.'s remuneration philosophy is to recruit, motivate, reward and retain employees who believe in, and live by, our culture and values. We endeavor to create a working environment that motivates high performance so that all employees can positively contribute to the strategy, vision, goals and values of the group.

Our philosophy, supported by a robust performance management practice, strives to set our employees' total remuneration package at a competitive level by benchmarking to the market and providing incentives geared to agreed performance outcomes, where appropriate.

KEY PRINCIPLES:

The MGHC Remuneration Policy is based fundamentally on the following principles:

1. The Remuneration Policy is aligned to the overall business strategy, objectives and values of the group.

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2. The Remuneration policy contains arrangements for ensuring that executive remuneration is fair and responsible in the context of overall company remuneration.
3. Salaried employees are rewarded on a total rewards basis, which includes fixed, short- and long-term as well as intangible rewards (in line with market practice).
4. The fixed (guaranteed) component of the reward includes a base salary, and benefits that are normally set at market median level.
5. Total remuneration (base salary, benefits and allowances & incentives) is targeted in normal market conditions to the relevant competitive market.

REMUNERATION POLICY

STRUCTURE

MGHC's remuneration structure relating to salaried employees (*including executive directors and key officers*) comprises the following elements: **guaranteed remuneration package** (fixed or base pay and allowances), **variable remuneration** (short- term and long-term incentives) and **recognition** (special bonuses for special projects).

The fixed remuneration is guaranteed and normally paid irrespective of the Company's performance, while the variable remuneration is not guaranteed, and directly linked to and dependent upon certain group, divisional and individual performance levels being achieved.

The guaranteed remuneration package (guaranteed cost-to-company) includes the employee's total annual salary plus any non-cash fringe benefits. Typically these include company car, retirement fund and health insurance, group life and accident insurance, as well as other benefits.

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Remuneration Element	Purpose
Guaranteed Package	<ul style="list-style-type: none"> • Pays for overall job requirements, accountability, complexity / variety of tasks. • Ensures that MGHC attracts and retains talented high-performing people by paying a market- related guaranteed package.
Short-term Incentives	<ul style="list-style-type: none"> • Focuses on attaining results in both the short and medium term, whilst at the same time ensuring the successful execution of the strategic plan. • Variable component that rewards contributions to the business plan. • Offers the opportunity for Pay-for-Performance to incentivize employees.
Long-term Incentives	<ul style="list-style-type: none"> • Crucial in retaining business critical / key employees. • Focuses attention on achieving longer-term strategic imperatives and aligns performance with shareholder thinking and expectations. • Rewards sustainable company performance.
Recognition	<ul style="list-style-type: none"> • Supports and reinforces innovation and entrepreneurship. • Recognizes employees living the values of the company and contributing towards the company's growth.

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NON-EXECUTIVE DIRECTORS

Non-executive directors are given per diem per meeting attended and a committee fee (where applicable). This approach of paying a per diem per meeting and per committee fees is in line with emerging best practice at listed companies.

Non-executive directors' fees are benchmarked against the market for companies of a similar size in a similar industry, tabled before the Board for approval, and thereafter proposed to shareholders for approval by special resolution at annual general meetings.

Non-executive directors do not receive any payments linked to Company performance and do not participate in any of the Company's incentive schemes. Non-executive directors are reimbursed for reasonable travel and subsistence expenses in line with the reimbursement policy for employees.

FAIR AND RESPONSIBLE REMUNERATION

MGHC is committed to fair and responsible remuneration across the company.

- Any possible remuneration disparities related will be identified. Any confirmed remuneration disparities will be investigated and addressed as soon as is practical / possible.
- Any unjustifiable differences in the terms and conditions of employment, including remuneration will be identified. Unjustifiable differences in pay and conditions of employment between employees at the same level will be addressed.
- MGHC believes its human resources plans/initiatives are critical in addressing remuneration disparities. This plan includes career mapping for employees across the company; development of employees; various training courses and an extensive employee value proposition, which amongst other provide for enabling/empowering work environment, a culture conducive to personal growth/opportunities.

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MARKET POSITION

The Company aims to pay:

- on the market median (50th percentile) for employees;
- in exceptional cases up to the upper quartile (75th percentile) for certain key jobs where there are premiums due to scarce and/or technical/specialized skills, and/or market pressures;
- in exceptional cases up to the upper quartile (75th percentile) for employees who are outstanding performers on a consistent basis. This is normally a relatively small percentage of the total employees.

MARKET SURVEYS

- In line with general market practice, the company compares itself to companies within its industry (by participating in industry surveys, as well as in general industry surveys).
- The main factor in assessing the influence that external salary levels (market pressures) should be allowed to exercise internally is the extent to which there is competition for the employees in question in the open market. The ability of the company to attract and retain the right caliber of employee is normally evidence of this.
- Discretionary elements of pay beyond benchmarked levels can be included for scarcity, attraction and retention purposes, where appropriate.
- Targeting remuneration to market levels is generally done on the basis of total guaranteed package.
- To remain competitive, market-related premiums will be considered for certain skills, employment equity purposes, and if there is a shortage of skills.

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REMUNERATION REVIEW

- A review of remuneration is conducted annually and the Board of Directors determines any resultant increase.
- Typically, a variety of factors, such as CPI, affordability, budgets, market movements/ trends, competitor remuneration, scarcity of skills, etc. is considered by the Remuneration Committee, in order to approve a mandate for the company.

REMUNERATION COMMITTEE DECEMBER 2017

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Remuneration Process

Process	CEO	Top 4 Highest Paid Management Officers
(1) Fixed remuneration	Compensation was paid to the officers and directors of the Company for 2025.	The CEO and four (4) most highly compensated executive officers: 1. Robert John L. Sobrepeña, Chief Executive Officer; 2. Atty. Ferdinand T. Santos, President; 3. Rafael R. Perez de Tagle, Jr., Executive Vice President; 4. Atty. Alice Odchigue-Bondoc, SVP for Good Governance, Compliance Officer; 5. Ramon G. Jimenez, Chief Financial Officer.
(2) Variable remuneration	See above.	See above.
(3) Per diem allowance	Section 8 of the By-Laws of the Company provides: "Each director shall receive a reasonable per diem allowance for his attendance at each meeting of the board. As a compensation, the Board shall receive and allocate an amount of not more than five (5%) percent of the net income before income tax of the corporation during the preceding year. Such compensation shall be determined and apportioned among the directors in such manner as the Board may deem proper." The directors receive a per diem of P10,000.00 per attendance at Board meetings. There is no provision in the above-quoted section that may be construed as precluding any director from serving in any other capacity and receiving any compensation therefor.	N/A
(4) Bonus	N/A	N/A
(5) Stock Options and other financial instruments	The Company has not issued any warrant/option, and there is no outstanding warrant/option held by the CEO.	The Company has not issued any warrant/option, and there is no outstanding warrant/option held by the Company's officers or directors.

Risk Exposure	Risk Management Policy	Objective
Liquidity Risk	The Group manages the liquidity risk by maintaining a balance between continuity of funding and flexibility in operations. Treasury controls and procedures are in place to ensure that sufficient cash is maintained to cover daily operational and working capital obligations and sets up required cash reserves and reserve borrowing facilities as necessary in accordance with internal policies. Short-term advances from related parties are availed to cover for immediate expenses and maturing obligations. The Group is also able to defer payments of some of its due to related party balances.	To manage cash flow risks.
Credit Risk	The Group has a significant concentration of credit risk on its transactions with NTDCC, its sole customer. However, this is brought down to an acceptable level since depot royalties are collected in accordance with the agreement and the Group's credit policy with no reported defaults and write-offs in previous years. In addition, credit risk is minimized by monitoring receivables regularly.	To maintain a high grade of credit quality of the Company's financial assets
Foreign Currency Exchange Risk	The Group has transactional currency exposure but is not material as this arises mainly from immaterial cash balances denominated in US Dollar.	To minimize the impact of foreign exchange fluctuations on financial results.
Equity Price Risk	The Group's market risk policy requires it to manage such risks by setting and monitoring objectives and constraints on investments, diversification plan and limits on investments sector and markets.	To determine the impact of the Company's share price on its financial position.
Capital Risk	The Group monitors its use of capital by comparing deficit to total capitalization and makes adjustments to it in light of changes in economic conditions and its financial position.	To ensure optimal capital structure and maintain financial stability.
Legal and Compliance Risk	This risk is mitigated by closely monitoring legislative developments, including key policies related to climate resilience and employing legal experts who coordinate with concerned business units on potential legal issues and pursue all remedies available.	To ensure compliance with applicable laws and regulations and safeguard the Company's reputation.
Cybersecurity / Digitalization Risk	To mitigate these risks, the Group continues to strengthen its cybersecurity posture through proactive threat management, enhanced system and data access controls and regular data backups. The Group also manages risks arising from reliance on third-party IT providers through contractual safeguards and ongoing performance and security assessments.	To protect information assets and ensure business continuity through robust cybersecurity measures.

ATTENDANCE TO AUDIT COMMITTEE MEETINGS FOR 2025							
Name of Board Director	Position in the Committee	Date of Audit Committee Meeting				Total	Attendance Rate
		Apr. 11, 2025	May 9, 2025	Aug. 11, 2025	Nov. 12, 2025		
Francisco C. Gonzalez	Chairman	P	P	P	P	4/4	100%
Jose Wilfrido M. Suarez	Member	P	P	P	P	4/4	100%
Roberto S. Roco	Member	P	P	P	P	4/4	100%
Solita S. Alcantara	Member	P	P	P	P	4/4	100%

Legend:

- P- Present
- A - Absent

CORPORATE GOVERNANCE COMMITTEE MEETINGS FOR 2025							
Name of Board Director	Position in the Committee	Date of Meeting				Total	Attendance Rate
		Apr. 22, 2025	Apr. 25, 2025	May 23, 2025	Oct. 28, 2025		
Jose Wilfrido M. Suarez	Chairman	P	P	P	P	4/4	100%
Robert John L. Sobrepeña	Member	P	P	P	P	4/4	100%
Atty. Ferdinand T. Santos	Member	P	P	P	P	4/4	100%
Rafael R. Perez de Tagle, Jr.	Member	P	P	P	P	4/4	100%
Francisco C. Gonzalez	Member	P	P	P	P	4/4	100%
Atty. Alice Odchigue- Bondoc	Member	P	P	P	P	4/4	100%

Legend:

P- Present

A - Absent

**MINUTES OF THE SPECIAL MEETING
OF THE CORPORATE GOVERNANCE COMMITTEE**

OF
METRO GLOBAL HOLDINGS CORPORATION

Held on 22 April 2025 at 3PM
via Zoom

PRESENT:

- JOSE WILFRIDO M. SUAREZ
- FRANCISCO C. GONZALEZ
- ROBERT JOHN L. SOBREPENA
- ATTY. FERDINAND T. SANTOS
- RAFAEL R. PEREZ DE TAGLE, JR.
- ATTY. ALICE ODCHIGUE-BONDOC

1. The Chairman of the Corporate Governance Committee (the "Committee"), Mr. Jose Wilfrido M. Suarez, called the meeting to order and presided over the same. The Committee Member & Assistant Corporate Secretary, Atty. Alice Odchigue-Bondoc, recorded the minutes of the proceedings.

2. The Committee Member & Assistant Corporate Secretary certified the presence of the quorum; hence, the meeting of the Committee proceeded with the transaction of corporate business.

3. Upon motion made and seconded, the reading of the minutes of the previous meeting of the Committee was dispensed with and the minutes was approved without reading.

4. The Chairman reminded the members that under the Corporate Governance Committee Charter, the Committee should oversee the annual performance evaluation of the effectiveness of the Board, its Committees and the contribution of each director, including its executive directors, which evaluation will be externally facilitated once every three years. He added that the Committee should agree on an action plan addressing the results of the Board effectiveness review.

The Chairman informed the members that for this year, the evaluation need not be externally facilitated. For this reason, it is the Committee who has formulated the Assessment Forms for evaluation of the Board, its Committees and its directors. He then instructed Committee member, Atty. Alice Odchigue-Bondoc, to present to the Committee the Assessment Forms (Board

and Self-Assessment) which the Committee recommends to be distributed for the Board of Directors to accomplish.

Atty. Bondoc presented and furnished each of the Committee members the Assessment Forms to be distributed for the Board of Directors to accomplish.

After some discussions, the Committee agreed to distribute the Assessment Forms for the Board of Directors to accomplish and directed Atty. Bondoc to take charge of the distribution of the same.

Atty. Bondoc noted the instructions of the Chairman and suggested to the Committee that the Board of Directors should be informed that all Assessment Forms should be submitted back to the Committee not later than 30 April 2025.

5. There being no further business, upon motion made and seconded, the meeting was adjourned.

ATTEST:

 JOSE WILFRIDO M. SUAREZ Chairman	 FRANCISCO C. GONZALEZ Member
 ROBERT JOHN L. SOBREPENA Member	 ATTY. FERDINAND T. SANTOS Member
 RAFAEL R. PEREZ DE TAGLE, JR. Member	 ATTY. ALICE ODCHIGUE-BONDOC Member

**MINUTES OF THE SPECIAL MEETING
OF THE CORPORATE GOVERNANCE COMMITTEE**

OF

METRO GLOBAL HOLDINGS CORPORATION

Held on 25 April 2025 at 9AM
via Zoom

PRESENT:

JOSE WILFRIDO M. SUAREZ
FRANCISCO C. GONZALEZ
ROBERT JOHN L. SOBREPENA
ATTY. FERDINAND T. SANTOS
RAFAEL R. PEREZ DE TAGLE, JR.
ATTY. ALICE ODCHIGUE-BONDOC

1. The Chairman of the Corporate Governance Committee (the "Committee"), Mr. Jose Wilfrido M. Suarez, called the meeting to order and presided over the same. The Committee Member & Assistant Corporate Secretary, Atty. Alice Odchigue-Bondoc, recorded the minutes of the proceedings.

2. The Committee Member & Assistant Corporate Secretary certified the presence of the quorum; hence, the meeting of the Committee proceeded with the transaction of corporate business.

3. Upon motion made and seconded, the reading of the minutes of the previous meeting of the Committee was dispensed with and the minutes was approved with reading.

4. The Chairman of the Committee reminded the members of the Committee that the function of the Nomination and Election Committee under the By-Laws of the Company have been assumed by the Corporate Governance Committee.

The Chairman then said that in view of the forthcoming 2025 Annual Shareholders Meetings on 24 July 2025, the Committee should lead the screening process for nominations for election to the Board of Directors. It should review and evaluate the qualifications of all persons nominated for election to the Board of Directors in accordance with the requirements of the Corporation's By-Laws, Manual of Corporate Governance and applicable legal, regulatory and listing requirements. It shall identify, approve and recommend to the Board of Directors the list of eligible nominees to be elected as members of the Board of Directors.

Page 1 of 4

The Chairman added that the Committee shall consider and determine if nominees for election as independent directors are qualified according to the criteria set under the Listing rules, Revised Code of Corporate Governance of 2012, and other applicable laws and regulations.

The Chairman then directed the Assistant Corporate Secretary and Committee Member, Atty. Alice Odchigue-Bondoc, to inform again the Committee on the process and criteria for Nominations to the Board.

Atty. Bondoc then elaborated that the following procedure and criteria shall be observed in the review and screening of persons nominated for election to the Board of Directors:

1. Written nominations by the stockholders shall be received by the corporation at least 60 days before the date of Annual Meeting of the Stockholders;
2. The Committee shall assess and determine if the person nominated for election to the Board of Directors meet the following qualification standards for directorship: (a) Ownership of at least one (1) share of the capital stock of the Corporation registered in his name in the books of the Corporation; (b) College degree or its equivalent, or comparable experience and competence in managing a business in lieu of such formal education; (c) Relevant experience and credentials such as previous business experience in the corporation, membership in good standing in relevant industry and membership in business or professional organizations; (d) Able to conduct fair business transactions with the Corporation and devote the necessary time and attention to properly and effectively perform his duties and responsibilities as director; (e) Able to act judiciously and exercise independent judgment; (f) Has none of the director disqualifications prescribed under the Securities Regulations Code and its implementing rules, SEC Code of Corporate Governance and such other applicable laws and regulations; and (g) For independent directors: (i) Beneficial equity ownership in the Corporation or in its related companies must not exceed two percentage (2%); and (ii) Each must meet the term limit and independence standards set under SEC corporate governance rules as follows:
 - Must not be a regular director or officer of the Company or any of its related companies or substantial shareholders for the current or any of the past two financial years;
 - Must not be an ex-officio director or officer of the Company, including as a Chairman Emeritus of the Board, or a member of the executive advisory board or as Board adviser for the current or preceding financial year;
 - Must comply with the maximum 9-year term limit;

Page 2 of 4

- Must not have a member of his immediate family who is a director, officer or substantial shareholder of the Company or any of its related companies;
 - Must have a maximum of 5 directorships in other publicly listed companies;
 - Must not be a nominee or representative of a director or substantial shareholder of the Company or its related companies and/or its substantial shareholders;
 - Must not have been an executive employee of the Company or its related companies or substantial shareholders within the last past five years;
 - Must not have been an adviser (whether personally or through his firm or other similar entity) of the Company, its related companies, or its substantial shareholders, within the last five years;
 - Must not engage in any transaction (whether personally or through a firm where he is a partner, director, officer or substantial shareholder) with the Company, its related companies or substantial shareholders unless conducted on arm's length basis and immaterial;
3. The Committee may also consider the following matters in their evaluation: (a) Directorships in other corporations; (b) Age of the director; and (c) Any possible conflict of interest.
 4. The Committee shall pre-screen and identify the individual nominees who possess all the qualifications and none of the disqualifications for directorship set for directors, including independent directors, under the Securities Regulation Code and its implementing rules, SEC Code of Corporate Governance and such other applicable laws and regulations.
 5. Thereafter, the Committee shall identify and recommend a shortlist of qualified nominees for Board approval and endorsement of the final list of nominees for election at the Annual Meeting of the Stockholders.

Atty. Bondoc then informed the Board that written nominations for the Board of Directors of the Company were received from a stockholder, Mr. Jaime V. Borromeo.

After some discussions, upon motion made and duly seconded, the Final List of Nominees for Directors for the ensuing year were unanimously approved by the Committee:

For Regular Directors:

1. Mr. Robert John L. Sobrepeña
2. Atty. Ferdinand T. Santos
3. Mr. Noel M. Cariño
4. Mr. Rafael R. Perez de Tagle Jr.

5. Mr. Jaime M. Cacho
6. Mr. Roberto S. Roco
7. Atty. Alice Odchigue-Bondoc

For Independent Directors:

1. Mr. Jose Wilfrido M. Suarez
2. Mr. Francisco C. Gonzalez

Atty. Bondoc then informed the Board that the nomination of Mr. Francisco C. Gonzalez may be commented by the SEC as having reached the 9-year term limit.


Atty. Bondoc added that should the SEC take an exception on the nomination of Mr. Gonzalez, then the recourse of the company would be to seek shareholders' approval on the one (1) year term extension of Mr. Gonzalez and to include this matter in the Agenda for the Annual Meeting.

The Committee noted the information of Atty. Bondoc and directed Atty. Bondoc to include in the Information Statement of the Company the final list of nominees for directors for the forthcoming Annual Meeting of the Company as approved by the Committee.

5. There being no further business, upon motion made and seconded, the meeting was adjourned.

ATTEST:


JOSE WILFRIDO M. SUAREZ
 Chairman


ROBERT JOHN L. SOBREPEÑA
 Member


RAFAEL R. PEREZ DE TAGLE, JR.
 Member


FRANCISCO C. GONZALEZ
 Member


ATTY. FERDINAND T. SANTOS
 Member


ATTY. ALICE ODCHIGUE-BONDOC
 Member

**MINUTES OF THE SPECIAL MEETING
OF THE CORPORATE GOVERNANCE COMMITTEE**

OF

METRO GLOBAL HOLDINGS CORPORATION

Held on 23 May 2025 at 2PM
via Zoom

PRESENT:

JOSE WILFRIDO M. SUAREZ
FRANCISCO C. GONZALEZ
ROBERT JOHN L. SOBREPENA
ATTY. FERDINAND T. SANTOS
RAFAEL R. PEREZ DE TAGLE, JR.
ATTY. ALICE ODCHIGUE-BONDOC


1. The Chairman of the Corporate Governance Committee (the "Committee"), Mr. Jose Wilfrido M. Suarez, called the meeting to order and presided over the same. The Committee Member & Assistant Corporate Secretary, Atty. Alice Odchigue-Bondoc, recorded the minutes of the proceedings.
2. Atty. Bondoc certified the presence of the quorum; hence, the meeting of the Committee proceeded with the transaction of corporate business.
3. Upon motion made and seconded, the reading of the minutes of the previous meeting of the Committee was dispensed with and the minutes was approved without reading.
4. The Compliance Officer, Atty. Bondoc, presented to the members of the Committee the draft of Integrated Annual Corporate Governance Report for the fiscal year ended 2024. Atty. Bondoc stated that said report is required to be filed with the SEC not later than May 30, 2025 in compliance with the Code of Corporate Governance. Atty. Bondoc then explained to the Committee that the said report is an output of the collaborative efforts of the Legal Department, Finance Department and Audit Department.

After some discussions on the report, upon motion made and duly seconded, the following resolutions were unanimously approved:

"RESOLVED, That the Corporate Governance Committee hereby recommends for approval of the Board the Integrated Annual Corporate Governance Report for the fiscal year ended 2024 as reflected in attached Annex "A" herein."

5. There being no further business, upon motion made and seconded, the meeting was adjourned.

ATTEST:


JOSE WILFRIDO M. SUAREZ
Chairman of the Committee


ROBERT JOHN L. SOBREPENA
Member


RAFAEL R. PEREZ DE TAGLE, JR.
Member


FRANCISCO C. GONZALEZ
Member


ATTY. FERDINAND T. SANTOS
Member


ATTY. ALICE ODCHIGUE-BONDOC
Member



SECURITIES AND EXCHANGE COMMISSION

THE SEC HEADQUARTERS 7907 Makati Avenue, Salcedo Village, Bel-Air, Makati City
1209 Manila, Philippines 8222-7666 Email: info@sec.gov.ph / messages@sec.gov.ph



The following document has been received:

Receiving: RICHMOND CARLOS AGTARAP

Receipt Date and Time: May 29, 2025 11:53:33 AM

Company Information

SEC Registration No.: 0000009142

Company Name: METRO GLOBAL HOLDINGS CORPORATION

Industry Classification: C11920

Company Type: Stock Corporation

Document Information

Document ID: OST10529202583427569

Document Type: I-ACGR

Document Code: I-ACGR

Period Covered: December 31, 2024

Submission Type: Annual

Remarks: None

Acceptance of this document is subject to review of forms and contents

**MINUTES OF THE SPECIAL MEETING
OF THE CORPORATE GOVERNANCE COMMITTEE**

OF

METRO GLOBAL HOLDINGS CORPORATION

Held on 28 October 2025 at 2PM
via Zoom

PRESENT:

JOSE WILFRIDO M. SUAREZ
ROBERT JOHN L. SOBREPENA
ATTY. FERDINAND T. SANTOS
RAFAEL R. PEREZ DE TAGLE, JR.
FRANCISCO C. GONZALEZ
ATTY. ALICE ODCHIGUE-BONDOC

1. The Chairman of the Corporate Governance Committee (the "Committee"), Mr. Jose Wilfrido M. Suarez, called the meeting to order and presided over the same. Atty. Alice Odchigue-Bondoc, recorded the minutes of the proceedings.

2. Atty. Bondoc certified the presence of a quorum; hence, the meeting proceeded with the transaction of corporate business.

3. Upon motion made and seconded, the reading of the minutes of the previous meeting of the Committee was dispensed with and the minutes approved without reading.

4. Upon motion made and seconded, the following resolution was approved:

"RESOLVED, That the Corporate Governance Committee favorably endorse the engagement of **RISKS, OPPORTUNITIES, ASSESSMENT & MANAGEMENT (ROAM), INC.** to act as the seminar provider to the Corporation in connection with the 2025 SEC Mandatory Corporate Governance Seminar to be held via Zoom on 05 December 2025 (Friday) at 1PM to 5PM. This 4-hour seminar will be the compliance for 2025 by the Directors and Officers of the Corporation to continuing training/education on corporate governance per SEC Memorandum Circular No. 20, Series of 2013 and SEC Memorandum Circular No.19, Series of 2016."

5. There being no further business, upon motion made and seconded, the meeting was adjourned.

Attest:



JOSE WILFRIDO M. SUAREZ
Chairman of the Committee


ROBERT JOHN L. SOBREPENA
Member


ATTY. FERDINAND T. SANTOS
Member


RAFAEL R. PEREZ DE TAGLE, JR.
Member


FRANCISCO C. GONZALEZ
Member


ATTY. ALICE ODCHIGUE-BONDOC
Member

(i) Directorship in Other Companies

Director's Name	Corporate Name of the Group Company	Type of Directorship (Executive, Non-Executive, Independent). Indicate if director is also the Chairman.
Noel M. Cariño	Fil-Estate Management, Inc., Fil-Estate Development, Inc., CJH Development Corporation, CJH Hotel Corporation and CJH Suites Corporation, Chamber of Real Estate and Builders Association (CREBA), SunAsia, Inc., Nortcsol Inc., Nortcsol II, Inc., Nortcsol IV, Inc., Newasia Power Energy Corporation, Newasia Power Energy II Corporation, MegaWatt Solutions, Inc., Leon Philippe Industries, Inc., Fil-Estate Core, Inc., Acesite Phils. Hotel Corporation	NED
Jaime M. Cacho	Metro Countrywide Corporation, Metro Solar Power Solutions, Inc., Metro Global Renewable Energy Corporation, CJH Development Corporation and MRT Development Corporation	NED
Roberto S. Roco	Fil-Estate Realty Corporation	NED
Francisco C. Gonzalez	Romago Corporation, Fabriduct & Metal Systems, Inc., Romago, Inc., Guam and Electro Mechanical Products International, Inc., Asia Pacific Golf Cars Corporation, The Manila Southwoods Golf & Country Club, Inc., and Camp John Hay Golf Club, Inc.	ID
Jose Wilfrido M. Suarez	Northernmanor Corp. and NorthernSuites Corp.	ID

(ii) Directorship in Other Listed Companies

Director's Name	Name of Listed Company	Type of Directorship (Executive, Non-Executive, Independent). Indicate if director is also the Chairman.
Atty. Ferdinand T. Santos	Global-Estate Resorts, Inc.	Non-Executive

[Back to Recommendation 4](#)

[Annex "9"](#)

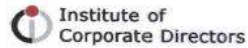
[Back to Recommendation 8](#)

ATTENDANCE OF BOARD OF DIRECTORS FOR 2025															
Name of Board Director	Date of Board Meeting													Total	Attendance Rate
	Mar. 10, 2025	Apr. 10, 2025	Apr. 25, 2025	May 2, 2025	May 13, 2025	May 26, 2025	June 4, 2025	Aug. 5, 2025	Aug. 13, 2025	Sep. 11, 2025	Oct. 28, 2025	Nov. 12, 2025	Dec. 5, 2025		
Robert John L. Sobrepeña	P	P	P	P	P	P	P	P	P	P	P	P	P	13/13	100%
Atty. Ferdinand T. Santos	P	P	P	P	P	P	P	P	P	P	P	P	P	13/13	100%
Noel M. Cariño	P	A	P	P	P	P	A	P	P	P	P	P	P	12/13	92%
Rafael R. Perez de Tagle, Jr.	P	P	P	P	P	P	P	P	P	P	P	P	P	13/13	100%
Jaime M. Cacho	P	P	P	P	P	P	P	P	P	P	P	P	P	13/13	100%
Robert S. Roco	P	P	P	A	P	P	P	P	P	P	P	P	P	12/13	92%
Francisco C. Gonzalez	P	P	P	P	P	P	P	P	P	P	P	P	P	13/13	100%
Jose Wilfrido M. Suarez	P	P	P	P	P	P	P	P	P	P	P	P	P	13/13	100%
Atty. Alice Odchigue- Bondoc	P	P	P	P	P	P	P	P	P	P	P	P	P	13/13	100%

Legend:

P- Present

A - Absent



14F Trident Tower Sen. Gil Puyat Ave.
1200 Makati City, Philippines
Tel: +632 884 1494
www.icd.ph

**Metro Global Holdings Corporation
Board Evaluation**

In line with its commitment to good corporate governance, Metro Global Holdings Corporation has commissioned the Institute of Corporate Directors (ICD) to conduct an evaluation of its Board as a whole.

Your responses will be treated with the utmost confidence. ICD will collate your responses and the assessment results, with no attribution, will be reported by ICD to the Board.

Please note that as this Questionnaire is designed to gauge your opinion on various aspects of the Board's performance, there are no right or wrong answers.

For each of the items in the first four sections of the Questionnaire, you are asked to express the extent of your agreement or disagreement with the given statement by putting a check mark on one of four choices:

- Strongly Agree (4)
- Agree (3)
- Disagree (2)
- Strongly Disagree (1)

At the end of each section is a space for comments. Please feel free to explain your responses, especially if you marked Strongly Disagree or Disagree.

The fifth section asks seven (7) open-ended questions which you are requested to answer. You may also write further comments and suggestions for improving Board performance.

Please accomplish this Questionnaire on or before April 29, 2026.

Thank you for your kind cooperation.

General Information

Name: ROBERT JOHN L. SOBREPENA
Designation: Chairman of the Board & CEO
Committee/s: Corporate Governance Committee
Executive Committee

I. Board Evaluation

A. Structure and Composition	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board has an appropriate mix of knowledge, skills, gender, age, and experience for optimum performance.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board's Composition, including its committees, is appropriate for the company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board has a good balance of executive, non-executive, and independent directors structure to encourage independent decision-making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The following Board Committees are able to effectively perform their mandated duties and responsibilities. (Please answer even if you are not part of the Committee.)				
a. Corporate Governance Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Audit Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Board Risk Oversight Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Material Related Party Transactions Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Executive Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The roles and responsibilities of the following Officers are clearly stated and effectively fulfilled vis-a-vis:				
a. Chief Executive Officer (CEO)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. President and Chief Risk Officer (CRO)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:	Click or tap here to enter text.			

Proprietary & Confidential

B. Roles and Accountability	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The delineation of roles between the Board and Management is clearly defined, understood, and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board has a clear understanding and ownership of the company's Vision, Mission, Core Values, Core Business, and Strategy.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board regularly deliberates on future trends and changes in the external environment (including technology, sustainability, and socio-political disruptions), and takes action for long-term success.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board or Board Committees regularly reviews and monitors the Company's corporate governance policy framework, including:				
a. Conflict of Interest	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Related Party Transaction	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Code of Conduct	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Whistleblowing Policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Risk Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Internal Control	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Financial and Non-Financial Performance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Board-approved policies are communicated to the whole organization.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

Proprietary & Confidential

C. Board Process	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The following Board processes are effective, well-managed, and consistent with the long-term goals of the organization:				
a. Nominations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Directors' Onboarding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Directors' Continuing Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Board Evaluation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Remuneration	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Succession Planning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board spends adequate time discussing strategic and policy issues.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board receives board meeting minutes and agenda materials in a timely manner.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board meeting minutes and agenda materials are accurate, reliable, adequate, and easily understood.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

Proprietary & Confidential

D. Board Dynamics	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board culture can be described as constructive, engaging, and conducive to effective decision making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. No individual or small group dominates the Board discussion and decision making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board provides a challenging but supportive environment for management.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. All Board members attend, come prepared, and actively contribute at meetings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. All Board members conduct themselves in a legal and ethical manner in their personal and professional dealings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Chairman exercises leadership to ensure the Board works as a cohesive and effective team.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Chairman encourages productive discussions, facilitates high quality debates, and draws out contributions from the Directors.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

Proprietary & Confidential

E. Qualitative Questions
1. What do you consider the real strengths of this current Board? Click or tap here to enter text. <i>The Board members expertise in various fields related to the Company's Business.</i>
2. What would you say is this Board's most significant contribution to the Company from the past year? Click or tap here to enter text. <i>The various Board Committees have fulfilled their functions to provide important inputs to Board decisions.</i>
3. If you can change anything about this Board to make it more effective than it is today, what would you change and why? Click or tap here to enter text. <i>We are changing some Board members who can have better inputs in the area of finance.</i>
4. If we add one new director to the Board, what skills, experience, or background would you prioritize in terms of director recruitment? Click or tap here to enter text. <i>We are adding a new member of the Board who has better understanding of accounting and finance.</i>
5. What are the weaknesses of the Board that could be improved on? Click or tap here to enter text. <i>We need to improve on improving of the Board in the areas of finance and Accounting.</i>
6. What are opportunities for improvement that the Board should consider? Click or tap here to enter text. <i>We are open to possible opportunities to improve in the technical aspects of Renewable Energy.</i>
7. What are the threats to the effective performance of the Board? Click or tap here to enter text. <i>Lack of knowledge in technical matters of New technology needed to improve.</i>

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**Metro Global Holdings Corporation
Board Evaluation**

In line with its commitment to good corporate governance, Metro Global Holdings Corporation has commissioned the Institute of Corporate Directors (ICD) to conduct an evaluation of its Board as a whole.

Your responses will be treated with the utmost confidence. ICD will collate your responses and the assessment results, with no attribution, will be reported by ICD to the Board.

Please note that as this Questionnaire is designed to gauge your opinion on various aspects of the Board's performance, there are no right or wrong answers.

For each of the items in the first four sections of the Questionnaire, you are asked to express the extent of your agreement or disagreement with the given statement by putting a check mark on one of four choices:

- Strongly Agree (4)
- Agree (3)
- Disagree (2)
- Strongly Disagree (1)

At the end of each section is a space for comments. Please feel free to explain your responses, especially if you marked Strongly Disagree or Disagree.

The fifth section asks seven (7) open-ended questions which you are requested to answer. You may also write further comments and suggestions for improving Board performance.

Please accomplish this Questionnaire on or before April 29, 2026.

Thank you for your kind cooperation.

General Information

Name: ATTY. FERDINAND T. SANTOS

Designation: President

Committee/s: Executive Committee
Corporate Governance Committee
Board Risk Oversight Committee

I. Board Evaluation

A. Structure and Composition	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board has an appropriate mix of knowledge, skills, gender, age, and experience for optimum performance.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board's Composition, including its committees, is appropriate for the company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board has a good balance of executive, non-executive, and independent directors structure to encourage independent decision-making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The following Board Committees are able to effectively perform their mandated duties and responsibilities. (Please answer even if you are not part of the Committee.)				
a. Corporate Governance Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Audit Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Board Risk Oversight Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Material Related Party Transactions Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Executive Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The roles and responsibilities of the following Officers are clearly stated and effectively fulfilled vis-a-vis:				
a. Chief Executive Officer (CEO)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. President and Chief Risk Officer (CRO)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				
Click or tap here to enter text.				

Proprietary & Confidential

B. Roles and Accountability	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The delineation of roles between the Board and Management is clearly defined, understood, and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board has a clear understanding and ownership of the company's Vision, Mission, Core Values, Core Business, and Strategy.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board regularly deliberates on future trends and changes in the external environment (including technology, sustainability, and socio-political disruptions), and takes action for long-term success.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board or Board Committees regularly reviews and monitors the Company's corporate governance policy framework, including:				
a. Conflict of Interest	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Related Party Transaction	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Code of Conduct	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Whistleblowing Policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Risk Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Internal Control	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Financial and Non-Financial Performance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Board-approved policies are communicated to the whole organization.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				
Click or tap here to enter text.				

Proprietary & Confidential

C. Board Process	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The following Board processes are effective, well-managed, and consistent with the long-term goals of the organization:				
a. Nominations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Directors' Onboarding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Directors' Continuing Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Board Evaluation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Remuneration	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Succession Planning	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board spends adequate time discussing strategic and policy issues.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board receives board meeting minutes and agenda materials in a timely manner.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board meeting minutes and agenda materials are accurate, reliable, adequate, and easily understood.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				
Click or tap here to enter text.				

Proprietary & Confidential

D. Board Dynamics	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board culture can be described as constructive, engaging, and conducive to effective decision making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. No individual or small group dominates the Board discussion and decision making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board provides a challenging but supportive environment for management.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. All Board members attend, come prepared, and actively contribute at meetings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. All Board members conduct themselves in a legal and ethical manner in their personal and professional dealings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Chairman exercises leadership to ensure the Board works as a cohesive and effective team.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Chairman encourages productive discussions, facilitates high quality debates, and draws out contributions from the Directors.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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QUALITATIVE QUESTIONS:

Q1: What do you consider the real strengths of this current Board?

A: Its wealth and depth of experience.

Q2: What would you say is this Board's most significant contribution to the Company from the past year?

A: Because of the wealth and depth of experience that we have in the company's various businesses, we can confidently guide it in its endeavors.

Q3: If you can change anything about this Board to make it more effective than it is today, what would you change and why?

A: The board needs to be fully educated and updated in the latest technologies so it can make management more efficient.

Q4: If we add one new director to the Board, what skills, experience, or background would you prioritize in terms of director recruitment?

A: If a new director were to be added to the board, I would want him to be well versed in the latest technology that will help the company adjust to new trends. I would also want the new director to be very analytical so he can contribute to the betterment of how we do things and enhance the products we offer to our clients.

Q5: What are the weaknesses of the Board that could be improved on?

A: Considering the age bracket of the directors in the boards, there is difficulty in embracing new technologies.

Q6: What are opportunities for improvement that the Board should consider?

A: The opportunity for improvement is to get a new director and let him take care of the above matters.

Q7: What are the threats to the effective performance of the Board?

A: The biggest threat to the performance of the board is to have that burnout syndrome.

Metro Global Holdings Corporation
Board Evaluation

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Your responses will be treated with the utmost confidence. ICD will collate your responses and the assessment results, with no attribution, will be reported by ICD to the Board.

Please note that as this Questionnaire is designed to gauge your opinion on various aspects of the Board's performance, there are no right or wrong answers.

For each of the items in the first four sections of the Questionnaire, you are asked to express the extent of your agreement or disagreement with the given statement by putting a check mark on one of four choices:

- Strongly Agree (4)
- Agree (3)
- Disagree (2)
- Strongly Disagree (1)

At the end of each section is a space for comments. Please feel free to explain your responses, especially if you marked Strongly Disagree or Disagree.

The fifth section asks seven (7) open-ended questions which you are requested to answer. You may also write further comments and suggestions for improving Board performance.

Please accomplish this Questionnaire on or before April 29, 2026.

Thank you for your kind cooperation.

General Information

Name: *Rafael Perez de Tagle, Jr.*

Designation: *Director for Investor Relations & EVP for operation*

Committee/s: *Nomination & Election Committee*

I. Board Evaluation

A. Structure and Composition	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board has an appropriate mix of knowledge, skills, gender, age, and experience for optimum performance.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board's Composition, including its committees, is appropriate for the company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board has a good balance of executive, non-executive, and independent directors structure to encourage independent decision-making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The following Board Committees are able to effectively perform their mandated duties and responsibilities. (Please answer even if you are not part of the Committee.)				
a. Corporate Governance Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Audit Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Board Risk Oversight Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Material Related Party Transactions Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Executive Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The roles and responsibilities of the following Officers are clearly stated and effectively fulfilled vis-a-vis:				
a. Chief Executive Officer (CEO)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. President and Chief Risk Officer (CRO)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:	Click or tap here to enter text.			

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B. Roles and Accountability	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The delineation of roles between the Board and Management is clearly defined, understood, and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board has a clear understanding and ownership of the company's <i>Vision, Mission, Core Values, Core Business, and Strategy</i> .	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board regularly deliberates on future trends and changes in the external environment (including technology, sustainability, and socio-political disruptions), and takes action for long-term success.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board or Board Committees regularly reviews and monitors the Company's corporate governance policy framework, including:				
a. Conflict of Interest	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Related Party Transaction	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Code of Conduct	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Whistleblowing Policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Risk Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Internal Control	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Financial and Non-Financial Performance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Board-approved policies are communicated to the whole organization.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				
Click or tap here to enter text.				

Proprietary & Confidential

C. Board Process	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The following Board processes are effective, well-managed, and consistent with the long-term goals of the organization:				
a. Nominations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Directors' Onboarding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Directors' Continuing Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Board Evaluation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Remuneration	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Succession Planning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board spends adequate time discussing strategic and policy issues.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board receives board meeting minutes and agenda materials in a timely manner.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board meeting minutes and agenda materials are accurate, reliable, adequate, and easily understood.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				
Click or tap here to enter text.				

Proprietary & Confidential

D. Board Dynamics	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board culture can be described as constructive, engaging, and conducive to effective decision making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. No individual or small group dominates the Board discussion and decision making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board provides a challenging but supportive environment for management.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. All Board members attend, come prepared, and actively contribute at meetings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. All Board members conduct themselves in a legal and ethical manner in their personal and professional dealings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Chairman exercises leadership to ensure the Board works as a cohesive and effective team.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Chairman encourages productive discussions, facilitates high quality debates, and draws out contributions from the Directors.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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- 1. What do you consider the real strength of this current Board?**
The current Board is made up of individuals with diverse interests and multi-faceted skills and interests that allows the Board to view challenges and opportunities in an innovative and adaptive manner.
- 2. What would you say is this current Board's most significant contribution to the Company from the past year?**
The most significant contribution in my opinion is the diversification into renewable energy interests (from infrastructure).
- 3. If you can change anything about this Board to make it more effective than it is today, what would you change and why?**
If any, perhaps some in-depth technical expertise and experience in renewable energy.
- 4. If we add one new director to the Board, what skills, experience or background would you prioritize in terms of director recruitment?**
As stated in No. 3 above, someone with in-depth technical expertise and experience in renewable energy.
- 5. What are the weaknesses of the Board that could be improved on?**
Again, as stated in No. 3 & 4 above, in-depth technical expertise and experience in renewable energy.
- 6. What are opportunities for improvement that the Board should consider?**
The shift to renewable energy is very timely given the current world problem with oil supply. But this window of opportunity could also be limited, thus the need to adapt faster.
- 7. What are the threats to the effective performance of the Board?**
Projects could be undertaken effectively with proper resource planning and allocation. But the challenge, as always, is the delay encountered with government offices in securing permits and approvals.

RAFAEL PEREZ DE TAGLE, JR
BOARD DIRECTOR
METRO GLOBAL HOLDINGS CORP.

**Metro Global Holdings Corporation
Board Evaluation**

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Your responses will be treated with the utmost confidence. ICD will collate your responses and the assessment results, with no attribution, will be reported by ICD to the Board.

Please note that as this Questionnaire is designed to gauge your opinion on various aspects of the Board's performance, there are no right or wrong answers.

For each of the items in the first four sections of the Questionnaire, you are asked to express the extent of your agreement or disagreement with the given statement by putting a check mark on one of four choices:

- Strongly Agree (4)
- Agree (3)
- Disagree (2)
- Strongly Disagree (1)

At the end of each section is a space for comments. Please feel free to explain your responses, especially if you marked Strongly Disagree or Disagree.

The fifth section asks seven (7) open-ended questions which you are requested to answer. You may also write further comments and suggestions for improving Board performance.

Please accomplish this Questionnaire on or before **April 29, 2026**.

Thank you for your kind cooperation.

General Information

Name: *Alice Bondoc*
Designation: *Director/Compliance Officer*
Committee/s: *Corporate Governance
Board Risk Oversight*

I. Board Evaluation

A. Structure and Composition	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board has an appropriate mix of knowledge, skills, gender, age, and experience for optimum performance.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board's Composition, including its committees, is appropriate for the company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board has a good balance of executive, non-executive, and independent directors structure to encourage independent decision-making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The following Board Committees are able to effectively perform their mandated duties and responsibilities. (Please answer even if you are not part of the Committee.)				
a. Corporate Governance Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Audit Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Board Risk Oversight Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Material Related Party Transactions Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Executive Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The roles and responsibilities of the following Officers are clearly stated and effectively fulfilled vis-a-vis:				
a. Chief Executive Officer (CEO)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. President and Chief Risk Officer (CRO)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:	Click or tap here to enter text.			

B. Roles and Accountability	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The delineation of roles between the Board and Management is clearly defined, understood, and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board has a clear understanding and ownership of the company's <i>Vision, Mission, Core Values, Core Business, and Strategy</i> .	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board regularly deliberates on future trends and changes in the external environment (including technology, sustainability, and socio-political disruptions), and takes action for long-term success.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board or Board Committees regularly reviews and monitors the Company's corporate governance policy framework, including:				
a. Conflict of Interest	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Related Party Transaction	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Code of Conduct	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Whistleblowing Policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Risk Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Internal Control	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Financial and Non-Financial Performance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Board-approved policies are communicated to the whole organization.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				
Click or tap here to enter text.				

Proprietary & Confidential

C. Board Process	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The following Board processes are effective, well-managed, and consistent with the long-term goals of the organization:				
a. Nominations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Directors' Onboarding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Directors' Continuing Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Board Evaluation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Remuneration	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Succession Planning	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board spends adequate time discussing strategic and policy issues.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board receives board meeting minutes and agenda materials in a timely manner.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board meeting minutes and agenda materials are accurate, reliable, adequate, and easily understood.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				
Click or tap here to enter text.				

Proprietary & Confidential

D. Board Dynamics	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board culture can be described as constructive, engaging, and conducive to effective decision making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. No individual or small group dominates the Board discussion and decision making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board provides a challenging but supportive environment for management.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. All Board members attend, come prepared, and actively contribute at meetings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. All Board members conduct themselves in a legal and ethical manner in their personal and professional dealings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Chairman exercises leadership to ensure the Board works as a cohesive and effective team.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Chairman encourages productive discussions, facilitates high quality debates, and draws out contributions from the Directors.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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E. Qualitative Questions
<p>1. What do you consider the real strengths of this current Board? Click or tap here to enter text. <i>Business experience of the Board members; industry knowledge of all various business areas engaged in.</i></p>
<p>2. What would you say is this Board's most significant contribution to the Company from the past year? Click or tap here to enter text. <i>strategic repositioning, supporting a shift in the company's core focus on renewable energy by acquiring organic engagement.</i></p>
<p>3. If you can change anything about this Board to make it more effective than it is today, what would you change and why? Click or tap here to enter text. <i>inclusion of digital platform for signing of Board approved papers.</i></p>
<p>4. If we add one new director to the Board, what skills, experience, or background would you prioritize in terms of director recruitment? Click or tap here to enter text. <i>Digital expertise and industry-specific knowledge in the power sector.</i></p>
<p>5. What are the weaknesses of the Board that could be improved on? Click or tap here to enter text. <i>Digital ease of getting Board papers signed-off.</i></p>
<p>6. What are opportunities for improvement that the Board should consider? Click or tap here to enter text. <i>Turn-over and succession. Encourage planned turn over and implement structured succession planning to bring in new perspectives.</i></p>
<p>7. What are the threats to the effective performance of the Board? Click or tap here to enter text. <i>Expanding regulatory scope - growing volume of disclosures from each Board agenda to the point that critical strategic discussions are delayed.</i></p>

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**Metro Global Holdings Corporation
Board Evaluation**

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Please note that as this Questionnaire is designed to gauge your opinion on various aspects of the Board's performance, there are no right or wrong answers.

For each of the items in the first four sections of the Questionnaire, you are asked to express the extent of your agreement or disagreement with the given statement by putting a check mark on one of four choices:

- Strongly Agree (4)
- Agree (3)
- Disagree (2)
- Strongly Disagree (1)

At the end of each section is a space for comments. Please feel free to explain your responses, especially if you marked Strongly Disagree or Disagree.

The fifth section asks seven (7) open-ended questions which you are requested to answer. You may also write further comments and suggestions for improving Board performance.

Please accomplish this Questionnaire on or before **April 29, 2026**.

Thank you for your kind cooperation.

General Information

Name: *Roberto S. Poo*

Designation: *Director*

Committee/s: *Audit and Related Party Transaction*

I. Board Evaluation

A. Structure and Composition	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board has an appropriate mix of knowledge, skills, gender, age, and experience for optimum performance.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board's Composition, including its committees, is appropriate for the company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board has a good balance of executive, non-executive, and independent directors structure to encourage independent decision-making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The following Board Committees are able to effectively perform their mandated duties and responsibilities. (Please answer even if you are not part of the Committee.)				
a. Corporate Governance Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Audit Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Board Risk Oversight Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Material Related Party Transactions Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Executive Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The roles and responsibilities of the following Officers are clearly stated and effectively fulfilled vis-a-vis:				
a. Chief Executive Officer (CEO)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. President and Chief Risk Officer (CRO)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				
Click or tap here to enter text.				

B. Roles and Accountability	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The delineation of roles between the Board and Management is clearly defined, understood, and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board has a clear understanding and ownership of the company's <i>Vision, Mission, Core Values, Core Business, and Strategy</i> .	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board regularly deliberates on future trends and changes in the external environment (including technology, sustainability, and socio-political disruptions), and takes action for long-term success.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board or Board Committees regularly reviews and monitors the Company's corporate governance policy framework, including:				
a. Conflict of Interest	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Related Party Transaction	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Code of Conduct	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Whistleblowing Policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Risk Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Internal Control	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Financial and Non-Financial Performance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Board-approved policies are communicated to the whole organization.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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C. Board Process	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The following Board processes are effective, well-managed, and consistent with the long-term goals of the organization:				
a. Nominations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Directors' Onboarding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Directors' Continuing Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Board Evaluation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Remuneration	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Succession Planning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board spends adequate time discussing strategic and policy issues.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board receives board meeting minutes and agenda materials in a timely manner.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board meeting minutes and agenda materials are accurate, reliable, adequate, and easily understood.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

Proprietary & Confidential

D. Board Dynamics	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board culture can be described as constructive, engaging, and conducive to effective decision making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. No individual or small group dominates the Board discussion and decision making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board provides a challenging but supportive environment for management.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. All Board members attend, come prepared, and actively contribute at meetings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. All Board members conduct themselves in a legal and ethical manner in their personal and professional dealings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Chairman exercises leadership to ensure the Board works as a cohesive and effective team.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Chairman encourages productive discussions, facilitates high quality debates, and draws out contributions from the Directors.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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1. What do you consider the real strength of this current Board?
The Board is composed of persons with different educational backgrounds and working experience.
2. What would you say is this current Board's most significant contribution to the Company from the past year?
The Board has been able to assist the Chairman and the President pursue the Company's plan of venturing into renewable energy.
3. If you can change anything about this Board to make it more effective than it is today, what would you change and why?
All of the members of the Board should familiarize themselves with all aspects of power generation that is sustainable. Currently, we are pursuing solar power generation and have gathered sufficient know-how in this field.
4. If we add one new director to the Board, what skills, experience or background would you prioritize in terms of director recruitment?
A background in renewable energy would be helpful.
5. What are the weaknesses of the Board that could be improved on?
The lack of technical knowledge concerning renewable energy. Also, we have not yet gotten our first solar project going.
6. What are opportunities for improvement that the Board should consider?
Other than technical know-how, it would also be helpful to secure familiarity with financing of the projects.
7. What are the threats to the effective performance of the Board?
After the directors have gained the knowledge and experience not only of solar but other projects, they may become the object of recruitment by the competition.

**Metro Global Holdings Corporation
Board Evaluation**

In line with its commitment to good corporate governance, Metro Global Holdings Corporation has commissioned the Institute of Corporate Directors (ICD) to conduct an evaluation of its Board as a whole.

Your responses will be treated with the utmost confidence. ICD will collate your responses and the assessment results, with no attribution, will be reported by ICD to the Board.

Please note that as this Questionnaire is designed to gauge your opinion on various aspects of the Board's performance, there are no right or wrong answers.

For each of the items in the first four sections of the Questionnaire, you are asked to express the extent of your agreement or disagreement with the given statement by putting a check mark on one of four choices:

- Strongly Agree (4)
- Agree (3)
- Disagree (2)
- Strongly Disagree (1)

At the end of each section is a space for comments. Please feel free to explain your responses, especially if you marked Strongly Disagree or Disagree.

The fifth section asks seven (7) open-ended questions which you are requested to answer. You may also write further comments and suggestions for improving Board performance.

Please accomplish this Questionnaire on or before **April 29, 2026**.

Thank you for your kind cooperation.

General Information

Name: FRANCISCO C. GONZALEZ

Designation: Independent Director

Committee/s: Audit Committee
Related Party Transactions Committee
Executive Committee
Corporate Governance Committee
Board Risk Oversight Committee

I. Board Evaluation

A. Structure and Composition	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board has an appropriate mix of knowledge, skills, gender, age, and experience for optimum performance.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board's Composition, including its committees, is appropriate for the company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board has a good balance of executive, non-executive, and independent directors structure to encourage independent decision-making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The following Board Committees are able to effectively perform their mandated duties and responsibilities. (Please answer even if you are not part of the Committee.)				
a. Corporate Governance Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Audit Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Board Risk Oversight Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Material Related Party Transactions Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Executive Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The roles and responsibilities of the following Officers are clearly stated and effectively fulfilled vis-a-vis:				
a. Chief Executive Officer (CEO)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. President and Chief Risk Officer (CRO)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				
Click or tap here to enter text.				

B. Roles and Accountability	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The delineation of roles between the Board and Management is clearly defined, understood, and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board has a clear understanding and ownership of the company's <i>Vision, Mission, Core Values, Core Business, and Strategy</i> .	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board regularly deliberates on future trends and changes in the external environment (including technology, sustainability, and socio-political disruptions), and takes action for long-term success.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board or Board Committees regularly reviews and monitors the Company's corporate governance policy framework, including:				
a. Conflict of Interest	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Related Party Transaction	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Code of Conduct	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Whistleblowing Policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Risk Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Internal Control	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Financial and Non-Financial Performance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Board-approved policies are communicated to the whole organization.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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C. Board Process	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The following Board processes are effective, well-managed, and consistent with the long-term goals of the organization:				
a. Nominations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Directors' Onboarding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Directors' Continuing Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Board Evaluation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Remuneration	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Succession Planning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board spends adequate time discussing strategic and policy issues.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board receives board meeting minutes and agenda materials in a timely manner.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board meeting minutes and agenda materials are accurate, reliable, adequate, and easily understood.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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D. Board Dynamics	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board culture can be described as constructive, engaging, and conducive to effective decision making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. No individual or small group dominates the Board discussion and decision making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board provides a challenging but supportive environment for management.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. All Board members attend, come prepared, and actively contribute at meetings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. All Board members conduct themselves in a legal and ethical manner in their personal and professional dealings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Chairman exercises leadership to ensure the Board works as a cohesive and effective team.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Chairman encourages productive discussions, facilitates high quality debates, and draws out contributions from the Directors.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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E. Qualitative Questions
1. What do you consider the real strengths of this current Board? Click or tap here to enter text. <i>We always discuss all businesses in detail</i>
2. What would you say is this Board's most significant contribution to the Company from the past year? Click or tap here to enter text. <i>proper performance of all concerned</i>
3. If you can change anything about this Board to make it more effective than it is today, what would you change and why? Click or tap here to enter text. <i>NO</i>
4. If we add one new director to the Board, what skills, experience, or background would you prioritize in terms of director recruitment? Click or tap here to enter text. <i>NO NEED</i>
5. What are the weaknesses of the Board that could be improved on? Click or tap here to enter text. <hr/>
6. What are opportunities for improvement that the Board should consider? Click or tap here to enter text. <hr/>
7. What are the threats to the effective performance of the Board? Click or tap here to enter text. <hr/>

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Metro Global Holdings Corporation
Board Evaluation

In line with its commitment to good corporate governance, Metro Global Holdings Corporation has commissioned the Institute of Corporate Directors (ICD) to conduct an evaluation of its Board as a whole.

Your responses will be treated with the utmost confidence. ICD will collate your responses and the assessment results, with no attribution, will be reported by ICD to the Board.

Please note that as this Questionnaire is designed to gauge your opinion on various aspects of the Board's performance, there are no right or wrong answers.

For each of the items in the first four sections of the Questionnaire, you are asked to express the extent of your agreement or disagreement with the given statement by putting a check mark on one of four choices:

- Strongly Agree (4)
- Agree (3)
- Disagree (2)
- Strongly Disagree (1)

At the end of each section is a space for comments. Please feel free to explain your responses, especially if you marked Strongly Disagree or Disagree.

The fifth section asks seven (7) open-ended questions which you are requested to answer. You may also write further comments and suggestions for improving Board performance.

Please accomplish this Questionnaire on or before April 29, 2026.

Thank you for your kind cooperation.

General Information

Name: JOSE WILFRIDO M. SUAREZ
Designation: Independent Director
Committee/s: Corporate Governance Committee
Board Risk Oversight Committee
Related Party Transactions Committee
Audit Committee

I. Board Evaluation

A. Structure and Composition	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board has an appropriate mix of knowledge, skills, gender, age, and experience for optimum performance.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board's Composition, including its committees, is appropriate for the company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board has a good balance of executive, non-executive, and independent directors structure to encourage independent decision-making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The following Board Committees are able to effectively perform their mandated duties and responsibilities. (Please answer even if you are not part of the Committee.)				
a. Corporate Governance Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Audit Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Board Risk Oversight Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Material Related Party Transactions Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Executive Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The roles and responsibilities of the following Officers are clearly stated and effectively fulfilled vis-a-vis:				
a. Chief Executive Officer (CEO)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. President and Chief Risk Officer (CRO)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				
Click or tap here to enter text.				

B. Roles and Accountability	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The delineation of roles between the Board and Management is clearly defined, understood, and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board has a clear understanding and ownership of the company's <i>Vision, Mission, Core Values, Core Business, and Strategy</i> .	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board regularly deliberates on future trends and changes in the external environment (including technology, sustainability, and socio-political disruptions), and takes action for long-term success.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board or Board Committees regularly reviews and monitors the Company's corporate governance policy framework, including:				
a. Conflict of Interest	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Related Party Transaction	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Code of Conduct	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Whistleblowing Policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Risk Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Internal Control	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Financial and Non-Financial Performance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Board-approved policies are communicated to the whole organization.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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C. Board Process	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The following Board processes are effective, well-managed, and consistent with the long-term goals of the organization:				
a. Nominations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Directors' Onboarding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Directors' Continuing Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Board Evaluation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Remuneration	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Succession Planning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Board spends adequate time discussing strategic and policy issues.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board receives board meeting minutes and agenda materials in a timely manner.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board meeting minutes and agenda materials are accurate, reliable, adequate, and easily understood.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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D. Board Dynamics	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board culture can be described as constructive, engaging, and conducive to effective decision making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. No individual or small group dominates the Board discussion and decision making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Board provides a challenging but supportive environment for management.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. All Board members attend, come prepared, and actively contribute at meetings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. All Board members conduct themselves in a legal and ethical manner in their personal and professional dealings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Chairman exercises leadership to ensure the Board works as a cohesive and effective team.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Chairman encourages productive discussions, facilitates high quality debates, and draws out contributions from the Directors.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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E. Qualitative Questions
<p>1. What do you consider the real strengths of this current Board? Click or tap here to enter text.</p> <p>THE VERY SUCCESSFUL TRACK RECORDS OF THE BOARD</p>
<p>2. What would you say is this Board's most significant contribution to the Company from the past year? Click or tap here to enter text.</p> <p>GENERAL MANAGEMENT + DIRECTIONS</p>
<p>3. If you can change anything about this Board to make it more effective than it is today, what would you change and why? Click or tap here to enter text.</p> <p>NOTHING TO CHANGE METHODOLOGY</p>
<p>4. If we add one new director to the Board, what skills, experience, or background would you prioritize in terms of director recruitment? Click or tap here to enter text.</p> <p>THOSE WITH LARGE SCALE PROJECT EXPERIENCE</p>
<p>5. What are the weaknesses of the Board that could be improved on? Click or tap here to enter text.</p> <p>MUST BE A LITTLE MORE AGGRESSIVE IN GETTING NEW PROJECTS</p>
<p>6. What are opportunities for improvement that the Board should consider? Click or tap here to enter text.</p> <p>AGAIN IDENTIFYING MORE NEW PROJECTS</p>
<p>7. What are the threats to the effective performance of the Board? Click or tap here to enter text.</p> <p>NO IMMEDIATE THREAT THAT IS BEING SEEN</p>

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Self-Assessment of the Chairman of the Board

[Back to Recommendation 6.1](#) [Annex "11"](#)

II. Chairman Assessment

A. Quantitative Questions	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Chairman acts as a Manager and Leader of the Board.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The Chairman effectively conducts Board meetings.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The Chairman ensures that strategic issues are included and given appropriate time in the Board meeting agenda.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Chairman encourages productive discussion, facilitates high-quality debate, and draws out ideas and contributions from the directors.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Chairman promotes effective decision-making.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Chairman ensures that the Board works as a team and ably addresses problems in group dynamics on the Board.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Chairman is instrumental in establishing the overall culture of the Board and encouraging the directors to behave in ways that will increase the Board's effectiveness.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. The Chairman and the President work well together.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Chairman is able to enhance the public image of the Company.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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B. Qualitative Questions	
1. What are the key strengths of the Chairman? Click or tap here to enter text.	
2. What are the key points for improvement, or what can the Chairman do differently? Click or tap here to enter text.	

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Individual Director's Self-Assessment

III. Director Self-Assessment

A. Quantitative Questions	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. I fully understand my roles and responsibilities as a Board Director.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I understand and adopt corporate governance best practices and policies & procedures the Board is subjected to.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. For Independent Directors: I am able to express independent views or raise probing questions in the board, which are in turn answered adequately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I understand and respect the delineation of the Board's role and management, and I relay to the President operational and management concerns I may have.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I understand and adhere to the Mission, Vision and Core Values of the Company, and put them into proper consideration when making decisions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I keep myself informed of industry developments and business trends with the Company's long-term success in mind.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I actively participate in Board and Committee discussions by applying my knowledge, experience, and expertise.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I respect the different points of view of fellow Directors	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I always exercise sound, independent, and objective judgment considering all sides of the issues presented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I support Board decisions made collegially.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I conduct myself in high ethical standards in all personal and professional dealings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. I avoid entering into situations of conflict of interest, and I promptly disclose any conflict that may occur.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. I regularly attend and actively participate in the meetings of the Board, Committees, and shareholders.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Proprietary & Confidential

14. I make sure to come prepared and knowledgeable to meetings by reviewing in advance the minutes and agenda and, if called for, ask the necessary questions and clarifications.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. My Board memberships in other companies, if any, do not interfere with my commitment to effectively carry out my duties and responsibilities as a director of the Company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I take time to improve my performance through continuous self-education and development.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. I make value-adding contributions to the Board and Committees.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

B. Qualitative Questions
1. As a Director, please list your top major strengths and contributions to this Board: Click or tap here to enter text.
2. Some points for improvement: Click or tap here to enter text.
3. How can the Company maximize contribution from you? Click or tap here to enter text.

Proprietary & Confidential

III. Director Self-Assessment

A. Quantitative Questions	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. I fully understand my roles and responsibilities as a Board Director.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I understand and adopt corporate governance best practices and policies & procedures the Board is subjected to.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. For Independent Directors: I am able to express independent views or raise probing questions in the board, which are in turn answered adequately.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I understand and respect the delineation of the Board's role and management, and I relay to the President operational and management concerns I may have.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I understand and adhere to the Mission, Vision and Core Values of the Company, and put them into proper consideration when making decisions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I keep myself informed of industry developments and business trends with the Company's long-term success in mind.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I actively participate in Board and Committee discussions by applying my knowledge, experience, and expertise.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I respect the different points of view of fellow Directors	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I always exercise sound, independent, and objective judgment considering all sides of the issues presented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I support Board decisions made collegially.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I conduct myself in high ethical standards in all personal and professional dealings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. I avoid entering into situations of conflict of interest, and I promptly disclose any conflict that may occur.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. I regularly attend and actively participate in the meetings of the Board, Committees, and shareholders.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Proprietary & Confidential

14. I make sure to come prepared and knowledgeable to meetings by reviewing in advance the minutes and agenda and, if called for, ask the necessary questions and clarifications.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. My Board memberships in other companies, if any, do not interfere with my commitment to effectively carry out my duties and responsibilities as a director of the Company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I take time to improve my performance through continuous self-education and development.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. I make value-adding contributions to the Board and Committees.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

B. Qualitative Questions
1. As a Director, please list your top major strengths and contributions to this Board: Legal education background has help a lot in navigating the problems of the company. As a Director and President, I have that discipline to remain focus on my objectives.
2. Some points for improvement: At times, I should shed off my shyness and should be more assertive of my thoughts and point of view.
3. How can the Company maximize contribution from you? Click or tap here to enter text.

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III. Director Self-Assessment

A. Quantitative Questions	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. I fully understand my roles and responsibilities as a Board Director.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I understand and adopt corporate governance best practices and policies & procedures the Board is subjected to.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. For Independent Directors: I am able to express independent views or raise probing questions in the board, which are in turn answered adequately.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I understand and respect the delineation of the Board's role and management, and I relay to the President operational and management concerns I may have.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I understand and adhere to the Mission, Vision and Core Values of the Company, and put them into proper consideration when making decisions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I keep myself informed of industry developments and business trends with the Company's long-term success in mind.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I actively participate in Board and Committee discussions by applying my knowledge, experience, and expertise.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I respect the different points of view of fellow Directors	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I always exercise sound, independent, and objective judgment considering all sides of the issues presented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I support Board decisions made collegially.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I conduct myself in high ethical standards in all personal and professional dealings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. I avoid entering into situations of conflict of interest, and I promptly disclose any conflict that may occur.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. I regularly attend and actively participate in the meetings of the Board, Committees, and shareholders.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Proprietary & Confidential

14. I make sure to come prepared and knowledgeable to meetings by reviewing in advance the minutes and agenda and, if called for, ask the necessary questions and clarifications.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. My Board memberships in other companies, if any, do not interfere with my commitment to effectively carry out my duties and responsibilities as a director of the Company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I take time to improve my performance through continuous self-education and development.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. I make value-adding contributions to the Board and Committees.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

B. Qualitative Questions
1. As a Director, please list your top major strengths and contributions to this Board: Click or tap here to enter text.
2. Some points for improvement: Click or tap here to enter text.
3. How can the Company maximize contribution from you? Click or tap here to enter text.

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III. Director Self-Assessment

A. Quantitative Questions	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. I fully understand my roles and responsibilities as a Board Director.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I understand and adopt corporate governance best practices and policies & procedures the Board is subjected to.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. For Independent Directors: I am able to express independent views or raise probing questions in the board, which are in turn answered adequately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I understand and respect the delineation of the Board's role and management, and I relay to the President operational and management concerns I may have.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I understand and adhere to the Mission, Vision and Core Values of the Company, and put them into proper consideration when making decisions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I keep myself informed of industry developments and business trends with the Company's long-term success in mind.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I actively participate in Board and Committee discussions by applying my knowledge, experience, and expertise.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I respect the different points of view of fellow Directors	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I always exercise sound, independent, and objective judgment considering all sides of the issues presented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I support Board decisions made collegially.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I conduct myself in high ethical standards in all personal and professional dealings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. I avoid entering into situations of conflict of interest, and I promptly disclose any conflict that may occur.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. I regularly attend and actively participate in the meetings of the Board, Committees, and shareholders.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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14. I make sure to come prepared and knowledgeable to meetings by reviewing in advance the minutes and agenda and, if called for, ask the necessary questions and clarifications.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. My Board memberships in other companies, if any, do not interfere with my commitment to effectively carry out my duties and responsibilities as a director of the Company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I take time to improve my performance through continuous self-education and development.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. I make value-adding contributions to the Board and Committees.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

B. Qualitative Questions
1. As a Director, please list your top major strengths and contributions to this Board: Click or tap here to enter text. <i>Legal knowledge and experience on compliance and legal matters the company has to abide by.</i>
2. Some points for improvement: Click or tap here to enter text. <i>Digital know how & avancement of AI to fast track productivity.</i>
3. How can the Company maximize contribution from you? Click or tap here to enter text. <i>Proactive Risk Management. Spot issues early. I am allowed to participate in primary business reviews which allows me to identify potential legal roadblocks before they become costly operational or litigation issues.</i>

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III. Director Self-Assessment

A. Quantitative Questions	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. I fully understand my roles and responsibilities as a Board Director.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I understand and adopt corporate governance best practices and policies & procedures the Board is subjected to.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. For Independent Directors: I am able to express independent views or raise probing questions in the board, which are in turn answered adequately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I understand and respect the definition of the Board's role and management, and I relay to the President operational and management concerns I may have.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I understand and adhere to the Mission, Vision and Core Values of the Company, and put them into proper consideration when making decisions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I keep myself informed of industry developments and business trends with the Company's long-term success in mind.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I actively participate in Board and Committee discussions by applying my knowledge, experience, and expertise.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I respect the different points of view of fellow Directors	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I always exercise sound, independent, and objective judgment considering all sides of the issues presented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I support Board decisions made collegially.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I conduct myself in high ethical standards in all personal and professional dealings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. I avoid entering into situations of conflict of interest, and I promptly disclose any conflict that may occur.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. I regularly attend and actively participate in the meetings of the Board, Committees, and shareholders.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Proprietary & Confidential

RSR

14. I make sure to come prepared and knowledgeable to meetings by reviewing in advance the minutes and agenda and, if called for, ask the necessary questions and clarifications.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. My Board memberships in other companies, if any, do not interfere with my commitment to effectively carry out my duties and responsibilities as a director of the Company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I take time to improve my performance through continuous self-education and development.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. I make value-adding contributions to the Board and Committees.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

B. Qualitative Questions
1. As a Director, please list your top major strengths and contributions to this Board: Click or tap here to enter text.
2. Some points for improvement: Click or tap here to enter text.
3. How can the Company maximize contribution from you? Click or tap here to enter text.


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III. Director Self-Assessment

A. Quantitative Questions	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. I fully understand my roles and responsibilities as a Board Director.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I understand and adopt corporate governance best practices and policies & procedures the Board is subjected to.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. For Independent Directors: I am able to express independent views or raise probing questions in the board, which are in turn answered adequately.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I understand and respect the delineation of the Board's role and management, and I relay to the President operational and management concerns I may have.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I understand and adhere to the Mission, Vision and Core Values of the Company, and put them into proper consideration when making decisions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I keep myself informed of industry developments and business trends with the Company's long-term success in mind.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I actively participate in Board and Committee discussions by applying my knowledge, experience, and expertise.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I respect the different points of view of fellow Directors	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I always exercise sound, independent, and objective judgment considering all sides of the issues presented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I support Board decisions made collegially.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I conduct myself in high ethical standards in all personal and professional dealings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. I avoid entering into situations of conflict of interest, and I promptly disclose any conflict that may occur.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. I regularly attend and actively participate in the meetings of the Board, Committees, and shareholders.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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14. I make sure to come prepared and knowledgeable to meetings by reviewing in advance the minutes and agenda and, if called for, ask the necessary questions and clarifications.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. My Board memberships in other companies, if any, do not interfere with my commitment to effectively carry out my duties and responsibilities as a director of the Company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I take time to improve my performance through continuous self-education and development.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. I make value-adding contributions to the Board and Committees.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

B. Qualitative Questions
1. As a Director, please list your top major strengths and contributions to this Board: Click or tap here to enter text. <i>My profession</i>
2. Some points for improvement: Click or tap here to enter text. 
3. How can the Company maximize contribution from you? Click or tap here to enter text. <i>Keeping me inspired.</i>

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III. Director Self-Assessment

A. Quantitative Questions	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. I fully understand my roles and responsibilities as a Board Director.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I understand and adopt corporate governance best practices and policies & procedures the Board is subjected to.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. For Independent Directors: I am able to express independent views or raise probing questions in the board, which are in turn answered adequately.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I understand and respect the delineation of the Board's role and management, and I relay to the President operational and management concerns I may have.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I understand and adhere to the Mission, Vision and Core Values of the Company, and put them into proper consideration when making decisions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I keep myself informed of industry developments and business trends with the Company's long-term success in mind.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I actively participate in Board and Committee discussions by applying my knowledge, experience, and expertise.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I respect the different points of view of fellow Directors	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I always exercise sound, independent, and objective judgment considering all sides of the issues presented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I support Board decisions made collegially.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I conduct myself in high ethical standards in all personal and professional dealings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. I avoid entering into situations of conflict of interest, and I promptly disclose any conflict that may occur.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. I regularly attend and actively participate in the meetings of the Board, Committees, and shareholders.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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14. I make sure to come prepared and knowledgeable to meetings by reviewing in advance the minutes and agenda and, if called for, ask the necessary questions and clarifications.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. My Board memberships in other companies, if any, do not interfere with my commitment to effectively carry out my duties and responsibilities as a director of the Company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I take time to improve my performance through continuous self-education and development.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. I make value-adding contributions to the Board and Committees.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

B. Qualitative Questions
1. As a Director, please list your top major strengths and contributions to this Board: Click or tap here to enter text. <i>SIGNIFICANTLY CONTRIBUTED POSITIVELY TO BOARD DISCUSSIONS</i>
2. Some points for improvement: Click or tap here to enter text. <i>CONTINUOUS SELF IMPROVEMENT</i>
3. How can the Company maximize contribution from you? Click or tap here to enter text. <i>COMPANY CAN CONTINUE TAPPING MY EXPERIENCE & POTENTIALS</i>

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Self-Assessment for Each Committee

[Back to Recommendation 6.1](#) **Annex "13"**

I. CORPORATE GOVERNANCE COMMITTEE

JWS

FCG

IV. Committee Assessment

A. CORPORATE GOVERNANCE COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Corporate Governance Committee has the right mix of knowledge, abilities, and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Corporate Governance Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Corporate Governance Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The notice of the Committee meeting is given ahead to provide ample time to prepare for the discussion, and the Board Committee spends adequate time discussing the Agenda.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Corporate Governance Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Committee's report and recommendation are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Corporate Governance Committee members participate fully in the activities of the committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Corporate Governance Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Corporate Governance Committee oversees implementation of board effectiveness through relevant CG-related education programs and performance evaluation.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Corporate Governance Committee effectively helps develop a culture of good governance and compliance in the company by approving relevant policies and overseeing the implementation of corporate governance practices.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				

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IV. Committee Assessment

A. CORPORATE GOVERNANCE COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Corporate Governance Committee has the right mix of knowledge, abilities, and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Corporate Governance Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Corporate Governance Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The notice of the Committee meeting is given ahead to provide ample time to prepare for the discussion, and the Board Committee spends adequate time discussing the Agenda.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Corporate Governance Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Committee's report and recommendation are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Corporate Governance Committee members participate fully in the activities of the committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Corporate Governance Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Corporate Governance Committee oversees implementation of board effectiveness through relevant CG-related education programs and performance evaluation.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Corporate Governance Committee effectively helps develop a culture of good governance and compliance in the company by approving relevant policies and overseeing the implementation of corporate governance practices.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				

Proprietary & Confidential

IV. Committee Assessment

A. CORPORATE GOVERNANCE COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Corporate Governance Committee has the right mix of knowledge, abilities, and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Corporate Governance Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Corporate Governance Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The notice of the Committee meeting is given ahead to provide ample time to prepare for the discussion, and the Board Committee spends adequate time discussing the Agenda.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Corporate Governance Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Committee's report and recommendation are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Corporate Governance Committee members participate fully in the activities of the committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Corporate Governance Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Corporate Governance Committee oversees implementation of board effectiveness through relevant CG-related education programs and performance evaluation.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Corporate Governance Committee effectively helps develop a culture of good governance and compliance in the company by approving relevant policies and overseeing the implementation of corporate governance practices.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				

Proprietary & Confidential

IV. Committee Assessment

A. CORPORATE GOVERNANCE COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Corporate Governance Committee has the right mix of knowledge, abilities, and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Corporate Governance Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Corporate Governance Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The notice of the Committee meeting is given ahead to provide ample time to prepare for the discussion, and the Board Committee spends adequate time discussing the Agenda.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Corporate Governance Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Committee's report and recommendation are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Corporate Governance Committee members participate fully in the activities of the committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Corporate Governance Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Corporate Governance Committee oversees implementation of board effectiveness through relevant CG-related education programs and performance evaluation.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Corporate Governance Committee effectively helps develop a culture of good governance and compliance in the company by approving relevant policies and overseeing the implementation of corporate governance practices.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				

Proprietary & Confidential

IV. Committee Assessment

A. CORPORATE GOVERNANCE COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Corporate Governance Committee has the right mix of knowledge, abilities, and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Corporate Governance Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Corporate Governance Committee is sufficient.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The notice of the Committee meeting is given ahead to provide ample time to prepare for the discussion, and the Board Committee spends adequate time discussing the Agenda.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Corporate Governance Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Committee's report and recommendation are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Corporate Governance Committee members participate fully in the activities of the committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Corporate Governance Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Corporate Governance Committee oversees implementation of board effectiveness through relevant CG-related education programs and performance evaluation.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Corporate Governance Committee effectively helps develop a culture of good governance and compliance in the company by approving relevant policies and overseeing the implementation of corporate governance practices.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				

Proprietary & Confidential

IV. Committee Assessment

A. CORPORATE GOVERNANCE COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Corporate Governance Committee has the right mix of knowledge, abilities, and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Corporate Governance Committee are clearly defined and documented.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Corporate Governance Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The notice of the Committee meeting is given ahead to provide ample time to prepare for the discussion, and the Board Committee spends adequate time discussing the Agenda.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Corporate Governance Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Committee's report and recommendation are clear and effective in helping with the Board's decision-making process.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Corporate Governance Committee members participate fully in the activities of the committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Corporate Governance Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Corporate Governance Committee oversees implementation of board effectiveness through relevant CG-related education programs and performance evaluation.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Corporate Governance Committee effectively helps develop a culture of good governance and compliance in the company by approving relevant policies and overseeing the implementation of corporate governance practices.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:				

Proprietary & Confidential

II. AUDIT COMMITTEE

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B. AUDIT COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Audit Committee has the right mix of knowledge, abilities and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Audit Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Audit Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Audit Committee's agenda provides ample opportunity for discussion, time, and consideration of the matters.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Audit Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Audit Committee's report and recommendations are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Audit Committee has members who participate fully in the activities of the Committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Audit Committee appropriately exercises its role in appointing internal and external auditors.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Audit Committee appropriately exercises its role in monitoring the Company's financial performance and compliance with laws and regulations, and in overseeing the Company's internal controls and audit processes.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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B. AUDIT COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Audit Committee has the right mix of knowledge, abilities and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Audit Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Audit Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Audit Committee's agenda provides ample opportunity for discussion, time, and consideration of the matters.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Audit Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Audit Committee's report and recommendations are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Audit Committee has members who participate fully in the activities of the Committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Audit Committee appropriately exercises its role in appointing internal and external auditors.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Audit Committee appropriately exercises its role in monitoring the Company's financial performance and compliance with laws and regulations, and in overseeing the Company's internal controls and audit processes.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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B. AUDIT COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Audit Committee has the right mix of knowledge, abilities and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Audit Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Audit Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Audit Committee's agenda provides ample opportunity for discussion, time, and consideration of the matters.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Audit Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Audit Committee's report and recommendations are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Audit Committee has members who participate fully in the activities of the Committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Audit Committee appropriately exercises its role in appointing internal and external auditors.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Audit Committee appropriately exercises its role in monitoring the Company's financial performance and compliance with laws and regulations, and in overseeing the Company's internal controls and audit processes.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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III. BOARD RISK OVERSIGHT COMMITTEE

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C. BOARD RISK OVERSIGHT COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board Risk Oversight Committee has the right mix of knowledge, abilities, and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Board Risk Oversight Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Board Risk Oversight Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board Risk Oversight Committee's agenda provides ample opportunity for discussion, time, and consideration of the matters.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Board Risk Oversight Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Board Risk Oversight Committee's report and recommendations are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Board Risk Oversight Committee has members who participate fully in the activities of the Committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Board Risk Oversight Committee effectively discusses the Company's risk appetite and risk tolerance as it relates to the organization's strategic objectives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Risk Management Committee regularly reviews and updates the company's risk appetite levels and risk tolerance limits based on business and regulatory developments.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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C. BOARD RISK OVERSIGHT COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board Risk Oversight Committee has the right mix of knowledge, abilities, and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Board Risk Oversight Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Board Risk Oversight Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board Risk Oversight Committee's agenda provides ample opportunity for discussion, time, and consideration of the matters.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Board Risk Oversight Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Board Risk Oversight Committee's report and recommendations are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Board Risk Oversight Committee has members who participate fully in the activities of the Committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Board Risk Oversight Committee effectively discusses the Company's risk appetite and risk tolerance as it relates to the organization's strategic objectives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Risk Management Committee regularly reviews and updates the company's risk appetite levels and risk tolerance limits based on business and regulatory developments.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

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C. BOARD RISK OVERSIGHT COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board Risk Oversight Committee has the right mix of knowledge, abilities, and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Board Risk Oversight Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Board Risk Oversight Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board Risk Oversight Committee's agenda provides ample opportunity for discussion, time, and consideration of the matters.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Board Risk Oversight Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Board Risk Oversight Committee's report and recommendations are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Board Risk Oversight Committee has members who participate fully in the activities of the Committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Board Risk Oversight Committee effectively discusses the Company's risk appetite and risk tolerance as it relates to the organization's strategic objectives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Risk Management Committee regularly reviews and updates the company's risk appetite levels and risk tolerance limits based on business and regulatory developments.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

C. BOARD RISK OVERSIGHT COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Board Risk Oversight Committee has the right mix of knowledge, abilities, and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Board Risk Oversight Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Board Risk Oversight Committee is sufficient.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The Board Risk Oversight Committee's agenda provides ample opportunity for discussion, time, and consideration of the matters.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Board Risk Oversight Committee receives appropriate and timely information to support productive discussion.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Board Risk Oversight Committee's report and recommendations are clear and effective in helping with the Board's decision-making process.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Board Risk Oversight Committee has members who participate fully in the activities of the Committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Board Risk Oversight Committee effectively discusses the Company's risk appetite and risk tolerance as it relates to the organization's strategic objectives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Risk Management Committee regularly reviews and updates the company's risk appetite levels and risk tolerance limits based on business and regulatory developments.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments: Click or tap here to enter text.				

IV. RELATED PARTY TRANSACTIONS COMMITTEE

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D. MATERIAL RELATED PARTY TRANSACTIONS COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Related Party Transaction Committee has the right mix of knowledge, abilities and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Related Party Transaction Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Related Party Transaction Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The notice of the Related Party Transaction Committee Meeting is given ahead to provide ample time to prepare for discussion, and the said Committee spends adequate time discussing the Agenda.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Related Party Transaction Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Related Party Transaction Committee's report and recommendations are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Related Party Transaction Committee has members who participate fully in the activities of the Committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Material Related Party Transactions Committee effectively evaluates and monitors relationships with counterparties to ensure that all related parties are properly identified.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Material Related Party Transactions Committee ensures that all material related party transactions are reviewed, assessed, and conducted on fair and comparable terms, and provides recommendations to the Board for approval.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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D. MATERIAL RELATED PARTY TRANSACTIONS COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Related Party Transaction Committee has the right mix of knowledge, abilities and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Related Party Transaction Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Related Party Transaction Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The notice of the Related Party Transaction Committee Meeting is given ahead to provide ample time to prepare for discussion, and the said Committee spends adequate time discussing the Agenda.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Related Party Transaction Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Related Party Transaction Committee's report and recommendations are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Related Party Transaction Committee has members who participate fully in the activities of the Committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Material Related Party Transactions Committee effectively evaluates and monitors relationships with counterparties to ensure that all related parties are properly identified.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Material Related Party Transactions Committee ensures that all material related party transactions are reviewed, assessed, and conducted on fair and comparable terms, and provides recommendations to the Board for approval.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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RSR

D. MATERIAL RELATED PARTY TRANSACTIONS COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Related Party Transaction Committee has the right mix of knowledge, abilities and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Related Party Transaction Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Related Party Transaction Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The notice of the Related Party Transaction Committee Meeting is given ahead to provide ample time to prepare for discussion, and the said Committee spends adequate time discussing the Agenda.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Related Party Transaction Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Related Party Transaction Committee's report and recommendations are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Related Party Transaction Committee has members who participate fully in the activities of the Committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Material Related Party Transactions Committee effectively evaluates and monitors relationships with counterparties to ensure that all related parties are properly identified.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Material Related Party Transactions Committee ensures that all material related party transactions are reviewed, assessed, and conducted on fair and comparable terms, and provides recommendations to the Board for approval.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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V. EXECUTIVE COMMITTEE

RJLS

Comments:
Click or tap here to enter text.

E. EXECUTIVE COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Executive Committee has the right mix of knowledge, abilities, and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Executive Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Executive Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The notice of the Executive Committee meeting is given ahead to provide ample time to prepare for the discussion, and the Board Committee spends adequate time discussing the Agenda.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Executive Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Committee's report and recommendation are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Executive Committee members participate fully in the activities of the committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Executive Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Executive Committee ensures that the Company's remuneration policies and practices are aligned with its long-term strategy, business objectives, risk appetite, and values, while supporting the attraction and retention of key talent.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Executive effectively reviews and recommends to the Board the remuneration and terms of service of senior executives, ensuring that compensation structures are fair, performance-based, and aligned with the long-term interests of the Company and its stakeholders.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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FTS

Comments:
Click or tap here to enter text.

E. EXECUTIVE COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Executive Committee has the right mix of knowledge, abilities, and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Executive Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Executive Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The notice of the Executive Committee meeting is given ahead to provide ample time to prepare for the discussion, and the Board Committee spends adequate time discussing the Agenda.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Executive Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Committee's report and recommendation are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Executive Committee members participate fully in the activities of the committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Executive Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Executive Committee ensures that the Company's remuneration policies and practices are aligned with its long-term strategy, business objectives, risk appetite, and values, while supporting the attraction and retention of key talent.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Executive effectively reviews and recommends to the Board the remuneration and terms of service of senior executives, ensuring that compensation structures are fair, performance-based, and aligned with the long-term interests of the Company and its stakeholders.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Comments:

Click or tap here to enter text.

E. EXECUTIVE COMMITTEE	Assessment			
	Strongly Agree (4)	Agree (3)	Disagree (2)	Strongly Disagree (1)
1. The Executive Committee has the right mix of knowledge, abilities, and skills to perform its duties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The roles and responsibilities of the Executive Committee are clearly defined and documented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The frequency of meetings for the Executive Committee is sufficient.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The notice of the Executive Committee meeting is given ahead to provide ample time to prepare for the discussion, and the Board Committee spends adequate time discussing the Agenda.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Executive Committee receives appropriate and timely information to support productive discussion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The Committee's report and recommendation are clear and effective in helping with the Board's decision-making process.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. The Executive Committee members participate fully in the activities of the committee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. There is a good working relationship between the Executive Committee and relevant executives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The Executive Committee ensures that the Company's remuneration policies and practices are aligned with its long-term strategy, business objectives, risk appetite, and values, while supporting the attraction and retention of key talent.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. The Executive effectively reviews and recommends to the Board the remuneration and terms of service of senior executives, ensuring that compensation structures are fair, performance-based, and aligned with the long-term interests of the Company and its stakeholders.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Institute of Corporate Directors

Certification

The Institute of Corporate Directors, Inc. certifies that an ONGOING independent Third-party Board Evaluation for 2025 is being conducted for

Metro Global Holdings Corporation

The Third-Party Board evaluation is conducted through questionnaires answered by every Director. The scope includes structure and composition, responsibilities and duties, board processes, dynamics and relationships, and corporate governance practices related to the strategy, policy, oversight, and accountability functions giving insights on the effectiveness of the Board, the Committee, the Chairperson, and the Directors.

Issued this 21st of May, 2026
Makati City, Philippines

Ma. Remedios Mapa Suplido
Executive Director

BOARD, DIRECTOR, COMMITTEE AND CEO APPRAISAL

	Process	Criteria
Board of Directors	Periodic self-appraisal	Board discussions and participation
Board Committees	Periodic self-appraisal	Meeting targets/objectives set by the committees
Individual Directors	Periodic self-appraisal	Board discussions and participation
CEO/President	Periodic review of management	Meeting Company objectives and targets

LIST OF TOP 100 STOCKHOLDERS

As Of December 31, 2025

STOCKHOLDER'S NAME	OUTSTANDING & ISSUED SHARES (FULLY PAID)	OUTSTANDING & ISSUED SHARES (PARTIALLY PAID)	TOTAL HOLDINGS (SUBSCRIBED)	PERCENTAGE TO TOTAL	NATIONALITY
FIL-ESTATE MANAGEMENT, INC.	2,452,690,196	0	2,452,690,196	89.189	FILIPINO
PCD NOMINEE CORPORATION (FILIPINO)	100,489,633	0	100,489,633	3.654	FILIPINO
ALAKOR SECURITIES CORPORATION	66,778,253	0	66,778,253	2.428	FILIPINO
SMART SHARE INVESTMENTS LIMITED	55,000,000	0	55,000,000	2.000	HONGKONG
BANK OF COMMERCE - TRUST SERVICES GROUP	43,211,800	0	43,211,800	1.571	FILIPINO
BANK OF COMMERCE TG-91-07-001-C	6,383,000	0	6,383,000	0.232	FILIPINO
PCD NOMINEE CORPORATION (NON-FILIPINO)	3,619,629	0	3,619,629	0.132	NON-FILIPINO
FIL-ESTATE MANAGEMENT INC.	2,059,998	0	2,059,998	0.075	FILIPINO
BANCOMMERCE INVESTMENT CORP.	2,000,000	0	2,000,000	0.073	FILIPINO
ATTY. GILBERT REYES ITF VARIOUS SHAREHOLDERS	2,351	1,901,163	1,903,514	0.069	FILIPINO
NOEL CARINO	1,506,500	0	1,506,500	0.055	FILIPINO
JAIME V. BORROME0	1,000,000	0	1,000,000	0.036	FILIPINO
LEROY TAN	675,500	0	675,500	0.025	FILIPINO
BELSON SECURITIES, INC. A/C#196-358	664,000	0	664,000	0.024	FILIPINO
ROBERTO N. DEL ROSARIO	628,000	0	628,000	0.023	FILIPINO
CFC CORPORATION	576,000	0	576,000	0.021	FILIPINO
THE HOLDERS OF THE UNEXCHANGEDSAN JOSE OIL CO., IN	556,839	0	556,839	0.020	OTHER ALIEN
DAVID GO SECURITIES CORP.	414,200	0	414,200	0.015	FILIPINO
TRENDLINE SECURITIES CORP.	382,500	0	382,500	0.014	FILIPINO
ALBERTO MENDOZA &/OR JEANIE C. MENDOZA	300,000	0	300,000	0.011	FILIPINO
ALAKOR CORPORATION	200,000	0	200,000	0.007	FILIPINO
PATRICIA S. BORJA	200,000	0	200,000	0.007	FILIPINO
CATHERINE CHOA	200,000	0	200,000	0.007	FILIPINO
GRACE VICTORIA V. PEREZ DE TAGLE	190,000	0	190,000	0.007	FILIPINO
ROBERT JOHN SOBREPENA	190,000	0	190,000	0.007	FILIPINO
RAMON S. MONZON	165,000	0	165,000	0.006	FILIPINO
JALANDONI, JAYME, ADAMS AND COMPANY, INCORPORATE	157,570	0	157,570	0.006	FILIPINO
BARCELON, ROXAS SEC., INC.	146,500	0	146,500	0.005	FILIPINO
BEATRIZ GO &/OR MICHELLE GO	130,000	0	130,000	0.005	FILIPINO
F. YAP SECURITIES, INC.	128,300	0	128,300	0.005	FILIPINO
YU & COMPANY, INC.	127,700	0	127,700	0.005	FILIPINO
PHILIPPINE OVERSEAS DRILLING AND OIL DEVELOPMENT	125,500	0	125,500	0.005	FILIPINO
PAPA SECURITIES CORPORATION	117,000	0	117,000	0.004	FILIPINO
ROBERTO V. SAN JOSE	110,000	0	110,000	0.004	FILIPINO

ELEVEN SEVEN PROFIT MAKER, INC.	109,500	0	109,500	0.004	FILIPINO
LOURDES SCHOOL OF MANDALUYONG	109,000	0	109,000	0.004	FILIPINO
G. D. TAN AND COMPANY, INC.	105,400	0	105,400	0.004	FILIPINO
BANK OF COMMERCE- TRUST SERVICES GROUP AS TRUSTEE FOR CAPPI TRI	100,000	0	100,000	0.004	FILIPINO
ANTONIO K. GOCOLAY	100,000	0	100,000	0.004	FILIPINO
VICENTE R. JAYME	100,000	0	100,000	0.004	FILIPINO
KERRY SEC. (PHILS) INC. A/C NO. LJM01	100,000	0	100,000	0.004	FILIPINO
JUAN MANUEL V. LOPEZ	100,000	0	100,000	0.004	FILIPINO
EDMUNDO F. UNSON	100,000	0	100,000	0.004	FILIPINO
EMMANUEL ZAPANTA	100,000	0	100,000	0.004	FILIPINO
MA. JOSEFINA E. SAN MIGUEL	87,000	0	87,000	0.003	FILIPINO
QUALITY INVESTMENTS & SEC. CORPORATION	86,000	0	86,000	0.003	FILIPINO
WILLIAM RUSSELL L. SOBREPENA	82,000	0	82,000	0.003	FILIPINO
JESUSA O. BERNARDO	80,000	0	80,000	0.003	FILIPINO
TANSENGCO AND COMPANY, INC.	80,000	0	80,000	0.003	FILIPINO
RAMON T. LAO	79,000	0	79,000	0.003	FILIPINO
ANSALDO, GODINEZ & CO., INC	78,200	0	78,200	0.003	FILIPINO
S. J. ROXAS & CO., INC.	78,000	0	78,000	0.003	FILIPINO
G & L SECURITIES CO., INC.	77,500	0	77,500	0.003	FILIPINO
THERESITA BEDI	77,000	0	77,000	0.003	FILIPINO
YU TING CHONG	70,000	0	70,000	0.003	FILIPINO
EASTERN SECURITIES DEV. CORP.	68,000	0	68,000	0.002	FILIPINO
F. C. HAGEDORN & CO., INC.	65,000	0	65,000	0.002	FILIPINO
LUIS CO CHI KIAT	60,000	0	60,000	0.002	FILIPINO
ARCH. RUBEN R. PAYUMO	60,000	0	60,000	0.002	FILIPINO
ISIDRO TAN	59,500	0	59,500	0.002	FILIPINO
PAN-ASIA SECURITIES CORP.	55,000	0	55,000	0.002	FILIPINO
ROBERT JOHN SOBREPENA	51,000	0	51,000	0.002	FILIPINO
CHING TIONG KENG &/OR CYNTHIA D. CHING	50,000	0	50,000	0.002	FILIPINO
LILIAN C. CHONG	50,000	0	50,000	0.002	FILIPINO
FIRST PACIFIC SEC. PHILS., INC	50,000	0	50,000	0.002	FILIPINO
THOMAS Y. LIM	50,000	0	50,000	0.002	FILIPINO
ADRIAN PAULINO S. RAMOS	50,000	0	50,000	0.002	FILIPINO
ALEXANDRA S. RAMOS	50,000	0	50,000	0.002	FILIPINO
GERARD ANTON S. RAMOS	50,000	0	50,000	0.002	FILIPINO
ANSELMO TRINIDAD & CO., INC.	49,000	0	49,000	0.002	FILIPINO
LISA GOKONGWEI CHENG	45,002	0	45,002	0.002	FILIPINO
LANCE YU GOKONGWEI	45,002	0	45,002	0.002	FILIPINO
FAITH GOKONGWEI LIM	45,002	0	45,002	0.002	FILIPINO
ROBINA GOKONGWEI PE	45,002	0	45,002	0.002	FILIPINO
MARCIA YU GOKONGWEI	45,001	0	45,001	0.002	FILIPINO
HOPE GOKONGWEI TANG	45,001	0	45,001	0.002	FILIPINO
MACARIO B. ARO	45,000	0	45,000	0.002	FILIPINO
EDWARD T. GABALDON	45,000	0	45,000	0.002	FILIPINO
CHIONG & COMPANY, INC.	41,800	0	41,800	0.002	FILIPINO
CITISECURITIES, INC.	41,500	0	41,500	0.002	FILIPINO

DHARMALA SECURITIES PHILS.INC.	40,500	0	40,500	0.001	FILIPINO
INVESTORS SECURITIES, INC.	40,000	0	40,000	0.001	FILIPINO
FRANCISCA MONZON	40,000	0	40,000	0.001	FILIPINO
MARCELO P. RAMOS	40,000	0	40,000	0.001	FILIPINO
MANUEL V. SAN JOSE	40,000	0	40,000	0.001	FILIPINO
SEVERINO I. SANTIAGO	40,000	0	40,000	0.001	FILIPINO
AUGUSTO B. SUNICO	40,000	0	40,000	0.001	FILIPINO
R & L INVESTMENTS, INC.	37,600	0	37,600	0.001	FILIPINO
CONRAD C. LEVISTE	36,000	0	36,000	0.001	FILIPINO
ENRIQUE &/OR RAMONIT A ZALAMEA	35,700	0	35,700	0.001	FILIPINO
JAIME F. PANGANIBAN	35,000	0	35,000	0.001	FILIPINO
E. SANTAMARIA & COMPANY, INC.	31,500	0	31,500	0.001	FILIPINO
GEORGE K. YOUNG	31,250	0	31,250	0.001	FILIPINO
ALFREDO C. RAMOS	30,610	0	30,610	0.001	FILIPINO
VICENTE GOQUIOLAY AND CO., INC	30,100	0	30,100	0.001	FILIPINO
PURA CU-UNJIENG	30,000	0	30,000	0.001	FILIPINO
SANTO DY	30,000	0	30,000	0.001	FILIPINO
LORNA PEREZ LAUREL	30,000	0	30,000	0.001	FILIPINO
ROBERTO LIM LIANTING	30,000	0	30,000	0.001	FILIPINO
CARLOTA T. ONG	30,000	0	30,000	0.001	FILIPINO
ISAURO J. PAGDANGANAN	30,000	0	30,000	0.001	FILIPINO
JANET PUA	30,000	0	30,000	0.001	FILIPINO
ILUMINADA P. RODRIGUEZ	30,000	0	30,000	0.001	FILIPINO
BENJAMIN CO CA & CO., INC.	27,830	0	27,830	0.001	FILIPINO
MARIANO YU AND COMPANY, INC.	27,600	0	27,600	0.001	FILIPINO
UNIVERSAL SECURITIES CORP.	27,500	0	27,500	0.001	FILIPINO
SARTORIOUS & COMPANY	26,129	0	26,129	0.001	OTHER ALIEN
ONG SECURITIES CORPORATION	25,300	0	25,300	0.001	FILIPINO
CRISELDA I. CRUZ	25,000	0	25,000	0.001	FILIPINO
E. CHUA CHIACO SEC., INC.	25,000	0	25,000	0.001	FILIPINO
SANTIAGO P. DE GUZMAN	24,000	0	24,000	0.001	FILIPINO
KEY SECURITIES, INC.	23,000	0	23,000	0.001	FILIPINO
R. COYIUTO SECURITIES, INC.	21,900	0	21,900	0.001	FILIPINO
TIONG SECURITIES, INC.	21,800	0	21,800	0.001	FILIPINO
FEDERATION SECURITIES CORP.	20,150	0	20,150	0.001	FILIPINO
AGJ SECURITIES CORPORATION	20,000	0	20,000	0.001	FILIPINO
LEONIDES S. ASUNCION &/OR LINA S. ASUNCION	20,000	0	20,000	0.001	FILIPINO
MYRNA MARTINEZ CO	20,000	0	20,000	0.001	FILIPINO
PETER M. JIMENEZ	20,000	0	20,000	0.001	FILIPINO
PEDRO JOVEN	20,000	0	20,000	0.001	FILIPINO
VIRGINIA LIM SY	20,000	0	20,000	0.001	FILIPINO
LUYS SECURITIES COMPANY, INC.	20,000	0	20,000	0.001	FILIPINO
SIBLEY C. MACLHING	20,000	0	20,000	0.001	FILIPINO
NENITA S.J. MANALO	20,000	0	20,000	0.001	FILIPINO
NORBERTO MENDIOLA	20,000	0	20,000	0.001	FILIPINO
ESTELITA S. MONZON	20,000	0	20,000	0.001	FILIPINO

LEONCIO MONZON	20,000	0	20,000	0.001	FILIPINO
VILMA G. PO SY	20,000	0	20,000	0.001	FILIPINO
VILMA G. PO-SY	20,000	0	20,000	0.001	FILIPINO
FRANCISCO PONCE	20,000	0	20,000	0.001	FILIPINO
LUZ M. SANTOS	20,000	0	20,000	0.001	FILIPINO
ANNABELLE SIA	20,000	0	20,000	0.001	FILIPINO
ELMER SY	20,000	0	20,000	0.001	FILIPINO
ROBERT KIMGIOK TAN	20,000	0	20,000	0.001	FILIPINO
FELY WONG	20,000	0	20,000	0.001	FILIPINO
LESLIE ANNE YAO	20,000	0	20,000	0.001	FILIPINO
NANCY UY YAP	20,000	0	20,000	0.001	FILIPINO
ROBERTO YOUNG	20,000	0	20,000	0.001	FILIPINO
ENRIQUE YUSAY JR.	20,000	0	20,000	0.001	FILIPINO
MANOTOC SECURITIES, INC.	19,400	0	19,400	0.001	FILIPINO
WILLIAM NICHOLAS HOGG	19,000	0	19,000	0.001	CANADIAN
L. RECIO AND COMPANY, INC.	18,300	0	18,300	0.001	FILIPINO
RODOLFO G. IBANEZ	18,000	0	18,000	0.001	FILIPINO
JOSEPH CHUA & COMPANY, INC.	18,000	0	18,000	0.001	FILIPINO
IMPERIAL, DE GUZMAN, ABALOS AND COMPANY, INC.	17,000	0	17,000	0.001	FILIPINO
TANSENGCO, UY & COMPANY, INC	16,000	0	16,000	0.001	FILIPINO
ROBERT LA O OZAETA	15,900	0	15,900	0.001	FILIPINO
DAVID WILSON	15,794	0	15,794	0.001	AMERICAN
IMPERIAL, DE GUZMAN, DEE INC.	15,750	0	15,750	0.001	FILIPINO
JESUS R. JAYME AND COMPANY, INC	15,650	0	15,650	0.001	FILIPINO
SOLITA S. ALCANTARA	15,000	0	15,000	0.001	FILIPINO
DAVID ASTEJADA	15,000	0	15,000	0.001	FILIPINO
ALBERTO CHUA &/OR LINDA CHUA	15,000	0	15,000	0.001	FILIPINO
EAST WEST CAPITAL CORPORATION	15,000	0	15,000	0.001	FILIPINO
ELIZABETH SEE KOA	15,000	0	15,000	0.001	CHINESE
OLIVIA MACAPUGAY	15,000	0	15,000	0.001	FILIPINO
VICENTE P. VALENZUELA	15,000	0	15,000	0.001	FILIPINO
GENEROSO VILLANUEVA	15,000	0	15,000	0.001	FILIPINO
DE CASTRO, VALDERRAMA, ARROYO SECURITIES CORPORATI	14,500	0	14,500	0.001	FILIPINO
J. M. BARCELON AND CO., INC.	13,900	0	13,900	0.001	FILIPINO
SECURITIES MANILA, INC.	13,500	0	13,500	0.000	FILIPINO
LIBRADO S. CALILUNG	12,210	0	12,210	0.000	FILIPINO
MARIETTA CO CHIEN	12,000	0	12,000	0.000	FILIPINO
ANDRES G. LIM	12,000	0	12,000	0.000	FILIPINO
UY-TIOCO AND CO., INC.	12,000	0	12,000	0.000	FILIPINO
SHEARSON, HAYDEN STONE, INC.	11,908	0	11,908	0.000	OTHER ALIEN
NOEL DE LA PAZ	11,000	0	11,000	0.000	FILIPINO
FRANK CONSALVO & JEANNETTE CONSALVO JTWROS	10,757	0	10,757	0.000	AMERICAN

GRAND TOTAL (168)	<u>2,746,281,417</u>	<u>1,901,163</u>	<u>2,748,182,580</u>		
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THIS IS A COMPUTER GENERATED REPORT AND IF ISSUED WITHOUT ALTERATION, DOES NOT REQUIRE ANY SIGNATURE.



3 October 2022

METRO GLOBAL HOLDINGS CORPORATION

Renaissance Office Towers, Meralco Avenue
Pasig City, Metropolitan Manila

PRIVATE & CONFIDENTIAL

Our ref: L22-0916-310-2R

Attention: **MR. RAMON JIMENEZ**
Chief Finance Officer

Subject: **Terms of Engagement for Valuation Services**

Dear Mr. Jimenez,

Thank you for your interest in our Valuation Services. We refer to your invitation of 16 August 2022 for Santos Knight Frank, Inc. ("SKF") to submit a proposal for valuation (the "Valuation") in respect of the Business Enterprise of Metro Solar detailed below (the "Business Enterprise").

This proposal, together with our General Terms of Business for Valuation Services ("General Terms"), sets out our terms of engagement for carrying out this instruction. Once agreed and signed, this proposal shall constitute our Letter of Engagement ("Letter"). This Letter and the General Terms (together, the "Agreement") exclude any other terms which are not specifically agreed to us in writing. To the extent that there is any inconsistency between the Letter and the General Terms, this Letter shall take precedence.

1. Client

Our Client for this Valuation is Metro Global Holdings Corporation (the "Client", "you" or "your").

2. Project Overview

The Client was incorporated as San Jose Oil Company, Inc. on September 17, 1954 and was listed on the Philippine Stock Exchange ("PSE") on May 4, 1964 as an oil exploration company and was reorganized in 1996 into a corporate vehicle that will pursue infrastructure-related investments and was renamed Fil-Estate Corporation ("FEC"). On September 9, 2004, the Philippines Securities and Exchange Commission ("SEC") approved the extension of the Client's corporate life for another 50 years or until 2054.

On May 30, 2014, the SEC approved the amendment of the Articles of Incorporation and By-Laws of the Client, changing its name from Fil-Estate Corporation to Metro Global Holdings Corporation. The amendments were intended to identify the group of companies under the "Metro Group" and establish the affiliation of the Company with its affiliate infrastructure companies, which likewise had the word "Metro" in their corporate names.

The trading of Client's shares of stock at the PSE has been voluntarily suspended since March 20, 2007 to allow the Client to re-align its business and explore new strategic directions. The Client's immediate and ultimate parent company is Fil-Estate Management, Inc. ("FEMI"), a company organized and existing under the laws of the Philippines. The total shares outstanding are held by the following shareholders as at December 31:

T: +632 752 25 80 • F: +632 752 2571
10th Floor Ayala Tower One & Exchange Plaza, Ayala Avenue, Makati City 1226 Philippines
www.santosknightfrank.com

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	2021	2020
Fil-estate Management, Inc.	87.89%	87.89%
PCD Nominee Corporation	5.03%	5.03%
Alakor Securities Corporation	3.34%	3.34%
Bank of Commerce Trust Services Group	2.16%	2.16%
Others	158%	1.58%

The Client's registered office address, which is also its principal place of business, is at Mezzanine Floor, Renaissance Tower, Meralco Avenue, Pasig City. The Company has 9 employees in 2021 (2020 - 10 employees).

On November 22, 2018, the stockholders approved the amendment of the Articles of Incorporation to include in the primary purpose investment in business engaged in solar, wind, and other renewable energy generation facilities. The proposed amendment will allow the Client to expand its investment into a business engaged in renewable energy generation facilities, a growth area the Client intends to pursue.

On November 20, 2018, the Board authorized the Client to enter into a Memorandum of Agreement with FEMI whereby the Client shall purchase the 249,995 shares of common stock of Metro Solar Power Solutions Inc. ("Metro Solar"), a power company with an existing 65-megawatt solar farm project in Pililla, Rizal, held by FEMI.

Metro Solar is a stock corporation registered with the SEC primarily to construct, erect, assemble, commission and maintain power-generating plants and related facilities for the conversion of renewable energy into usable form for electricity generation and distribution. Such shares issued by Metro Solar to FEMI represent 100% percent of the entire issued and outstanding capital stock of Metro Solar. As per agreement with FEMI, the consideration for Metro Solar shares will be determined based on an appraisal report by a third-party and mutually agreed by FEMI and the Client. The shares that the Client will issue to FEMI in exchange for the Metro Solar shares will come from the proposed 3.0 billion planned increase in authorized capital stock of the Company.

(Courtesy of Metro Global Holdings Corporation (formerly Fil-Estate Corporation) Separate Financial Statements as at and for the years ended December 31, 2021 and 2020.

3. Purpose of Valuation

The objective of the engagement is to express an opinion of the Market Value of Metro Solar as a Business Enterprise for the proposed share-for-share swap between the Client and FEMI (the "Transaction"). The Valuation will be used for disclosure in the Client's financial statements, and for the regulatory requirements of the Transaction with the SEC.

In accordance with clause 4.1 of our General Terms, this Valuation may not be used for any other purpose without our express written consent.

4. Definition of Terms

Business Enterprise is the combination of all tangible and intangible assets that comprise a going business concern, the value of which is theoretically equivalent to the market value of the company's total stockholder's equity, given a fairly transparent and open market.

Tangible Assets are assets with physical manifestations, examples include land and buildings, plant and machinery, fixtures and fittings, tools and equipment, and assets in the course of construction and development.

Intangible Assets are assets that manifests themselves by their economic properties; they do not have physical substance; they grant rights privileges to their owner; and usually generate income for their owner.

Asset-Based Approach is an approach to value that examines the balance sheet of the business that reports all assets, tangible and intangible, and all liabilities at Market Value, or an appropriate carrying amount.

Net Asset Value is the value of an entity's assets minus the value of its liabilities.

5. Coverage of Valuation

The Valuation shall cover the Business Enterprise of Metro Solar held by FEMI. This will include the Valuation of all fixed assets ("the Assets") of Metro Solar which will cover land lease (approx. 913,000 SQM) located at Brgy. Halayhayin, Pililla, Rizal which is the site of the proposed 65-megawatt solar farm project ("Solar Farm") of Metro Solar held by FEMI. The proposed Solar Farm project of Metro Solar is covered by Renewable Energy Service Contract ("RESC") with Department of Energy ("DOE").

The Valuation shall exclude all other Assets not specified in this proposal.

6. Valuation Date

The Valuation Date will be current or as at the agreed date of Valuation.

7. Valuation Standards

The Valuation will be undertaken in compliance with International Valuation Standards 2019 ("IVS").

8. Conflicts of Interest

For this Valuation, we are acting as independent, third-party valuers. We confirm that we do not have any material connection or involvement giving rise to a conflict of interest and are in a position to provide an objective and unbiased Valuation.

9. Competence Disclosure

The valuers, acting on behalf of SKF, are Real Estate Valuers licensed and regulated by the Philippine Professional Regulation Commission (PRC). Additional valuers may be used at the sole discretion of SKF.

We confirm that we meet the requirements in having sufficient current knowledge of the particular market and the skills and understanding to undertake this Valuation competently.

10. Limitation of Liability and Restrictions on Use

Clause 3.1 of the General Terms limits our liability to the level of fee for this engagement. Nothing in this Agreement excludes or limits our liability to the extent that such liability may not be excluded or limited as a matter of applicable law.

Third party reliance

Clause 4.2 of the General Terms states that no liability is accepted to any third party for the whole or any part of the Valuation.

Disclosure

Clauses 4.3 to 4.6 of the General Terms limits disclosure and generally prohibits publication of the Valuation. As stated therein, the Valuation is confidential to the Client and neither the whole nor any part of the report or any reference to our name, the Valuation and the Valuation Report may be included in any document, circular or statement nor published without our prior written consent to the form and context in which it may appear.

11. Basis of Valuation

The Valuation will be undertaken on the basis of Market Value, Lessee's Interest and Investment Value of the Assets defined as follows:

Market Value is defined under IVS 2019 as "the estimated amount for which an asset or liability should exchange on the valuation date between a willing buyer and a willing seller in an arm's-length transaction, after proper marketing and where the parties had each acted knowledgeably, prudently and without compulsion."

In estimating the value of the Assets subject to a lease, two interests are involved: the interest of the lessee which is the leasehold; and the interest of the lessor which is the leased fee or the lessor's interest defined as follows;

Lessee's Interest or **Leasehold Value** is the value of the leasehold interest, that is, right to the use, enjoyment and profit existing by virtue of the rights granted under a lease instrument. The value of a leasehold interest is the difference between economic rent and contract rent discounted at the leasehold interest rate.

Leasehold Value is the present (discounted) worth of the rent savings (or rental gains) when the contract rent at the time of the appraisal is less than the current market rent. It is estimated by computing the present worth of the rental gains over the remaining term of the lease agreement using an appropriate discount rate.

The Valuation process, briefly stated, consists of the following:

- Estimation of the current market rent of the leased property;
- Estimation of the rental gains over the remaining term of the lease agreement, if any;
- Estimation of an appropriate discount rate; and
- Discounting process based on an appropriate discount rate to arrive at an indicated leasehold value.

Investment Value is defined under IVS 2019 is the value of an asset to a particular owner or prospective owner for individual investment or operational objectives.

Investment Value is an entity-specific basis of value. Although the value of an asset to the owner may be the same as the amount that could be realised from its sale to another party, this basis of value reflects the benefits received by an entity from holding the asset and, therefore, does not involve a presumed

exchange. Investment Value reflects the circumstances and financial objectives of the entity for which the valuation is being produced. It is often used for measuring investment performance.

12. Assumptions

The Valuation will be subject to SKF's Standard Assumption and Limiting Conditions, which will be incorporated into the Valuation Report. In addition, the Valuation may be subject to Special Assumptions and Premise of Valuation.

13. Scope of Work

The scope of work refers to the extent of the process of collecting and reporting data. A clear and accurate description of the scope of the engagement is desirable to protect other parties whose reliance on the report may be affected. Scope-of-work includes, but is not limited to the following:

- a. Conduct site inspection, identify the Assets and their Asset type;
- b. Identify and/or describe the conditions and characteristics of the asset/s that are relevant to the purpose of the Valuation;
- c. Collect, verify and analyse all available information applicable to the Valuation;
- d. Document the details of the Valuation procedures and the various assumption and parameters used in the Valuation;
- e. Analyse and apply the appropriate approach/es to value;
- f. Determine an objective value, which a serious investor is likely to consider as a sound basis for negotiations, by application of internationally accepted appraisal methodologies for the offered stake and in accordance with the Philippine laws;
- g. Submit the Valuation Report with the indicated values as at the agreed Valuation date.

14. Valuation Methodology

In estimating the value of the Property, it may be necessary to use any one or a combination of the three (3) approaches to value, namely; (1) Cost Approach, (2) Sales Comparison Approach, and (3) Income Approach.

- a. The Cost Approach is based on the principle of substitution, which holds that an informed buyer would not pay more for a given property than the cost of an equally desirable alternative. The methodology of the cost approach is a set of procedures that estimate the current reproduction cost of the improvements, deducts accrued depreciation from all sources, and adds the values of the land.
- b. The Direct Sales Comparison or Market Data Approach is a method of comparing prices paid for comparable properties sold or offered for sale in the market against the subject property. The weight given to this approach is dependent on the availability of recent confirmed listings / sales of properties concerned, comparable to the property under appraisal. These listings / sold properties are compared to the subject in key units of comparison. Appropriate adjustments are made for differences between the subject and comparables, resulting adjusted sales values for each of the comparables. These adjusted values are then reconciled for a value conclusion by the sales comparison data grid.
- c. The Income Approach is a method in which the appraiser derives an indication of value for income producing property by converting anticipated future benefits into current property value.

The different techniques that can be utilized to accomplish this include direct capitalization, mortgage equity capitalization and discounted cash flow analysis.

The determination of the appropriate approach (es) for a given property is based on the quality and quantity of data available, particularly its relevance to the property under appraisal. If more than one valuation approach is utilized, the resulting values are reconciled to produce a final value conclusion.

In estimating the Value of Business Enterprise and Shares of Stock, the most commonly used business valuation methods are Asset-Based Valuation Method, Discounted Cashflow Method and Comparable Transactions Method.

Considering the scope of work and purpose of this engagement, Valuation Methodology will be as follows:

1. Valuation of Business Enterprise - Asset-Based Approach Valuation Method.
2. Valuation of Assets –
 - a. Market Data Approach for Land
 - b. Income Approach for Land Lease and Renewable Energy Service Contract

15. Reporting Currency

The Valuation will be reported in Philippine Peso (PHP).

16. Extent of Inspection and Investigations

We will carry out ocular inspection with no restrictions within two to three (2-3) working days after receipt of this signed agreement, remittance of required initial payment and required documents:

17. Required Information

The list of required information to undertake the Valuation is as follows:

1. Lease Contract
2. Vicinity Map
3. Lot Plan
4. Site Development Plan
5. Solar Energy Service Contract
6. Feasibility Study
7. Financial forecast
8. Detailed assumptions – revenue and expense projections
9. Solar Power Market Study
10. Projected development cost
11. Development Plan
12. Energy yield and electricity prices
13. Power distribution assumptions
14. Letter of authority to inspect with name & number of contact person at site if property is secured
15. Other information or documents deemed necessary for the valuation

The foregoing list is preliminary in nature and may be augmented in the course of the engagement. We will rely on information provided to us by you and will assume it to be correct. This information will be relied upon by us in this Valuation, subject only to any verification that we have agreed to undertake.

Information provided by informed local sources, including, but not limited to, government agencies; financial institutions; realtors; buyers; and sellers, will be considered in the context in which it is supplied and checked by secondary means; however, SKF assumes no responsibility for possible misinformation.

Where we express an opinion in respect of (or which depends upon) legal issues, any such opinion must be verified by your legal advisers before any Valuation can be relied upon.

Please inform us as to whether there has been a purchase price recently agreed or transacted in respect of the Property. Please note that the Valuation will comment as to whether any such information has been revealed and if not, will contain a further request that this information must be provided to us before the Valuation is relied upon.

18. Timelines and Delivery

We will endeavor to submit a Draft Report within **thirty (30) working days** after completion of inspection, **subject to an extension mutually agreed upon with the Client due to the restrictions imposed to address the COVID-19 pandemic**. The Final Report shall follow within three to five (3-5) working days from the date of your confirmation to finalize.

Please note that the truthfulness and **prompt submission and delivery of the report is highly dependent on the timely receipt of the required information and the requested documents**.

19. Professional Fees

Our Professional Fees for undertaking the Valuation will be **Six Hundred Thousand Pesos (PhP600,000.00)**, plus 12% Value-Added Tax (if applicable), payable as follows:

- 75% of the engagement fee is payable upon signing of this Agreement.
- 25% remaining balance is due upon submission of the Draft Valuation Report.

The above fee is inclusive of out-of-pocket expenses that may be incurred during inspection.

All cheque payments should be payable to Santos Knight Frank, Inc. or wired through the SKF accounts indicated in Annex A. Credit card payment is also acceptable by actual swiping of card.

The Professional Fees quoted above allow for the provision of a Draft Report and Final Report to the Client in respect of any anticipated transaction. Should additional addressees be required, we reserve the right to charge additional Professional Fees.

Professional Fees in respect of the Valuation are subject to change based on the final number and geographic location of the Properties, if any.

20. Taxes

Professional Fees shall be subject to the addition of VAT at 12% (if applicable). VAT is payable at the same time and in the same manner as the consideration to which it relates.

Professional Fees shall be paid to SKF by the Client net of Withholding Tax (if applicable). Withholding Tax shall automatically be withheld by the Client and a certificate of tax withheld shall be issued by the Client to SKF.

Corresponding to the payment of the Professional Fees received, SKF shall issue BIR-registered official receipts (ORs) to the Client compliant to the BIR OR issuance regulations.

21. Miscellaneous

In accordance with clause 10.4 of the General Terms, if you cancel or terminate this Agreement at any stage, we will charge abortive fees equivalent to 70% of the total Professional Fees for the Valuation.

In accordance with clause 10.5 of the General Terms, if SKF is instructed to provide services beyond the scope of this Agreement, such additional services shall be provided by SKF at rates to be mutually agreed in writing with the Client.

Where additional work is requested after we have issued the Valuation, please note that we cannot guarantee the availability of the lead valuer or any additional valuers that may have been involved in the preparation of the Valuation (especially where such requests are received on short notice). Please note also that we will require sufficient time for completion of such additional work.

22. Acceptance

Please sign and return a copy of this Letter signifying your acceptance of the terms of the Agreement. We reserve the right to withhold any Valuation and / or refrain from discussing it with you until this Letter has been countersigned and returned.

Your attention is drawn to the "Important Notice" in the General Terms. If you have any questions regarding this Letter and / or the terms of the Agreement, please let us know before signing this Letter.

Thank you for choosing Santos Knight Frank, Inc. and we look forward to working with you on this important engagement.


Sincerely,

For and on behalf of
SANTOS KNIGHT FRANK, INC.



MABEL LUNA, CFC®
 Senior Director & Head
 Valuation and Advisory
Mabel.Luna@santos.knightfrank.ph
 M (63917) 865 3712

Approved and agreed to by:
METRO GLOBAL HOLDINGS CORPORATION



RAMON JIMENEZ
 Chief Finance Officer
 Date: Oct. 7, 2022

Noted by:



CELIA N. ROCAMORA
 Operations Director

Proposal for Valuation Service: **METRO GLOBAL HOLDINGS CORPORATION**
 17 October 2022

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General Terms of Business for Valuation Services

These General Terms of Business (the “**General Terms**”) and our Letter of Engagement (the “**Letter**”), together form the agreement between you and us (the “**Agreement**”). References to “**you**”, “**your**” etc. are to persons or entities who are our client and, without prejudice to clauses 3 and 4 below, to any persons purporting to rely on our Valuation.

Unless the context otherwise requires, all other terms and expressions used but not defined herein shall have the meaning ascribed to them in the Letter.

When used herein or in the Letter, the term “**Valuation**” shall mean any valuation report, advance report, supplementary report or subsequent/update report, produced pursuant to our engagement and any other replies or information we produce in respect of any such report and/or any relevant property. Any words following the terms “**including**”, “**in particular**” or any similar expression shall be construed as illustrative and shall not limit the sense of the words preceding those terms.

All of the terms set out in these General Terms shall survive termination of the Agreement.

1. Santos Knight Frank, Inc.

- 1.1. Santos Knight Frank, Inc. (“**Santos Knight Frank**”, “**our**”, “**us**”, “**we**”) is a long-term franchise partnership, with Securities and Exchange Commission (SEC) Registration Number A199818549.
- 1.2. Our registered office is at 10/F Ayala Tower & Exchange Plaza, Ayala Avenue, Makati City where a list of members may be inspected.
- 1.3. Any representative of Santos Knight Frank, Inc. described as *Director* is either a member or an employee of Santos Knight Frank, Inc. and is not a member of the Board of Directors. The term *Director* has been retained because it is an accepted way of referring to senior professionals. The term “**Santos Knight Frank Person**” shall, when used herein, mean any member, employee, or consultant of Santos Knight Frank, Inc.
- 1.4. Our Tax Identification Number (TIN) is 201-626-570-000.
- 1.5. The details of our Professional Indemnity Insurance may be provided upon receipt of request.
- 1.6. Santos Knight Frank, Inc., being a corporate entity, is regulated by the Securities and Exchange Commission (SEC), and in accordance with our reporting requirements with them, it may be necessary to disclose valuation files to them. By instructing us, you give us your permission to do so. Where possible we will give you prior notice before making any such disclosure, although, this may not always be possible. We will use reasonable endeavours to limit the scope of any such disclosure and to ensure any disclosed documents are kept confidential.
- 1.7. Valuations will be carried out in accordance with the 2019 edition of the International Valuation Standards (IVS) by valuers who conform to its requirements and with regard to relevant statutes or regulations. Our senior valuers are Real Estate Appraisers licensed and regulated by the Philippine Professional Regulation Commission (PRC).

2. Governing law and jurisdiction

- 2.1. The Agreement and any dispute or claim (including non-contractual disputes or claims) arising out of or in connection with it or its subject matter or formation or any Valuation shall be governed by and construed in accordance with law.
- 2.2. Philippine courts shall have exclusive jurisdiction to settle any dispute or claim (including non-contractual disputes or claims) arising out of

or in connection with this Agreement or its subject matter or formation or any Valuation. This will apply wherever the relevant property or the client, or any relevant third party, is located or the service is provided.

3. Limitations on liability

- 3.1. Subject to clause 3.7, our maximum total liability in connection with or arising out of this Agreement and/or its subject matter and/or the Valuation is limited to the level of our fee as set out in the Letter.
- 3.2. Subject to clause 3.7, we will not be liable for any loss of profits or for indirect or consequential loss.
- 3.3. Subject to clause 3.7, any limitation on our liability will apply however such liability is or would otherwise have been incurred, whether in contract, tort (including negligence), for breach of statutory duty, or otherwise.
- 3.4. Except as set out in clauses 3.5 and 4.7 and 4.8 below no third party shall have any right to enforce any of the terms of this Agreement.
- 3.5. No claim arising out of or in connection with this Agreement may be brought against any Santos Knight Frank Person. Those individuals will not have a personal duty of care to you or any other person and any such claim for losses must be brought against Santos Knight Frank, Inc. Any Santos Knight Frank Person may enforce this clause but the terms of this Agreement may be varied by agreement between the client and Santos Knight Frank, Inc. at any time without the need for any Santos Knight Frank Person to consent.
- 3.6. No claim, action or proceedings arising out of or in connection with the Agreement and/or any Valuation shall be commenced against us after the expiry of the earlier of (a) two years from the Valuation Date (as set-out in the relevant Valuation) or (b) any limitation period prescribed by law.
- 3.7. Whether or not specifically qualified by reference to this clause, nothing in the Agreement shall exclude or limit our liability in respect of fraud, or for death or personal injury caused by our negligence or negligence of those for whom we are responsible, or for any other liability to the extent that such liability may not be so excluded or limited as a matter of applicable law.

4. Purpose, reliance and disclosure

- 4.1. The Valuation is prepared and provided solely for the stated purpose. Unless expressly agreed by us in writing, it cannot be relied upon, and must not be used, for any other purpose and, subject to clause 3.7, we will not be liable for any such use.
- 4.2. Without prejudice to clause 4.1 above, the Valuation may only be relied on by our Client. Unless expressly agreed by us in writing the Valuation may not be relied on by any third party and we will not be liable for any such purported reliance.
- 4.3. Subject to clause 4.4 below, the Valuation is confidential to our Client and must not be disclosed, in whole or in part, to any third party without our express written consent (to be granted or withheld in our absolute discretion). Subject to clause 3.7, no liability is accepted to any third party for the whole or any part of any Valuation disclosed in breach of this clause.
- 4.4. The appraiser is not required to give testimony or attendance in court by reason of this valuation, with reference to the property in question, unless arrangements have been previously made.
- 4.5. Neither the whole nor any part of the Valuation and/or any reference thereto may be included in any published document, circular or statement nor published in any way whatsoever whether in hard

copy or electronically (including on any website) without our prior written consent and approval of the form and context in which it may appear.

- 4.6. Where permission is given for the publication of a Valuation neither the whole nor any part thereof, nor any reference thereto, may be used in any publication or transaction that may have the effect of exposing us to liability for actual or alleged violations of SEC Memorandum Circular No. 2, series of 2014.
- 4.7. You agree that we, and/or any Santos Knight Frank Person, may be irreparably harmed by any breach of the terms of this clause 4 and
- 4.8. that damages may not be an adequate remedy. Accordingly, you agree that we and/or any Santos Knight Frank Person may be entitled to the remedies of injunction or specific performance, or any other equitable relief, for any anticipated or actual breach of this clause.
- 4.9. You agree to indemnify and keep fully indemnified us, and each relevant Santos Knight Frank Person, from and against all liabilities, claims, costs (including legal and professional costs), expenses, damages and losses arising from or in connection with any breach of this clause 4 and/or from the actions or omissions of any person to whom you have disclosed (or otherwise caused to be made available) our Valuation otherwise than in accordance with this clause 4.
5. **Knight Frank network**
- 5.1. Santos Knight Frank, Inc. is a member of an international network of independent firms which may use the "Knight Frank" name and/or logos as part of their business name and operate in jurisdictions outside the United Kingdom and the Philippines (each such firm, an "Associated Knight Frank Entity").
- 5.2. Unless specifically agreed otherwise, in writing, between you and us: (i) no Associated Knight Frank Entity is our agent or has authority to enter into any legal relations and/or binding contracts on our behalf; and (ii) we will not supervise, monitor or be liable for any Associated Knight Frank Entity or for the work or actions or omissions of any Associated Knight Frank Entity, irrespective of whether we introduced the Associated Knight Frank Entity to you.
- 5.3. You are responsible for entering into your own agreement with any relevant Associated Knight Frank Entity.
- 5.4. This document has been originally prepared in the English language. If this document has been translated and to the extent there is any ambiguity between the English language version of this document and any translation thereof, the English language version as prepared by us shall take precedence.
6. **Severance**
If any provision of the Agreement is invalid, illegal or unenforceable, the parties shall negotiate in good faith to amend such provision so that, as amended, it is legal, valid and enforceable and, to the greatest extent possible, achieves the intended commercial result of the original provision. If express agreement regarding the modification or meaning or any provision affected by this clause is not reached, the provision shall be deemed modified to the minimum extent necessary to make it valid, legal and enforceable. If such modification is not possible, the relevant provision shall be deemed deleted. Any modification to or deletion of a provision under this clause shall not affect the validity and enforceability of the rest of this Agreement.
7. **Entire agreement**
- 7.1. The Agreement, together with any Valuation produced pursuant to it (the Agreement and such documents together, the "Contractual

Documents") constitute the entire agreement between you and us and supersedes and extinguishes all previous agreements, promises, assurances, warranties, representations and understandings between you and us, whether written or oral, relating to its subject matter.

- 7.2. Subject to clause 3.7 above, you agree that in entering into the Agreement you do not rely on, and shall have no remedies in respect of, any statement, representation, assurance or warranty (whether made innocently or negligently) that is not expressly set out in the Contractual Documents. You further agree that you shall have no claim for innocent or negligent misrepresentation based on any statement set out in the Contractual Documents.
- 7.3. The Letter and these General Terms shall apply to and be incorporated in the contract between us and will prevail over any inconsistent terms or conditions contained or referred to in your communications or publications or which would otherwise be implied. Your standard terms and conditions (if any) shall not govern or be incorporated into the contract between us.
- 7.4. Subject to clause 3.7 and clause 6, no addition to, variation of, exclusion or attempted exclusion of any of the terms of the Contractual Documents will be valid or binding unless recorded in writing and signed by duly authorised representatives on behalf of the parties.
8. **Assignment**
- 8.1. You shall not assign, transfer, mortgage, charge, subcontract, declare a trust over or deal in any other manner with any of the rights and obligations under the Agreement without our prior written consent (such consent to be granted or withheld in our absolute discretion).
9. **Force majeure**
- 9.1. Neither party shall be in breach of this Agreement nor liable for delay in performing, or failure to perform, any of its obligations under this Agreement if such delay or failure results from events, circumstances or causes beyond its reasonable control.
10. **Our fees**
- 10.1. Without prejudice to clause 10.3 below, you become liable to pay our fees upon issuance of the Valuation. For the avoidance of doubt, unless expressly agreed otherwise in writing, the payment of our fees is not conditional on any other events or conditions precedent.
- 10.2. If any invoice remains unpaid after 30 days of the date on which it is presented, we reserve the right to charge interest, calculated daily, from the date when payment was due until payment is made at 4%, subject to modification by our Accounting Department.
- 10.3. If we should find it necessary to use legal representatives or collection agents to recover monies due, you will be required to pay all costs and disbursements so incurred.
- 10.4. If an appraisal analysis is ordered and the assignment is cancelled before completion, we reserve the right to receive compensation, by way of damages, in an amount equal to 70% of the total fee for the assignment.
- 10.5. If you delay the instruction by more than 30 days or materially alter the instruction so that additional work is required at any stage or if we are instructed to carry out additional work that we consider (in our reasonable opinion) to be either beyond the scope of providing the Valuation or to have been requested after we have finalised our Valuation (including, but not limited to, commenting on reports on title), we will charge additional fees for this work. Such additional fees will be calculated on the basis of a proportion of the total fee by reference to reasonable time and expenses incurred.

10.6. Where we agree to accept payment of our fees from a third party, such fees remain due from you until payment is received by us.

11. Anti-bribery and corruption and Anti-Money Laundering

We agree that throughout the term of our appointment we shall:

- (a) comply with all applicable laws, statutes, regulations, and codes relating to anti-bribery and corruption and Anti-Money Laundering laws (the "Relevant Requirements");
- (b) not engage in any activity, practice or conduct which would constitute an offense;
- (c) maintain anti-bribery, anti-corruption, and anti-money laundering policies to comply with the Relevant Requirements and any best practice relating thereto; and
- (d) promptly report to you any request or demand for any undue financial or other advantage of any kind in connection with the performance of our services to you.

12. Portfolios

Properties comprising a portfolio, unless specifically agreed with you otherwise, will be valued separately and upon the assumption that the properties have been marketed individually and in an orderly manner.

13. Land Register inspection and searches

We are not required to undertake searches, validations or inspections of any kind for title or price paid information in any publicly available land registry.

14. Title and burdens

We will assume, unless specifically informed and stated otherwise, that each property has good and marketable title and that all documentation is satisfactorily drawn and that there are no unusual outgoing, planning proposals, onerous restrictions or local authority intentions which affect the property, nor any material litigation pending.

15. Disposal costs and liabilities

No allowance is made in our Valuation for expenses of realisation or for taxation which may arise in the event of a disposal and our Valuation is expressed as exclusive of any VAT that may become chargeable. Properties are valued disregarding any mortgages or other charges, including commissions.

16. Sources of information

We rely upon the information provided to us by you, as to details of tenure and tenancies, planning consents and other relevant matters, as summarised in our Valuations. Legal descriptions, including leases, information, maps, signed or unsigned surveys, estimates and opinions furnished or made available to the appraiser and contained in this study were obtained from sources considered reliable and believed to be true and correct. However, no responsibility for accuracy and legality of such items furnished can be assumed by the appraiser.

17. Identity of property to be valued

We will exercise reasonable care and skill (but will not have an absolute obligation to you) to ensure that the property, identified by the property address in your instructions, is the property inspected by us and contained within our valuation report. If there is ambiguity as to the property address, or the extent of the property to be valued, this should be drawn to our attention in your instructions or immediately upon receipt of our report.

18. Boundaries

Any maps or plot plans reproduced and included in the report are intended only for the purpose of showing spatial relationship. They

are not necessarily measured surveys or measured maps, and we will not be responsible for topographic or surveying errors. The appraiser has made no survey of the property. No liability will be assumed for soil conditions, bearing capacity of the subsoil or for engineering matters related to proposed or existing structures.

19. Planning, highway and other statutory regulations

19.1. Enquiries of the relevant planning and highways authorities in respect to matters affecting properties, where considered appropriate, are normally only obtained from the corresponding government agency. We can only state whatever current conditions may be. We recommend that formal written enquiries should be undertaken by your lawyers who should also confirm the position with regard to any legal matters referred to in our Valuations.

19.2. It is assumed that all applicable zoning and use regulations have been complied with, unless a nonconformity is stated, defined and considered in the study. It is also assumed that all required licenses, certificates of occupancy, consents, or other legislative or administrative authority from the Philippine government or private entity or organization have been or can be obtained or renewed for any use on which the value estimate contained in this study is based.

19.3. We assume that the premises comply with all relevant statutory requirements including building, fire and sanitary regulations.

20. Property insurance

Our Valuation assumes that each property would, in all respects, be insurable against all identifiable risks.

21. Building areas and age

Where so instructed, areas provided from a quoted source will be relied upon. Any dimensions and areas measured on location or from plan/s are calculated and are quoted to a reasonable approximation, with reference to their source. Where the age of the building is estimated, this is for guidance only.

22. Structural condition

Building, structural and ground condition surveys are detailed investigations of the building, the structure, technical services and ground and soil conditions undertaken by specialist building surveyors or engineers and fall outside the normal scope of a valuation. Since we will not have carried out any of these investigations, we are unable to report that any property is free of any structural fault, rot, infestation or defects of any other nature, including inherent weaknesses due to the use in construction of deleterious materials. We do reflect the contents of any building survey report provided to us in advance, or any defects or items of disrepair of which we are advised or which we note during the course of our ocular inspections but otherwise assume properties to be free from defect.

23. Ground conditions

Unless informed otherwise in writing, we assume there to be no adverse ground or soil conditions and that the load bearing qualities of the sites of each property are sufficient to support the building constructed or to be constructed thereon.

24. Environmental issues

24.1. Investigations into environmental matters by suitably qualified environmental specialists would usually be commissioned by most responsible purchasers or charges of higher value properties or where there was any reason to suspect contamination or a potential future liability. Furthermore, such investigation would be pursued to the point at which any inherent risk was identified and quantified before a purchase proceeded. Where we are provided with the conclusive results of such investigations, on which we are instructed to rely, these will be reflected in our Valuations with reference to the source and nature of the enquiries. We would endeavour to point out any obvious indications or occurrences known to us of harmful

contamination encountered during the course of our valuation enquiries.

24.2. However, we are not environmental specialists and therefore we do not carry out any scientific investigations of sites or buildings to establish the existence or otherwise of any environmental contamination, nor do we undertake searches of public archives to seek evidence of past activities which might identify potential for contamination or any other environmental searches. If we are not provided with the results of appropriate investigations as outlined above and where there is no obvious indication of harmful contamination, our Valuation will be provided on the assumption that the relevant property is unaffected. Where we are informed that contamination is suspected or confirmed, but adequate investigation has not been carried out and made available to us, then the Valuation will be qualified only by reference to it.

25. Minerals, timber, airspace etc.

Unless specifically agreed otherwise in writing and so stated within the main body of the relevant Valuation, we do not value or attempt to value or take into account any potential income stream or other beneficial or detrimental effect or other factor relating to undiscovered or unquantified mineral deposits, timber, airspace, sub-ground space or any other matter which would not be openly known in the market and considered to have value.

26. Legal advice

26.1. We are appointed to provide valuation opinion(s) in accordance with our professional duties as Appraisers. The scope of our service is limited accordingly. The valuation assumes no responsibility for the validity of legal matters affecting the property. It is not the intent of the valuation to offer a legal opinion of title. Any liens or encumbrances which may now exist have been disregarded. We are not qualified legal practitioners and we do not provide legal advice and any statements made by us, or advice given, in a legal context should be construed accordingly.

26.2. Where appropriate we will liaise with your legal advisors. However, we accept no responsibility for any work carried out by them and we will not be liable for anything contained in legal documentation prepared by them.

26.3. Where we consider it is necessary for the provision of the Valuation and/or specifically agree to do so, and any additional fees we require for this work are agreed, we will read legal documents (including leases, licences etc.), however, (save for any comment concerning the impact of our interpretation of such documents on value) our interpretation of such documents cannot be relied upon to be legally correct. Where we do interpret legal documents, we will, for the purposes of providing our Valuation, assume our interpretation to be correct.

27. Loan security

Where instructed to comment on the suitability of property as a loan security we are only able to comment on any inherent property risk. Determination of the degree and adequacy of capital and income cover for loans is the responsibility of the lender having regard to the terms of the loan.

28. Build cost information

In the provision of valuation services, we do not hold ourselves out to have expertise in assessing build costs. Where our instruction requires us to have regard to build cost information, for example in the valuation of properties with development potential, we strongly recommend that you supply us with build cost and other relevant information prepared by a suitably qualified construction cost professional, such as a quantity surveyor. The Valuation will be stated to have been arrived at in reliance upon the build cost information supplied to us by you. In the absence of any build cost

information supplied to us, we may have regard to published build cost information. Build costs produced using this approach must be assumed to be unreliable or inaccurate; any reliance which can be placed upon our Valuation in these circumstances is severely restricted. Specialist professional advice on the build costs should be sought by you. If you subsequently obtain specialist build cost advice, we recommend that we are instructed to review our Valuation.

29. Reinstatement assessments

A reinstatement assessment for insurance purposes is a specialist service and we recommend that separate instructions are issued for this specific purpose. If an indication is required as a check against the adequacy of existing cover this should be requested and will be so stated in the body of the relevant Valuation. Any indication given is provided for guidance only and must not be relied upon as the basis for insurance cover. In any event, our reinstatement assessment should be compared with the owner's and if there is a material

Annex

Annex A - Santos Knight Frank Accounts

A. MBTC (Peso SA & Current Account)	
Account Name	Santos Knight Frank, Inc.
Account Number	292-7-29252036-7
Swift Code	MBTCPHMM
Bank Name	Metropolitan Bank & Trust Company
Bank Address	G/F PS Bank Building, Paseo de Roxas, Makati City 1200, Philippines
B. CTBC (Peso & US Dollar Account)	
Account Name	Santos Knight Frank, Inc.
Account Number - PhP	002-016-00361-0
Account Number - USD	206-001-656-6
Swift Code	CTCBPHMM
Bank Name	CTBC Bank
Bank Address	8 th Floor, Ayala Tower One & Exchange Plaza, Ayala Avenue Makati City 1200, Philippines

Risks

The Group's principal financial exposures consist of its payables to associates and stockholders. Such financial instruments were used in prior years to raise funds for working capital and to retire interest-bearing US Dollar denominated bank loans. The group, as a matter of policy, discourages the use of any foreign currency denominated obligations to avoid foreign currency risks and exchange losses. On the other hand, the group encourages the creation of US dollar denominated assets to take advantage of potential gains arising from foreign exchange movements. On balance, the group maintains a margin currency position in its asset and liability management function.

The residual financial risks from the Group's financial instruments are cash flow/liquidity risks, credit risks and equity price risks.

Cash flow/liquidity risk arises from the possibility that the group may encounter difficulties in raising funds to meet or settle its obligations and to support the group's operations and activities.

The group coordinates and negotiates closely with each principal stockholder to manage cash flow risks by jointly identifying new sources of cash flow infusions into the group over the next five years.

The group's exposure to credit risk arises primarily from its deposits with banks of good credit rating. The maximum exposure to credit risk is equivalent to the carrying amount of these cash in banks.

The group is exposed to fair value changes of its Available-For-Sale (AFS) investments in listed equity securities. The group's policy is to maintain risk at an acceptable level. The group's shares are not traded at the PSE at the moment. Once the voluntary suspension of the trading of the group's shares is lifted, movement in share price will be monitored regularly to determine the impact on its financial position.

The group continuously conducts an internal review of its financial risks management objectives and policies.

METRO GLOBAL HOLDINGS CORPORATION

PROCESS FOR APPROVING AND RECOMMENDING THE APPOINTMENT, REAPPOINTMENT, REMOVAL, AND FEES OF THE EXTERNAL AUDITORS

Metro Global Holdings Corporation's (MGH) procedure for the selection and appointment of the External Auditor may vary from time to time.

Responsibility for Selection and Appointment

The Audit Committee is the custodian of MGH's External Auditor relationship and makes recommendations to the Board in relation to the appointment, termination and oversight of the External Auditor.

It also ensures that key partners within the appointed firm are rotated from time to time in accordance with Board policy.

Selection Criteria

MGH requires its External Auditor to review, test and challenge its accounting policies, accounting processes and internal financial controls.

Accordingly, MGH appoints as External Auditor an internationally recognized and respected accountancy firm which has access to expert international accounting standards, demonstrable audit quality control processes and substantial resources to carry out any assignment.

Selection and Appointment Process

Key aspects of the External Auditor selection and appointment process are:

- The Board is responsible for appointing the External Auditor, subject to shareholder approval.
- The Audit Committee will annually review the External Auditor's performance and independence and periodically benchmarks the cost and scope of the external audit engagement.
- The appointed External Auditor is required to present to the Audit Committee an annual external audit proposal.
- The Audit Committee, in consultation with management, will approve the scope of the audit, the terms of the annual engagement letter and audit fees.
- Management will prepare the annual engagement letter on behalf of the Audit Committee.
- Upon engagement, the External Auditor will have unfettered access to management, staff, records and company facilities, and is permitted reasonable, agreed time to conduct its audit.

Rotation of External Auditor Partners and Staff

The External Auditor is required to rotate any MGH audit and review of the lead audit partner every five years and other audit partners every seven years, and consider whether there should be regular rotation of the audit firm itself



METRO GLOBAL HOLDINGS CORP.

POLICY ON NON-AUDIT SERVICES

INTRODUCTION:

This document details Metro Global Holdings, Corporation's (MGHC) policy in relation to the provision of non- audit services by the external auditors ("the Auditors") on behalf of the MGHC and outlines the control processes that are in place to ensure compliance with this Policy.

The objectives of this Policy are:

(a) to preserve the independence and objectivity of the Auditors in performing the mandatory audit, and

(b) to avoid any conflict of interest by outlining both the types of work that the Auditors can and cannot undertake and the considerations that should be applied in assessing potential conflicts of interest.

Additionally, the Audit Committee recognizes that the Auditor has significant knowledge of MGHC's business and that this knowledge and experience can be utilized to the MGHC's advantage in the provision of certain additional professional services. However, there is a need to balance these advantages against the need to maintain safeguards in those areas where there could be an external perception that the auditor's independence and judgment may have been impaired through the award of non- audit assignments.

This policy provides guidance on the services that the Auditor may be asked to undertake and those services where the Auditor should not be involved.



METRO GLOBAL HOLDINGS CORP.

POLICY:

1. Audit - related services

Audit-related services are defined as those services that are specifically required of MGHC Auditor through regulatory, legislative or contractual requirements. Such services are considered to be wholly compatible with independent external audit services.

Such audit-related services include, but are not limited to:

- Assurance services required of the Auditor by the regulatory authorities in whose jurisdiction the company operates.
- Additional legislative or contractual requirements for mandatory reports to be undertaken by the Auditors.

2. Permitted Non-Audit Services

In addition to Audit-related Services, there are certain services that are best provided by the Auditors because of their existing knowledge of the business, or because the information required is a by-product of the audit process. Such services are typically not required to be provided by the Auditor by regulatory, legislative or contractual requirements however they are also considered to be wholly compatible with independent external audit services.

These include:

- a. Services that overlap with the audit process or where the use of a party other than the Auditor would result in significant duplication of audit work, including, for example, specific internal control reviews.



METRO GLOBAL HOLDINGS CORP.

- b. Services that the Auditors are not required by law to undertake, but where the information largely derives from the audited financial records.
- c. Tax compliance, where much of the information derives from the audited financial records.
- d. Other independent assurance work.

3. Non-Audit Services that cannot be provided by the Auditors

Certain services are recognized as being wholly incompatible with the provision of independent external audit services.

The Auditor should not be engaged to perform any service, where to do so:

- would create a mutual or conflicting interest between the Auditor and MGHC
- might create a situation where by as part of other audit engagements the Auditor may need to re-evaluate rely on work performed as part of a non-audit service
- would involve the Auditor in decision making that is properly the preserve of management
- would involve the Auditor acting in a management capacity or as employee of MGHC
- would require the Auditor to act as an advocate or negotiate on behalf of MGHC.



METRO GLOBAL HOLDINGS CORP.

Examples of not permitted services are, but not limited to the following:

- a. Internal Audit - The Auditors cannot be engaged to provide internal audit services if, for the purposes of the audit of the financial statements, they would need to place significant reliance on the internal audit work or if the audit firm would take a management role as a result of undertaking the internal audit work.
- b. IT Services - The Auditors cannot be engaged to design, provide or implement information technology systems where the systems concerned would be important to any significant part of the accounting system or to the production of the financial statements and the Auditors would place significant reliance on them as part of the audit of the financial statements; or for the purposes of the provision of information technology services, the audit firm would undertake part of the role of management
- c. Valuation Services - Services that involve highly subjective judgements and are material to the financial statements of MGHC e.g. reports where the auditors provide an opinion on the adequacy of consideration in a transaction, valuation of real estate and financial instruments
- d. Litigation Support - If the work would involve the estimation of likely outcome of pending legal matter that could be material to amounts to be included in disclosures in financial statements and there is a significant degree of subjectivity involved.



METRO GLOBAL HOLDINGS CORP.

- e. Recruitment Services - The Auditor cannot be used to provide recruitment services or act as negotiators in the recruitment process for directors and key management positions at MGHC. The Auditor cannot be used to provide advice on the quantum of the remuneration package or the measurement criteria on which the quantum is calculated for directors or key management.
- f. Corporate Finance & Transaction Based Services -Services that would involve the audit firm taking responsibility for dealing in, underwriting or promoting shares (including broker –dealer services); or Services that would depend on a judgmental accounting treatment, or on a contingent fee basis if material to audit firm, or the outcome involves a future or contemporary audit judgement relating to a material balance in the financial statements.
- g. Accounting Services - Maintenance of accounting records or the preparation of financial statements that are then subject to audit.
- h. Legal Services - The Auditors cannot act as an advocate before a tribunal or court, if the issue is material to the financial statements; or dependent on a future or contemporary audit judgement.

4. Audit Committee responsibility

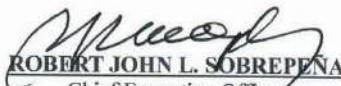
The Audit Committee is empowered to pre-approve all auditing and permitted non-audit services performed by the MGHC's Auditors. Likewise, the committee may delegate authority to sub-committees, including the authority to pre-approve all auditing and permitted non-audit services, providing that such decisions are presented to the full committee at its next scheduled meeting.

**Attestation of Internal Control and Compliance System
For the year ended, December 31, 2025**


Metro Global Holdings Corporation's corporate governance system includes a combination of internal and external mechanisms such as the structure of the board of directors and our committees, the oversight it exercises over management, and the formulation of sound policies and controls.

- The Board of Directors is responsible for providing governance and overseeing the implementation of adequate internal control mechanisms and risk management processes;
- Management has the primary responsibility for designing and implementing an adequate and effective system of internal controls and risk management processes to ensure compliance with rules and regulations, and the law;
- Management is responsible for developing a system to monitor and manage risks;
- Isla Lipana & Co., the Company's external auditor for the year 2025, is responsible for assessing and expressing an opinion on the conformity of the audited financial statements with Philippine Financial Reporting Standards and the overall quality of the financial reporting process;
- Internal Audit develops an annual work plan based on a prioritization of the audit universe using a risk-based methodology, including input of senior management and conducts reviews to assess the adequacy of the Company's internal controls;
- The Chief Audit Executive reports functionally to the Audit Committee to ensure independence and objectivity, allowing Internal Audit to fulfill its responsibilities; and
- Internal Audit activities adhere to The Institute of Internal Auditor's mandatory guidance, including the Definition of Internal Auditing, the Code of Ethics, and the International Standards for the Professional Practice of Internal Auditing (ISPPA) and are continuously evaluated through self-assessment.

Based on the above assurance provided by the internal auditors as well as the external auditors as a result of their reviews, we attest that Metro Global Holdings Corporation's system of internal controls, risk management, compliance and governance processes are adequate.


ROBERT JOHN L. SOBREPENA
Chief Executive Officer


FRANCISCO C. GONZALEZ
Chairman of Audit Committee


SOLITA S. ALCANTARA
Chief Audit Executive

Alternative Dispute Resolution

	Alternative Dispute Resolution System
Corporation & Stockholders	To be formulated
Corporation & Third Parties	Settlement Agreement
Corporation & Regulatory Authorities	Compliance and Payment of Penalties

THE COMPANY'S REWARD/COMPENSATION POLICY

In order to attract and retain talents at all levels of the organization, it is the policy of the Company's parent company, whose officers and some employees are seconded to the Company; to maintain wage and salary standards and keep the pay or salary ranges consistent with the economic constraint and labor market in which we compete.

- Establish salary ranges that reflect the value of the various jobs, as determined by a system of continuing job evaluations and review.
- Establish and maintain justifiable differentials between job levels.
- Encourage superior performance by adjusting salary of each employee on the basis of the quality of individual performance, as maybe determined by performance evaluation.

Basis for Determination of Salary and Salary Changes

- Inflation rate, consumer price index (local), salary increases granted by comparable industries/employers within the established labor market
- Compensation survey (every 2-3 years) of benchmark positions
- To determine if any job classifications should be reviewed for equity adjustment in salary/compensation.

Internal Alignment

- A minimum and maximum salary is established for each position/job classification based upon external market data and upon the internal alignment of job classifications.

Review of Performance and Salary

- Performance of each employee is reviewed regularly.
- The merit of employee performance shall determine salary increase to be given.
- Employees are eligible to receive salary increase based on the ff:
 - Compensation adjustment - when EXCOM determines that classifications and/or salary ranges should be adjusted.
 - Promotion
 - Reclassification
 - Upward - not automatic unless it is to bring the employee up to the minimum of the new salary range
 - Lateral - salary will remain unchanged
 - Downward - salary will remain unchanged until such time as general salary range adjustments increase the salary for the new classification

COMPANY'S TRAINING AND DEVELOPMENT PROGRAMME

To sustain **Employee Training and Development**, the organization implements a structured strategy encompassing policies, commitments, workforce objectives, and dedicated resources.

• **Policies and Commitments:** The company enforces *continuous learning policies* to ensure employees receive *equal access to training and professional development opportunities*. It promotes *career growth, skills enhancement, and leadership progression* through structured learning pathways.

• **Goals and Targets:** Workforce development goals include:

- Annual training completion rates of 90% across all departments.
- Leadership pipeline programs to ensure talent succession.
- Industry-specific certification sponsorships for employee skill advancement.
- Regulatory compliance training for adherence to labor laws.

• **Responsibilities and Resources:** The Human Resources and Learning & Development (L&D) Teams oversee training implementation, supported by department heads who identify critical workforce competencies. Resources include:

- Digital Learning Platforms for accessible training.
- Onsite and External Training Programs led by industry experts.
- Professional Development Budgets for employee upskilling.

• **Grievance Mechanisms:** Employees can raise concerns about training accessibility or career progression through:

- Training feedback surveys for course improvements.
- HR consultation programs to discuss career development opportunities.
- Employee mentorship networks for professional guidance.

• **Projects, Programs, and Initiatives:**

- Career Growth Acceleration Program – Focused on upskilling and reskilling employees for emerging industry trends.
- Leadership Development Pipeline – Cultivating future leaders through executive coaching and mentorship.
- Technical Skill Certification Sponsorships – Offering financial support for employees pursuing industry recognized certifications
- Compliance Training Modules – Ensuring alignment with labor laws, workplace ethics, and industry regulations.



METRO GLOBAL HOLDINGS CORP.

Effective immediately Metro Global Holdings, Corp. (MGHC) shall prohibit its employees and officers from soliciting and/ or accepting gifts offered by suppliers, contractors, customers, potential employees, potential suppliers and contractors, or any other individual or organization, no matter the value.

By "gifts," MGHC means any item including pens, hats, t-shirts, mugs, calendars, bags key chains, portfolios, and other tchotchkes as well as items of greater value. Exempted are cards, thank you notes, certificates, or other written forms of thanks and recognition.

Employees are required to professionally inform suppliers and contractors, potential suppliers and contractors and other of this no-gift policy. Employees will request that suppliers and contractors respect our company policy and not purchase and deliver any gift for our employees, a department, an office or the company, at any time, for any reason.

If an employee or department receives a gift: if feasible, the gift is returned to the suppliers and contractors; if not feasible to return the gift, the gift must be raffled off to all employees. Gifts of food that may arrive during the holidays, and at other times of the year when gift giving is traditional, belong to the entire staff even if addressed to a single employee. Under no circumstances may an employee take a food gift home; food gifts must be shared with and distributed to all staff.

MGHC
No Gift Policy December 2017
KMBenitez



METRO GLOBAL HOLDINGS CORP.

If any employee has questions about and/ or needs clarification of any aspect of this policy, the employees should check with their supervisor. If the supervisor is uncertain, Human Resources is the arbiter of the gift policy to ensure consistent employee treatment across the company. Any exceptions to the gift policy may be made only with the permission of the company president.

All employees must acknowledge that they have received and understand the company gift policy.

MGHC
No Gift Policy December 2017
KMBenitez

COMPANY NAME : METRO GLOBAL HOLDINGS CORP.

LIST OF ALL STOCKHOLDERS
As Of March 31, 2026

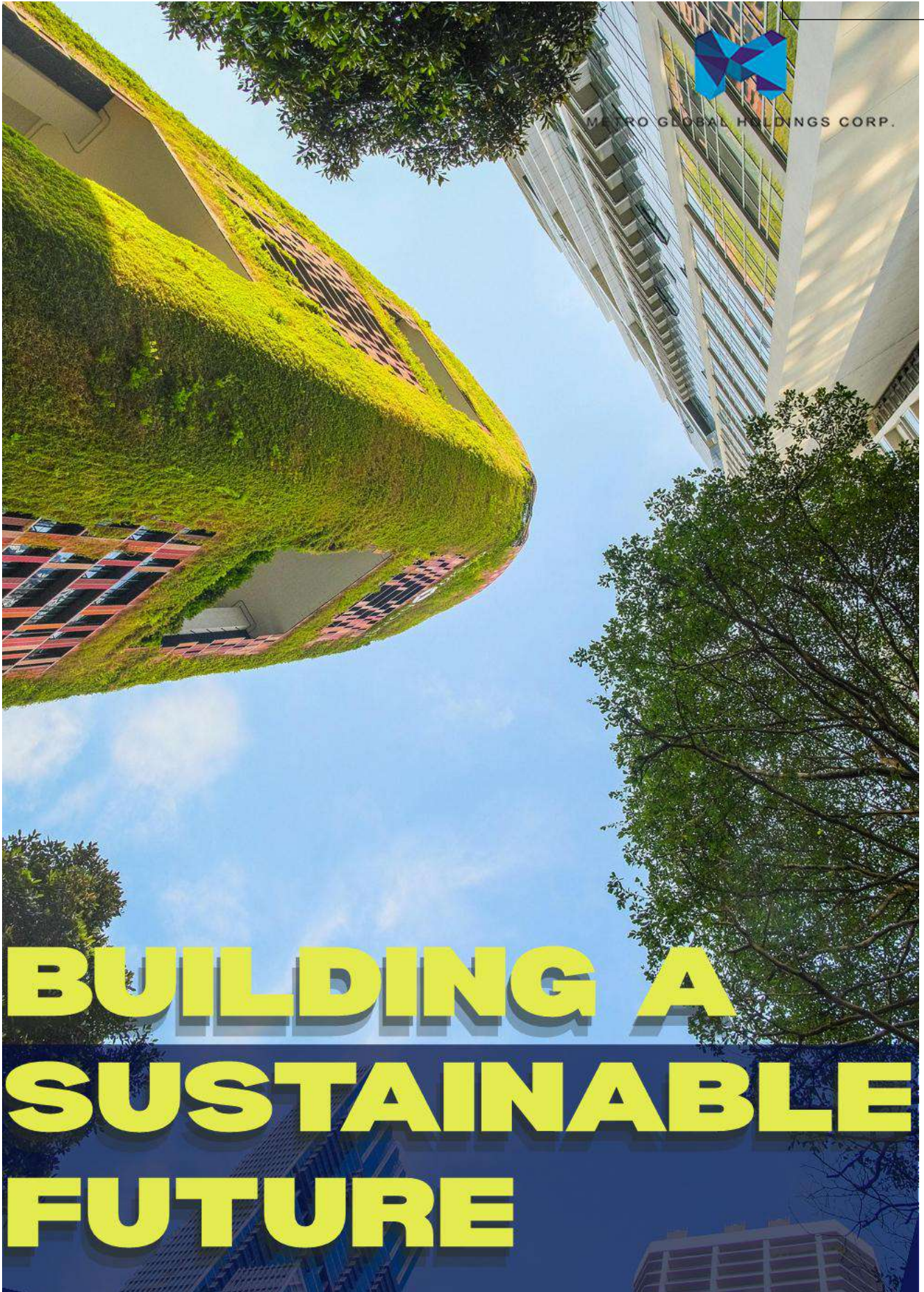
STOCKHOLDER'S NAME	TOTAL HOLDINGS (SUBSCRIBED)	PERCENTAGE TO TOTAL	NATIONALITY
FIL-ESTATE MANAGEMENT, INC.	2,452,690,196	89.189	FILIPINO
FIL-ESTATE MANAGEMENT INC.	2,059,998	0.075	FILIPINO
ATTY. GILBERT REYES ITF VARIOUS SHAREHOLDERS	1,903,514	0.069	FILIPINO
NOEL CARINO	1,506,500	0.055	FILIPINO
ROBERT JOHN SOBREPENA	190,000	0.007	FILIPINO
ROBERT JOHN SOBREPENA	51,000	0.002	FILIPINO
SOLITA S. ALCANTARA	15,000	0.001	FILIPINO
FRANCISCO C. GONZALEZ	1,000	0.000	FILIPINO
FERDINAND SANTOS	1,000	0.000	FILIPINO
RAFAEL PEREZ DE TAGLE JR.	1,000	0.000	FILIPINO
JAIME M. CACHO	1	0.000	FILIPINO
ALICE ODCHIGUE-BONDOC	1	0.000	FILIPINO
ROBERTO S. ROCO	1	0.000	FILIPINO
JOSE WILFRIDO M. SUAREZ	1	0.000	FILIPINO
TOTAL	<u>2,458,419,212</u>		

GRAND TOTAL (1,915)	<u>2,750,000,000</u>	<u>100.000</u>
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PUBLIC OWNERSHIP (SHARES) **291,580,788**

PUBLIC OWNERSHIP (PERCENTAGE) **10.60%**

THIS IS A COMPUTER GENERATED REPORT AND IF ISSUED WITHOUT ALTERATION, DOES NOT REQUIRE ANY SIGNATURE.





METRO GLOBAL HOLDINGS CORP.

2025 SUSTAINABILITY REPORT

This Sustainability Report is in adherence to the standards set forth by the Securities and Exchange Commission (SEC) Memorandum Circular No. 4, Series of 2019 titled, "Sustainability Reporting Guidelines for Publicly-listed Companies."

CONTEXTUAL INFORMATION

Company Details	
Name of Organization	Metro Global Holdings Corporation (MGHC)
Principal Office Address	Mezzanine Floor, Renaissance Tower, Meralco Avenue, Pasig City
Business Operations	<p>MGHC is a holding company with investments in Metro Rail Transit Holdings I (MRTH I) and Metro Rail Transit Holdings II (MRTH II) – parent company of Metro Rail Transit Corporation (MRTC), thus, resulting in an indirect 29% equity interest in MRTC. The Company has 28.47% direct equity interest in Monumento Rail Transit Corporation (Monumento Rail) and 15.79% direct equity in MRT Development Corporation. MGHC's immediate and ultimate parent company is Fil-Estate Management, Inc. (FEMI).</p> <p>The business activities of Metro Global Holdings Corporation (the Parent Company) arise from its investments in the equity of MRTH I and MRTH II. Hence, the Parent Company has no principal products or services, nor does it derive revenues or sales from any products or services. No part of the Parent Company's revenues or income over the last three years have been derived from any foreign sales. Corollary, the Parent Company has no requirement for any distribution methods that would otherwise be needed for any products or services.</p>
Subsidiaries	<ol style="list-style-type: none"> 1. MGHC Royal Holdings Corporation (MGHC Royal) (99%) was organized and established on May 19, 2017 to engage in the business to invest or purchase, otherwise acquire, and own, hold, use, sell, assign, transfer, pledge, exchange, or otherwise dispose of real and personal property of every kind and description.

	<p>2. Metro Renewable Transport Solutions, Inc. (MRTSI) (99%) was organized and established on October 23, 2020 to engage in infrastructure development or providing services in relation with and in connection thereto, including but not limited to the construction of whatever kind and nature and for whatever purpose, buildings, needs, bridges, railways, ports, highways and other passages and facilities for transportation and communication.</p> <p>3. Metro Solar Power Solutions, Inc. (MSPSI) is a company registered with the SEC on September 28, 2016 established primarily to construct, erect, assemble, commission and maintain power-generating plants and related facilities for the conversion of renewable energy into usable form fit for electricity generation and distribution. On October 10, 2016, MSPSI's Board of Directors approved the amendment of its Articles of Incorporation changing the corporate name to Metro Solar Power Solutions, Inc. from Metro Solar Power Energy Ventures, Inc. The amendment was approved by the Securities and Exchange Commission on January 9, 2017. MGHC gained control over MSPSI effective August 23, 2023. The net identifiable assets acquired has a fair value of P352Million at the acquisition date.</p>
Reporting Period	January 1, 2025 to December 31, 2025
Highest Ranking Person responsible for this Report	Ms. Solita S. Alcantara Chief Audit Executive

MATERIALITY PROCESS

1. Material Topic Identification

The Company recognizes the importance of identifying and addressing sustainability topics that significantly influence its long-term business success and stakeholder value creation. As part of its sustainability reporting process, the Company conducted a materiality assessment to determine the environmental, social, and governance (ESG) issues that are most relevant to its operations, stakeholders, and overall business strategy.

The Company used Selected GRI Sustainability Reporting Standards (Core Option) in accordance with the GRI 102: General Disclosures, to report on contextual information

about itself and its impacts on the economy, the environment, social and governance matter relevant to the Company's operations.

The Company's economic and environmental sustainability principles are exercised through its affiliate, Metro Rail Transit Corporation (MRTC). MRTC is the owner of the Metro Rail Transit (MRT) 3 System along the 16.9 kilometer stretch of Epifanio de los Santos Avenue (EDSA). The MRT-3 System is leased to the Department of Transportation and Communication through the Build, Lease and Transfer (BLT) Agreement dated August 8, 1997, for the operation and maintenance of the train system for 25 years commencing in 2000. In 2025, MRT-3 ridership increased with a total of 141, 626,536 passengers that is higher than the 135,88,336 record in 2024, reflecting a roughly 4.2% to 5.3% year-on-year growth. The line continued its upward trend, hitting new peak daily passengers' record such as the 504,486 riders on November 12, 2025, surpassing the record in 2024. This growth is driven by the 2021 rehabilitation, consistent maintenance, and the "Libreng Sakay" (Free Ride) Program, which benefited 3.32 million passengers in 2025.

MGHC, the Parent Company, continues to be a stakeholder of the Metro Rail Transit Project through its holding companies, MRTH I and MRTH II and its associate, Monumento Rail Transit Corporation (Monumento Rail).

The Parent Company's key investment is in the form of equity interest in MRTH I and MRTHII. The combined investment in these holding companies represents approximately twenty-nine percent (29%) interest in the Metro Rail Transit systems (EDSA MRT systems). The Phase I of the MRT Project began full operations on July 15, 2000, and erected thirteen (13) train stations from the North Triangle in Quezon City to Taft Avenue in Pasay City.

The Parent Company has a 28.47% equity interest in Monumento Rail, which, as a result, allows participation in the train system extension (e.g., the Makati Loop and Airport Link) and additional train/vehicle procurements in the event the Philippine government awards the project to MRTC.

2. Materiality Analysis

The key findings of the materiality analysis are as follows:

- Climate Change and Greenhouse Gas Emissions
- Energy Efficiency
- Occupational Health and Safety
- Regulatory Compliance
- Corporate Governance and Business Ethics
- Passenger Safety
- Sustainable Infrastructure Development
- Community Engagement
- Employee Welfare and Development and
- Risk Management and Business Continuity

These material topics guide the Company in developing sustainability strategies, setting performance targets, managing risks, and enhancing stakeholder value.

Upon the adoption of PFRS 9, the Group has assessed that the cost of investments in MRTH I and MRTH II amounting to P3,058,238,916.00 as of December 31, 2025 (unaudited) and

P3,058,238,916.00 as at December 31, 2024 represents the best estimate of fair value of those investments.

The Company and its subsidiaries, MGHC Royal, MRTSI and MSPSI which are engaged in solar, wind and other renewable energy-generation facilities, are subject to energy regulatory boards which require compliance with pertinent environmental laws.

The Company has thirteen (13) employees as of December 31, 2025 (2024 - 12).

Its subsidiaries, MGHC Royal and MRTSI, are both not yet in commercial operation and have no employees as of December 31, 2025. The management of the two companies is currently being undertaken by the executive officers of MGHC, the Parent Company.

The Company does not have plans for any product research and development within the next 12 months. There are no expected purchases or sale of plant and significant equipment within the same period as the Company is not engaged in any manufacturing business.

The trading of the Company's shares of stock at the PSE has been voluntarily suspended since March 20, 2007, to allow the Company to re-align its business and explore new strategic directions.

MGHC expanded its primary purpose to include investment in businesses engaged in solar, wind, and other renewable energy generation facilities as approved by the Securities and Exchange Commission on February 1, 2024.

The Parent Company has gained control over MSPSI effective August 23, 2023. The main project of MSPSI is the development of the 913,093 sq.m. property into a 64.992 MWp/ 52.500 MWac solar power farm located in Brgy. Halayhayin, Municipality of Piliilia, Province of Rizal. Based on the valuation report prepared by Santos Knight Frank, Inc. dated March 31, 2023, the value of the leasehold property is P341 million.

The Parent Company is expected to receive its 28.47% share of the 5% lease rental income from Trinoma Mall (the "Depot Royalty Income") as a result of the redemption of its redeemable preferred shares in Monumento Rail. This revenue will be used to fund its operating expenses and to partially pay its debts to FEMI.

The revised strategy will deliver the reference values for sustainability related action beyond 2025.

3. Materiality Completeness

The report takes into account all significant impacts of MGHC along its value chain. The reporting processes ensure that the data collected includes the results from all entities with significant impacts regarding material topics.

4. Stakeholders Inclusiveness

The stakeholders' inclusiveness is ensured by considering feedback from stakeholder engagement.

Stakeholder Engagement Approach

The Company recognizes that long-term value creation depends on maintaining transparent, responsive, and collaborative relationships with its stakeholders. As a real estate holding corporation, the Company regularly engages with shareholders, investors, employees, regulators, local communities, service providers, and business partners to better understand their concerns, expectations, and priorities.

Stakeholder engagement forms part of the Company's sustainability governance framework and supports informed decision-making, risk management, operational efficiency, and responsible business practices across its property investments and development activities.

Stakeholder Engagement Process

The Company adopts a structured stakeholder engagement process consisting of the following stages:

1. Stakeholders are identified based on their influence on the Company's operations and the extent to which they are affected by the Company's activities. The Company periodically reviews and updates its stakeholder mapping to ensure inclusiveness and relevance.
2. The Company uses various communication channels and consultation mechanisms to facilitate meaningful engagement and encourage participation from stakeholders.
3. Feedback, concerns, and recommendations gathered during engagements are evaluated by Management and relevant departments. Material sustainability issues are assessed according to their operational, financial, environmental, and social impact.
4. Relevant concerns and recommendations are incorporated into operational improvements, policies, sustainability initiatives, and strategic planning, where appropriate.

Methods of Stakeholder Engagement

Stakeholder Group	Methods of Engagement	Frequency	Key Areas of Discussion
Shareholders and Investors	Annual stockholders' meetings, investor briefings, disclosures, reports, email correspondence	Annual / Quarterly	Financial performance, governance, sustainability strategy, risk management
Employees	Townhall meetings, employee surveys, performance reviews, trainings, grievance mechanisms	Regular / Annual	Employee welfare, workplace safety, career development, compensation
Clients	Client meetings, customer satisfaction surveys, helpdesk support, digital communication channels	Regular	Property management, safety, service quality, sustainability initiatives
Local Communities	Community consultations, outreach programs, meetings with local leaders and homeowners' associations	As needed / Periodic	Community impact, environmental concerns, traffic, security, social programs
Government and Regulators	Compliance meetings, regulatory submissions, consultations	Regular	Legal compliance, permits, environmental regulations, taxation
Suppliers and Contractors	Accreditation process, coordination meetings, performance evaluations	Regular	Service quality, ethical standards, safety compliance, procurement practices
Financial Institutions	Meetings, project financing discussions, sustainability disclosures	Periodic	Financial stability, project viability, ESG performance

The Company evaluates stakeholder concerns using both qualitative and quantitative assessment methods, including:

- Stakeholder satisfaction surveys;
- Customer feedback monitoring;
- Employee engagement assessments;
- Risk and materiality assessments;
- Regulatory compliance reviews;
- Incident and grievance reporting mechanisms; and
- Community consultations and dialogue sessions.

The Company prioritizes issues based on:

- significance of impact on stakeholders;
- potential operational and financial implications;
- regulatory requirements;
- alignment with sustainability objectives; and
- long-term business relevance.

Exchange of Views and Concerns

The Company promotes open and transparent communication to encourage constructive dialogue with stakeholders. Feedback obtained through consultations, meetings, surveys, and communication channels is consolidated and reviewed by Management and relevant committees.

Key concerns commonly raised by stakeholders include:

- environmental sustainability and energy efficiency;
- property safety and security;
- transparency and corporate governance;
- timely project completion;
- customer satisfaction and service quality;
- employee welfare and professional development; and
- community impact and responsible development practices.

Management addresses these concerns through policy enhancements, operational improvements, sustainability programs, and regular reporting of progress and commitments.

The Company remains committed to strengthening stakeholder inclusiveness by:

- expanding engagement platforms and communication channels;
- improving responsiveness to stakeholder feedback;
- integrating sustainability considerations into business decisions; and
- fostering long-term partnerships built on trust, accountability, and shared value creation.

Through active stakeholder engagement, the Company aims to support sustainable growth while contributing positively to the communities and sectors in which it operates.

ECONOMIC

Economic Performance



Direct Economic Value Generated and Distributed

The Group's main source of income has been its share in the lease rental income termed as "Depot Royalty Income" that it receives annually from North Triangle Depot Commercial Corporation (NTDCC).

As of December 31, 2025 (unaudited), 2024 and 2023, the Parent Company recognized its share in lease rental income from Trinoma Mall, classified as depot royalty income in the financial statements, of ₱31,681,991.00, ₱33,062,546.00 and, ₱44,664,516.00, respectively. This represents 28.47% of 5% of Trinoma Mall's lease rental income for those years, which was collected in subsequent periods.

The Group's General and Administrative expenses consist of the following:

Disclosure	Units	Amount (2025)	Amount (2024)
Direct economic value generated (revenue)	PhP	31,681,991.00	33,062,546.00
Direct economic value distributed:			
a. General and Administrative Expenses	PhP	24,648,566.77	38,096,747.00
b. Employee wages and benefits	PhP	25,125,761.08	23,102,525.00
c. Payments to suppliers, other operating costs	PhP	6,865,545.05	1,104,985.00
d. Taxes given to government	PhP	1,552,605.00	1,415,758.00
e. Investments to community (e.g. donations, CSR)	PhP	37,503.00	50,000.00
Total General and Administrative expenses	PhP	58,029,981.00	63,770,015.00

Other operating costs include advertising and promotions, training registration fees, bank charges, office supplies, food expenses, insurance and utilities.

The Group posted a total comprehensive income of P6.613 million in 2025 as compared to a total comprehensive loss of P7.697 million in 2024. The Group's Retained earnings increase from P45.231 million to P52.833 million in view of the P7.601 million net income recognized by the Group in 2025. The Group recognizes the Stockholders' Equity balance of P3.491 billion in 2025.

What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain. Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	Which stakeholders are affected? <i>(e.g. employees, community, suppliers, government, vulnerable group)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
<p>On November 20, 2018 the Board approved to earmark/allocate to FEMI its Depot Royalties from the rental income derived from Trinoma Mall for a period of fifteen (15) years commencing January 30, 2020 and ending January 30, 2034 to enable the Parent Company to partially repay the Advances to FEMI to the extent of Three Hundred Million Pesos (P300,000,000.00).</p>	<p>Stockholder: Fil-Estate Management, Inc. (FEMI), the parent company of MGHC</p>	<p>On April 11, 2019, the Board of Directors of the Parent Company passed a Resolution approving the Parent Company's agreement with FEMI that in consideration of FEMI not charging interest on the outstanding obligations of the Parent Company, the Parent Company agreed to partially repay the Advances from FEMI by way of allocating to FEMI dividends and other income from affiliates of the Parent Company in addition to the assignment of Depot Royalties from the rental income derived in Trinoma Mall for a period of fifteen (15) years commencing on January 30, 2020 and ending on January 30, 2034.</p>
What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
<p>The Group's activities expose it to a variety of risks, and these activities involve the analysis, evaluation and management of some degree of risk or combination of risks.</p>	<p>Parent Company</p>	<p>The Board generally provides oversight on the assessment of the impact of risks on the strategic and long-term goals of the Company. The department heads are responsible for managing operational risks through the implementation of</p>

<p>The Group's overall risk management program focuses on the unpredictability of financial markets, aims to achieve an appropriate balance between risk and return, and seeks to minimize potential adverse effects on the Group's financial performance. The most important types of financial risks the Group manages are liquidity risk, credit risk, foreign currency exchange risk, and equity price risk.</p>		<p>internal controls within their respective units.</p>
<p>1. Cash Flow/Liquidity Risk arises from the possibility that the group may encounter difficulties in raising funds to meet or settle its obligations and to support the group's operations and activities.</p>	<p>FEMI Shareholders</p>	<p>The group coordinates and negotiates closely with each principal stockholder to manage cash flow risks by jointly identifying new sources of cash flow infusions into the group over the next five years. The Group manages the liquidity risk by maintaining a balance between continuity of funding and flexibility in operations. Treasury controls and procedures are in place to ensure that sufficient cash is maintained to cover daily operational and working capital obligations and sets up required cash reserves and reserves borrowing facilities as necessary in accordance with internal policies. Short-term advances from related parties are availed to cover for immediate expenses and maturing obligations. The Group is also able to defer payments of some of its due to related party balances.</p>
<p>2. Credit Risk. The group's exposure to credit risk arises primarily from its deposits with banks of good credit ratings. The maximum exposure to credit risk is equivalent to the carrying amount of cash in banks.</p>	<p>Banks</p>	<p>The Group has a significant concentration of credit risk on its transactions with NTDCC, its sole customer. However, this is brought down to an acceptable level since depot royalties are collected in accordance with the agreement and the Group's credit policy with no reported defaults and write-offs in previous years. In addition, credit risk is minimized by monitoring receivables regularly.</p>

<p>3. Foreign Currency Exchange Risk arises when future commercial transactions or recognized assets or liabilities are denominated in a currency that is not the Group's functional currency.</p>	<p>MRTH I MRTH II</p>	<p>The Group has transactional currency exposure but is not material as this arises mainly from immaterial cash balances denominated in US Dollar.</p>
<p>4. Equity Price Risk. Quoted equity securities are acquired at a certain price in the market. Such investment securities are subject to price risk due to changes in market values of instruments arising either from factors specific to individual instruments or their issuers or factors affecting all instruments traded in the market.</p>	<p>MRTH I MRTH II</p>	<p>The Group's market risk policy requires it to manage such risks by setting and monitoring objectives and constraints on investments, diversification plans and limits on investments sectors and markets.</p> <p>The group continuously conducts an internal review of its financial risks management objectives and policies.</p>
<p>What are the Opportunity/ies Identified?</p> <p><i>Identify the opportunity/ies related to material topic of the organization</i></p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p>As of December 31, 2025, the Parent Company's primary asset continues to be its investment in the MRT companies. The Parent Company is the recorded and beneficial owner of the shares of stock representing its investments in the said corporations.</p> <p>The Parent Company holds 4,278,744 shares or 18.6% interest in MRTH I and 24,090,000 shares or 12.68% interest in MRTH II. MRTH I has 84.9% interest in MRTH II, which wholly owns MRTC. MRTH I, MRTH II and MRTC, are collectively referred to as the MRT companies. The earnings of the MRT companies are derived from lease financing income relating to equity rentals received from the DOTC as defined in the BLT Agreement.</p> <p>Notwithstanding the sale of future share distributions, the Parent Company continues to hold on to the legal rights over</p>	<p>Investors and Shareholders</p>	<p>The Parent Company, through its direct and indirect investments in MRTH I and MRTH II, is the beneficial owner of 28.47% equity interest in Monumento Rail. The Parent Company's interest in Monumento Rail expectedly allows the Company's participation in the train system extension and additional train/vehicle procurement, in the event the Government awards the projects to MRTC, which it will continue to pursue. As of December 31, 2025, Monumento Rail has no commercial activity and is in the process of negotiating with the Government towards the submission of a proposal for the said projects.</p>

the shares of stock in MRTHI and MRTHII.		
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CLIMATE-RELATED RISKS AND OPPORTUNITIES

Governance	Strategy	Risk Management	Metrics and Targets
<i>Disclose the organization's governance around climate-related risks and opportunities</i>	<i>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning where such information is material.</i>	<i>Disclose how the organization identifies, assesses, and manages climate related risks</i>	<i>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material</i>
Recommended Disclosures			
<i>a) Describe the board's oversight of climate-related risks and opportunities</i>	<i>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.</i>	<i>a) Describe the organization's processes for identifying and assessing climate-related risks</i>	<i>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</i>
The Parent Company foresees a potential need for substantial funding within the next twelve (12) months, due to the finalization and completion of the transactions related to the acquisition of FEMI's equity interest of in Metro Solar. Metro Solar's primary project is the development of the 65-megawatt solar farm project in Pililia, Rizal, with construction expected to begin within the same timeframe.	To finance this project, the Parent Company intends to secure the necessary funds through private placements and the eventual resumption of trading of its shares on the PSE.	The company uses project feasibility studies, cashflow projections, sensibility studies, and other processes in identifying and assessing climate-related risks.	Key Performance Indicators used are liquidity ratios, leverage or long-range solvency, and profitability ratios.
<i>b) Describe management's role in assessing and managing climate-</i>	<i>b) Describe the impact of climate-related risks and opportunities on the organization's</i>	<i>b) Describe the organization's processes for managing climate-related risks</i>	<i>b) Describe the targets used by the organization to manage climate-related risks and</i>

<i>related risks and opportunities</i>	<i>businesses, strategy and financial planning</i>		<i>opportunities and performance against targets</i>
As per agreement with FEMI, the consideration for MSPSI's shares was to be determined based on an appraisal report by a third-party and mutually agreed by FEMI and the Parent Company.	The Parent Company and its subsidiaries do not engage in business operations that are subject to regulations which require compliance with environmental laws	The Vision and Mission are reviewed by the Board regularly to ensure that corporate business directors, strategies, and objectives are consistent and coherent with the Mission and Vision of the Company.	The comparative financial Key Performance Indicators (KPIs) and non-financial KPIs are reviewed regularly.
	<i>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios including a 2C or lower scenario</i>	<i>b) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management</i>	
	The Board of Directors oversee the development of, formulate and approve the corporation's vision, mission, strategic objectives, policies and procedures that shall guide its activities, including the means to effectively monitor Management's performance in order to sustain the company's long-term viability and strength.	The Board of Directors review and guide corporate strategy, major plans of action, risk management policies and procedures, annual budgets and business plans; set performance objectives; monitor implementation and corporate performance; and oversee major capital expenditures, acquisitions and divestitures.	

The Company has adapted the Recommendations of the Task Force on Climate-Related Financial Disclosures. The TCFD Recommendations apply to non-financial companies and financial-sector organizations, including banks, insurance companies, asset managers and asset owners.

For this disclosure, impact refers to the impact of the climate-related issues on the company.

PROCUREMENT PRACTICES

Proportion of Spending on Local Suppliers

Disclosure	Quantity	Units
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers.	N/A	%
<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p> <p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain). Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p>Which stakeholders are affected?</p> <p><i>(e.g., employees, community, suppliers, government, vulnerable groups)</i></p>	<p>Management Approach</p> <p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>
There are no expected purchases or sale of major plant and equipment within the next 12 months as the Parent Company is not engaged in any manufacturing activities.	Not Applicable	The business of the Parent Company is to hold its investments in the securities of other corporations. Hence, its income is derived from dividends from other corporations. Existing government regulations do not impose any tax on dividends received by a domestic corporation from other domestic corporations. Any law or policy changes to the existing regulations on dividends may have an effect on the income of the Parent Company. However, to date, the Parent Company is not aware of any pending legislation that may affect the Company's source of income.
<p>What are the Risk/s Identified?</p> <p><i>Identify risk/s related to material topic of the organization.</i></p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
Not Applicable	Not Applicable	Not Applicable
<p>What are the Opportunity/ies Identified?</p> <p><i>Identify the opportunity/ies related to material topic of the organization.</i></p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
The Parent Company, through its holdings in Monumento Rail,	Government	As at December 31, 2025, Monumento Rail has no commercial

will continue to actively pursue its participation in the train system extensions (e.g., Makati Loop and Airport Link) and capacity expansion via procurement of additional trains/vehicles.		activity and is in the process of negotiating with the Government towards the submission of a proposal for the said projects.
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ANTI-CORRUPTION

Training on Anti-corruption Policies and Procedures

Disclosure	Quantity	Units
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	100	%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	100	%
Percentage of directors and management that have received anti-corruption training	100	%
Percentage of employees that have received anti-corruption training	100	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain).</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship).</p>	<p>(e.g., employees, community, suppliers, government, vulnerable groups)</p>	<p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p>
No incidents of violations of the company policy found and reported.	Employees, Directors	<p>Board sets the tone and makes a stand against corrupt practices by adopting an anti-corruption policy and program in its Code of Business Ethics & Conduct.</p> <p>The Company requires continuous management attention at all corporate levels to assure compliance with the spirit and letter of this policy.</p>
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<p>Identify risk/s related to material topic of the organization.</p>		
Not applicable	Not applicable	Not applicable

What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<i>Identify the opportunity/ies related to the material topic of the organization.</i>		
Not applicable	Not applicable	Not applicable

Incidents of Corruption

Disclosure	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	nil	#
Number of incidents in which employees were dismissed or disciplined for corruption	nil	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	nil	#

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain). Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship).</i>	<i>(e.g. employees, community, suppliers, government, vulnerable groups)</i>	<i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
Not Applicable	Not Applicable	Not Applicable
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<i>Identify risk/s related to material topic of the organization.</i>		
Not Applicable	Not Applicable	Not Applicable
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization.</i>		
Not Applicable	Not Applicable	Not Applicable

ENVIRONMENT

Resource Management

Environmental Impact: Renewable Energy

52.5 MW
Pillilia Solar Farm

₱341 Million Investment

Acquired in 2023

Renewable Energy Expansion
Solar, Wind, Waste-to-Energy

Energy Consumption Within the Organization:

Disclosure	Quantity	Units
Energy consumption (renewable sources)	N/A	GJ
Energy consumption (gasoline)	N/A	GJ
Energy consumption (LPG)	N/A	GJ
Energy consumption (diesel)	N/A	GJ
Energy consumption (electricity)	N/A	kWh

Reduction of Energy Consumption:

Disclosure	Quantity	Units
Energy reduction (gasoline)	N/A	GJ
Energy reduction (LPG)	N/A	GJ
Energy reduction (diesel)	N/A	GJ
Energy reduction (electricity)	N/A	kWh
Energy reduction (gasoline)	N/A	GJ
What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected? <i>(e.g. employees, community, suppliers,</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects,</i>

<p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p>	<p>government, vulnerable groups)</p>	<p>programs, and initiatives do you have to manage the material topic?</p>
<p>The Company does not engage in business operations that are subject to regulations, which require compliance with environmental laws.</p>	<p>Community, Government</p>	<p>The 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.</p>
<p>What are the Risk/s Identified?</p> <p>Identify risk/s related to material topic of the organization</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p>None of the projects will spew any harmful by-products - gas emissions or solid and liquid secretions - into the earth's soil or atmosphere.</p>	<p>Not Applicable</p>	<p>Not Applicable</p>
<p>What are the Opportunity/ies Identified?</p> <p>Identify the opportunity/ies related to material topic of the organization.</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
<p>MSPSI is a stock corporation registered with the SEC primarily to construct, erect, assemble, commission, and maintain power-generating plants and related facilities for the conversion of renewable energy into usable form for electricity generation and distribution.</p>	<p>Public community</p>	<p>In line with the new business directions, the Parent Company purchased the 250,000 shares of common stock of MSPSI held by FEMI.</p>

Water Consumption Within the Organization:

Disclosure	Quantity	Units
Water withdrawal	N/A	Cubic meters

Water consumption	2,000	Cubic meters
Water recycled and reused	N/A	Cubic meters
<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p> <p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p>	<p>Which stakeholders are affected?</p> <p>(e.g. employees, community, suppliers, government, vulnerable groups)</p>	<p>Management Approach</p> <p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p>
Average day-to-day consumption of employees and executive officers of the Company.	Employees/Officers	To conserve energy. Meeting the needs of the present without compromising the ability of future generations to meet their own needs.
<p>What are the Risk/s Identified?</p> <p>Identify risk/s related to material topic of the organization.</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
Not Applicable	Not Applicable	Not Applicable
<p>What are the Opportunity/ies Identified?</p> <p>Identify the opportunity/ies related to material topic of the organization</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
Not Applicable	Not Applicable	Not Applicable

Materials Used by the Organization

Disclosure	Quantity	Units
Materials used by weight or volume		
·renewable	N/A	kg/liters
·non-renewable	N/A	kg/liters
Percentage of recycled input materials used to manufacture the organization's primary products and services	N/A	%

<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p> <p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p>	<p>Which stakeholders are affected?</p> <p>(e.g. employees, community, suppliers, government, vulnerable groups)</p>	<p>Management Approach</p> <p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p>
Not Applicable	Not Applicable	Not Applicable
<p>What are the Risk/s Identified?</p> <p>Identify risk/s related to material topic of the organization</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
Not Applicable	Not Applicable	Not Applicable
<p>What are the Opportunity/ies Identified?</p> <p>Identify the opportunity/ies related to material topic of the organization</p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
Not Applicable	Not Applicable	Not Applicable

Ecosystems and Biodiversity (whether in upland/watershed or coastal/marine)

Disclosure	Quantity	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A	
Habitats protected or restored	N/A	ha
ICUN Red List species and national conservation lit species with habitats in areas affected by operations	N/A	

<p>What is the impact and where does it occur? What is the Organization's involvement in the impact?</p> <p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p>	<p>Which stakeholders are affected?</p> <p>(e.g. employees, community, suppliers, government, vulnerable groups)</p>	<p>Management Approach</p> <p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p>
Not Applicable	Not Applicable	Not Applicable

What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable
What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable

Environmental Impact Management

Go Paperless
Objective: Reduce paper usage
• Use e-signatures & digital files
• Share via email or drives
• Print only when necessary
Top Eco Savers Recognized!

Use Reusables
Objective: Minimize single-use items
• Refill pens & share supplies
• Use rechargeable items
• Track & reduce disposables
Reuse Champs Highlighted!

Take Only What You Need
Objective: Prevent supply waste
• Request essentials only
• Use controlled issuance
• Avoid stockpiling
Efficient Users Commended!

Share Green Ideas
Objective: Inspire innovation
• Submit your eco-ideas
• HR reviews & selects
• Winning ideas featured
Top Ideas Awarded!

Eco-Tips of the Month
✓ Practical tips posted
✓ Share your green practices

Eco-Tips of the Month
✓ Monthly eco-tips posted
✓ Share your success stories

Supply Savers of the Month
✓ Evaluate & report results
✓ Outstanding Savers Honored!

GREEN PROJECT

The Company Goes Green Project promoted environmental initiatives. Employees engaged in activities aimed at reducing waste. The project encouraged sustainable practices at work. It highlighted the company's commitment to eco-responsibility. Green efforts became part of everyday operations.

EARTH HOUR

Earth Hour promoted environmental awareness. Employees joined the global movement by conserving energy. The activity highlighted sustainability as a shared responsibility. It encouraged eco-friendly practices within the workplace. Participation demonstrated commitment to protecting the planet.

Air Emissions (GHG)

Disclosure	Quantity	Units
Direct (Scope 1) GHG Emissions	N/A	Tonnes CO2e
Energy indirect (Scope 2) GHG Emissions	N/A	Tonnes CO2e
Emissions of ozone-depleting substances (ODS)	N/A	Tonnes

<p>What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p>Which stakeholders are affected? <i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p>	<p>Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>
Not Applicable	Not Applicable	Not Applicable
<p>What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i></p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
Not Applicable	Not Applicable	Not Applicable
<p>What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization</i></p>	<p>Which stakeholders are affected?</p>	<p>Management Approach</p>
Not Applicable	Not Applicable	Not Applicable

Air Pollutants

Disclosure	Quantity	Units
Persistent organic pollutants (POPs)	N/A	kg
Volatile organic compounds (VOCs)	N/A	kg
Hazardous air pollutants (HAPs)	N/A	kg
Particulate matter (PM)	N/A	kg

<p>What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p>Which stakeholders are affected? <i>(e.g. employees, community, suppliers, government, vulnerable groups)</i></p>	<p>Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>
Not Applicable	Not Applicable	Not Applicable

What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable
What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
Easing Traffic Congestion, Improving Traffic Management for Baguio City, Minimizing Environmental Impact and Increasing Benefits of Transportation to the Public in General	Community, Government	Approval of the signing of a Memorandum of Understanding (MOU) with the City of Baguio concerning the Development of an Intelligent Transport System as a Sustainable Long-Term Strategy to Urban Mass Transport Management for Baguio City.

Solid and Hazardous Wastes

Solid Waste

Disclosure	Units	MGHC	MRTC (annual)	MRTDEVCO (annual)	MONUMENTO (annual)
		Quantity			
Total solid waste generated	kg	1	20	62	Nil
Reusable	kg	1	1	2	Nil
Recyclable	kg		19	60	Nil
Composted	kg	N/A	N/A	N/A	N/A
Incinerated	kg	N/A	N/A	N/A	N/A
Residuals/Land filled	kg	N/A	N/A	N/A	N/A
What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>		Which stakeholders are affected? <i>(e.g. employees, community, suppliers, government, vulnerable groups)</i>		Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>	
The company produces solid waste like used bond paper, used printer cartridges, used computer		Employees, Suppliers		Recycle of used bond paper and refill of printer cartridges.	

hardware, used telephones, etc. in its operations.		
What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
Pest infection of office premises.	Employees	Quarterly Pest Control program in the workplace.
What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable

Hazardous Waste

Disclosure	Quantity	Units
Total weight of hazardous waste generated	N/A	kg
Total weight of hazardous waste transported	N/A	kg

What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	Which stakeholders are affected? <i>(e.g. employees, community, suppliers, government, vulnerable groups)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
Not Applicable	Not Applicable	Maintains a well-ventilated and nonhazardous workplace through daily inspection and maintenance of facilities and supplies.
What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach

<i>Identify the opportunity/ies related to material topic of the organization</i>		
Potential into Renewable energy generation.	Community, government	The company will be adding to its original portfolio, projects or objectives in three phases over the next 10 years that involve solar (panels), wind (turbines), hydro and waste-to-energy power generation – all quintessentially “Green” initiatives.

Effluents

Disclosure	Quantity	Units
Total volume of water discharges	N/A	Cubic meters
Percent of wastewater recycled	N/A	%

What is the impact and where does it occur? What is the organization's involvement in the impact?	Which stakeholders are affected?	Management Approach
<i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	<i>(e.g. employees, community, suppliers, government, vulnerable groups)</i>	<i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
Not Applicable	Not Applicable	Not Applicable
What are the Risk/s Identified?	Which stakeholders are affected?	Management Approach
<i>Identify risk/s related to material topic of the organization</i>		
Not applicable	Not Applicable	Not Applicable
What are the Opportunity/ies Identified?	Which stakeholders are affected?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization</i>		
Not Applicable	Not Applicable	Not Applicable

Environmental compliance

Non-compliance with Environmental Laws and Regulations

Disclosure	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	N/A	nil
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	N/A	nil
No. of cases resolved through dispute resolution mechanism	N/A	nil
What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	Which stakeholders are affected? <i>(e.g. employees, community, suppliers, government, vulnerable groups)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>
The Company does not engage in business operations that are subject to regulations, which require compliance with environmental laws.	community, government	Not Applicable
What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable
What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization</i>	Which stakeholders are affected?	Management Approach
Not Applicable	Not Applicable	Not Applicable

SOCIAL

Under the banner of Advancing Together: A Journey of Wellness and Excellence, the Company has successfully rolled out a series of wellness initiatives that nurtured the holistic well-being of its employees. These programs were thoughtfully designed to balance physical health, mental resilience, spiritual enrichment, and social responsibility, ensuring that wellness was not just an activity but a shared experience. From health-focused efforts such as the Annual Physical Examination and Flu Vaccine Program, to engaging activities like "Coffee Connect", Vision Board workshops, and Summer Outing, each initiative contributed to a vibrant and supportive workplace culture. Community-oriented projects such as "Earth Hour", "FEMI Goes Green", and CSR donations further extended MGHC's commitment beyond the office, reinforcing its role as a socially responsible organization. Collectively, these programs reflect the Company's education to advancing wellness and excellence

together, creating meaningful experiences that strengthen both individuals and the organization as a whole.

Social Responsibility & Ethics



Anti-Corruption Training
100% Κοινωνική Ευθύνη
Σύμβαση



12 Employees

CSR Investment
P37.590 in 2025

SOCIAL

Overall, the Group has 32% female and 67% male representation.

Disclosure	Units	MGHC	MRTC	MRTDEVCO	MONUMENTO
		Quantity			
a. Number of female employees	#	6	0	8	0
b. Number of male employees	#	7	0	14	0
Ratio of lowest paid employee against minimum wage	ratio	1:3	1:1.9	1:1.32	n/a

MGHC

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	none	none
PhilHealth	Y	none	none
Pag-IBIG	Y	none	none
Parental leaves	Y	none	none
Vacation leaves	Y	100%	none
Sick leaves	Y	100%	none
Medical benefits (aside from PhilHealth))	Y	none	none

Housing assistance (aside from Pag- IBIG)	Y	none	none
Retirement fund (aside from SSS)	Y	none	none
Further education support	Y	none	none
Company stock options	N	none	none
Telecommuting	Y	none	none
Flexible-working Hours	Y	1	1

MRTC (MRTH I and MRTH II)

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	None	None
PhilHealth	Y	None	None
Pag-IBIG	Y	None	None
Parental leaves	Y	None	None
Vacation leaves	N	None	None
Sick leaves	Y	None	None
Medical benefits (aside from PhilHealth))	Y	None	None
Housing assistance (aside from Pag- IBIG)	Y	None	None
Retirement fund (aside from SSS)	Y	None	None
Further education support	Y	None	None
Company stock options	N	None	None
Telecommuting	Y	None	None
Flexible-working Hours	Y	None	None
(Others)		None	None

MRTDEVCO

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	None	None
PhilHealth	Y	None	14%
Pag-IBIG	Y	37.5%	43%
Parental leaves	Y	None	None
Vacation leaves	Y	100%	100%
Sick leaves	Y	100%	100%
Medical benefits (aside from PhilHealth))	Y	50%	25%

Housing assistance (aside from Pag-IBIG)	Y	None	None
Retirement fund (aside from SSS)	Y	None	None
Further education support	Y	None	None
Company stock options	N	None	None
Telecommuting	Y	None	None
Flexible-working Hours	Y	None	None
(Others)		None	None

MONUMENTO

List of Benefits	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y	N/A	N/A
PhilHealth	Y	N/A	N/A
Pag-IBIG	Y	N/A	N/A
Parental leaves	Y	N/A	N/A
Vacation leaves	N	N/A	N/A
Sick leaves	Y	N/A	N/A
Medical benefits (aside from PhilHealth))	Y	N/A	N/A
Housing assistance (aside from Pag-IBIG)	Y	N/A	N/A
Retirement fund (aside from SSS)	Y	N/A	N/A
Further education support	Y	N/A	N/A
Company stock options	N	N/A	N/A
Telecommuting	Y	N/A	N/A
Flexible-working Hours	Y	N/A	N/A
(Others)		N/A	N/A
What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>		
The Parent Company has twelve (12) employees as of December 31, 2025. Its subsidiaries, MGHC Royal, MRTSI and MSPSI, have not yet commenced commercial operations as of December	The management of all three subsidiary companies is currently handled by the executive officers of the Parent Company.		

31, 2025. MSPSI has four (4) employees as of the same date.	
What are the Risk/s Identified?	Management Approach
<i>Identify risk/s related to material topic of the organization</i>	
Not applicable	Not Applicable
What are the Opportunity/ies Identified?	Management Approach
<i>Identify the opportunity/ies related to material topic of the organization</i>	
The Company's business is not highly dependent on the services or any key personnel.	The Company's By-Laws on compensation provides that "Each director shall receive a reasonable per diem allowance for his attendance at each meeting of the board. As compensation, the Board shall receive and allocate an amount of not more than five (5%) percent of the net income before income tax of the corporation during the preceding year. Such compensation shall be determined and apportioned among the directors in such a manner as the Board may deem proper."

Employee Training and Development

The Company is committed to having a workplace prepared to meet current and future business objectives by providing its employees, at all levels, with appropriate education and training. In 2025, the Group dedicated 244 hours to training employees.

Aligned with the vision of Advancing Together: A Journey of Wellness and Excellence, a series of training programs were conducted to strengthen employee capabilities and support organizational growth. These initiatives addressed essential areas such as audit practices, fraud detection, management development, and workplace conflict resolution, while also introducing modern approaches like AI powered HR and strategies for mental wellbeing. By combining technical expertise with values-driven learning, the programs ensured that employees gained practical skills while cultivating resilience, integrity, and professional excellence. Each session was carefully designed to meet evolving organizational needs, from safety compliance and presentation mastery to fostering teamwork and inclusivity. Collectively, these training programs highlight our commitment to empowering employees with the tools, knowledge, and mindset necessary to advance together toward sustained success.

"FRAUD DETECTION FOR BUSINESS"

This training focused on fraud detection techniques. Audit and Accounting staff learned practical tools to identify risks and various case studies illustrating real-world applications. The program strengthened vigilance against financial irregularities. It reinforced integrity as a core organizational value.



"COMPETENCY-BASED & BEHAVIORAL INTERVIEWING TECHNIQUES"

The training enhanced recruitment practices. Participants learned structured methods for evaluating candidates. Behavioral techniques ensured fair and effective interviews. The program emphasized aligning skills with organizational needs. It improved hiring decisions and talent acquisition.



"BASIC MANAGEMENT DEVELOPMENT PROGRAM"

The program built foundational management skills. Topics included leadership, communication, and decision-making. Participants engaged in interactive workshops. The training prepared employees for supervisory roles. It strengthened the pipeline of future leaders. Leadership, Management and HR Development



“MANAGING DIFFICULT EMPLOYEES & WORKPLACE CONFLICT”

Managers learned strategies for conflict resolution. The training emphasized constructive communication. Techniques for performance improvement were shared. Case studies illustrating practical applications were also presented. The program enhanced leadership effectiveness.

“AI-POWERED HR: ENHANCING RECRUITMENT, RETENTION & WORKFORCE PLANNING”

The training introduced AI tools for HR. Employees explored recruitment and retention innovations. Workforce planning was enhanced through data insights. The program emphasized technology’s role in HR. It prepared staff for future ready practices.

Personal and Professional Growth

“PROCRASTINATION MODULE: BUILDING A TEAM THAT MOVES AS ONE”

This module addressed the issue of procrastination in the workplace. It guided employees toward collective action and productivity. Sessions emphasized teamwork as a solution to delays. Practical strategies were shared to overcome an inaction. The training fostered a culture of momentum and collaboration.



“BUILDING A WINNING WORK ATTITUDE”

The Master Class focused on ethics and values. Employees learned strategies for professional excellence, emphasizing the significance of integrity and accountability. The training encouraged positive workplace attitudes. It reinforced a culture of high standards.

“MENTAL WELL-BEING AT WORK: STRESS MANAGEMENT & PRODUCTIVITY”

This session addresses workplace stress. Employees learned practical techniques for resilience. Activities promoted mindfulness and balance. The training linked wellbeing to productivity. It also reinforced the importance of mental health support.

“HIGH IMPACT PRESENTATION STRATEGIES”

This training improved public speaking skills. Employees learned techniques for engaging audiences. Sessions focused on clarity and confidence. Practical exercises enhance delivery and persuasion. The program boosted professional communication.

“COACHING IN A POLYCRISIS WORLD”

Employees accessed a podcast on coaching during crises. The session explored leadership in complex environments. Practical advice was shared for resilience and adaptability. It encouraged managers to support teams effectively. The resource promoted continuous learning in dynamic times, specialized learning, and external insights.

“LIVING THE ABUNDANT LIFE: ASCENDED MASTERS PERSPECTIVE”

This session offered spiritual and motivational insights. Employees explored abundance from a holistic perspective. Discussions encouraged positivity and personal growth. The activity balanced professional and personal development. It inspired participants to embrace fulfillment in life.

“GLOBAL OIL CRISIS & GEOPOLITICAL TENSIONS”

This session tackled global economic challenges. Experts discussed the impact of oil crises. Geopolitical tensions were analyzed for business implications. Employees gained awareness of external risks. The training promoted informed decision-making.

Disclosure	Units	MGHC	MRTC	MRTDEVCO	MONUMENTO
		Quantity			
Total training hours provided to employees					
a. Female employees	hours	100	0	16	Nil
b. Male employees	hours	100		28	Nil
Average training hours provided to employees					
a. Female employees	hours/employee	20	0	2	Nil
b. Male employees	hours/employee	20		2	Nil

<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p> <p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p>Management Approach</p> <p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>
<p>The management of MGHC is currently being undertaken by the executive officers and employees of the parent company, FEMI, which officers and employees are seconded to MGHC.</p>	<p>The Company provide intensive training and management support for our people and offer personal and financial growth through progressive hiring and promotion practices</p> <p>All employees are oriented in the philosophy, ethics, values, principles and business priorities of the company, such as induction into their group/department, through its Management Development Program.</p>
<p>What are the Risk/s Identified?</p> <p><i>Identify risk/s related to material topic of the organization</i></p>	<p>Management Approach</p>
<p>Gap in Knowledge, Skills and Attitude of employees</p>	<p>Attendance to in-house trainings, public seminars and workshops are required to address gaps per Knowledge Skills Analysis (KSA).</p>

What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization</i>	Management Approach
Officers with position of Manager and above are also encouraged to attend seminars to update their knowledge and skills.	In-house training is provided and is customized for the job as well as personal needs. All first-time managers shall successfully complete specified supervisory training within a specified period of appointment. -Promotional Program, Management Development Program

LABOR

Management Relations

Metro Global Holdings Corporation's sees to it that our relationship with our employees is always healthy and fruitful.

Our Company has code of Business Conduct and Ethics which all employees must understand and follow. Applicable labor laws and regulations where we do business are also being complied with. Moreover, we are responsible for preventing violations of laws and for speaking up if we see possible violations.

Disclosure	Units	MGHC	MRTC	MRTDEVCO	MONUMENTO
		Quantity			
% of employees covered with Collective Bargaining Agreements	%	nil	nil	nil	n/a
Number of consultations conducted with employees concerning employee-related policies	#	nil	nil	nil	n/a
What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain). Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>		Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>			
MGHC has thirteen (13) employees.		Executive officers seconded by MGHC from FEMI received salaries and wages starting September and October 2021.			
What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>		Management Approach			
<i>In case unsure if action is not permitted by law or MGHC policy.</i>		We seek the advice of resource experts/consultants.			
What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization</i>		Management Approach			
Not Applicable		Not Applicable			

Diversity and Equal Opportunity

*Vulnerable sector includes, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).

Disclosure	Units	MGHC	MRTC	MRTDEVCO	MONUMENTO
		Quantity			
% of female workers in the workforce	%	nil	Nil	Nil	n/a
% of male workers in the workforce	%	nil	Nil	Nil	n/a
Number of employees from indigenous communities and/or vulnerable sector*	#	nil	nil	nil	n/a

<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p> <p>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</p> <p>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</p> <p>Not applicable</p>	<p>Management Approach</p> <p>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</p> <p>Not applicable</p>
<p>What are the Risk/s Identified?</p> <p>Identify risk/s related to material topic of the organization</p> <p>Not applicable</p>	<p>Management Approach</p> <p>Not applicable</p>
<p>What are the Opportunity/ies Identified?</p> <p>Identify the opportunity/ies related to material topic of the organization</p> <p>Not applicable</p>	<p>Management Approach</p> <p>Not Applicable</p>

Workplace Conditions, Labor Standards, and Human Rights Occupational Health and Safety

The Company enforces strict measures to protect its workers and uphold Occupational Health and Safety (OHS) standards. This supports productivity, boosts employee morale, and ensures overall well-being.



Safety and Compliance Certification. The program certified an employee as Safety Officer 2. Sessions covered occupational health and risk management. The training ensured compliance with safety standards. It strengthened workplace protection measures.

Disclosure	Units	MGHC	MRTC	MRTDEVCO	MONUMENTO
		Quantity			
Safe Man-Hours	Man-hours				
No. of work-related injuries	0	nil	nil	nil	n/a
No. of work-related fatalities	0	nil	nil	nil	n/a
No. of work-related ill-health	0	nil	nil	nil	n/a
No. of safety drills	1	1	1	1	n/a

<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p> <p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p>Management Approach</p> <p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>
<p>The management of MGHC is currently being undertaken by the executive officers and employees of the parent company, FEMI, which officers and employees are seconded by MGHC.</p> <p>MGHC and FEMI group joined and complied with emergency drills conducted in Renaissance Office.</p>	<p>The health of every employee shall be maintained at the highest levels:</p> <ol style="list-style-type: none"> 1. With existing health plan coverage, 2. With emergency medicine kit complete with emergency medicines, 3. With company nurse and part-time doctor to address employees' health needs; assessment and, or referral of employee/s health condition in the workplace. 4. Employees required to consult a Physician if sick leave is more than two days and a medical certificate/ clearance is required before resumption of work. 5. Pre-employment physical examination of newly hired employees. 6. Annual Physical examinations for all regular employees.
<p>What are the Risk/s Identified?</p> <p><i>Identify risk/s related to material topic of the organization</i></p>	<p>Management Approach</p>
<p>Presence of any symptoms of a suspected viral illness.</p>	<p>Employee advised to go home and immediately consult a Physician.</p>
<p>What are the Opportunity/ies Identified?</p> <p><i>Identify the opportunity/ies related to material topic of the organization</i></p>	<p>Management Approach</p>

<p>Data relating to health, safety and welfare of its employees.</p>	<ol style="list-style-type: none"> 1. Annual vaccination program with Influenza virus is maintained 2. Monthly purchase of first aid supplies. 3. Maintenance of well-ventilated and nonhazardous workplace through daily inspection and maintenance of facilities/supplies. 4. Quarterly Pest Control program in the workplace.
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The Annual Physical Examination ensured that employees received preventive health care. It allowed early detection of potential health concerns through routine check-ups. The activity emphasized the importance of wellness as a foundation for productivity. Employees appreciated the company's commitment to their long-term health. This initiative highlighted that caring for staff well-being is a top organizational priority.



The flu vaccine program safeguarded employee health. Preventive immunization reduced risks of illness. The activity demonstrated proactive care by the company. Employees appreciated the protection offered. It reinforced wellness as a priority in the workplace.

Labor Laws and Human Rights

Do you have policies that explicitly disallow violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

Disclosure	Units	MGHC	MRTC	MRTDEVCO	MONUMENTO
		Quantity			
No. of legal actions or employee grievances involving forced or child labor	n.a.	none	none	None	none
Topic	Y/N	If yes, cite reference in the company policy			
Forced labor	N				
Child labor	N				
Human Rights	N				
What is the impact and where does it occur? What is the organization's involvement in the impact?	Management Approach				
<i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i>	<i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>				
<i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>					
Not Applicable	Not Applicable				
What are the Risk/s Identified?	Management Approach				
<i>Identify risk/s related to material topic of the organization</i>					
Not Applicable	Not Applicable				
What are the Opportunity/ies Identified?	Management Approach				
<i>Identify the opportunity/ies related to material topic of the organization</i>					
Not Applicable	Not Applicable				

Supply Chain Management

Do you have a supplier accreditation policy? If yes, please attach the policy or link to the policy:

- Not being engaged in the manufacturing of any product, the Company does not require any raw materials, energy or other items from suppliers in the conduct of its business.
- MRTC, MRTDC and Monumento have no accreditation policy for its suppliers. The three (3) bid rule is being implemented for company purchases.

Do you consider the following sustainability topics when accrediting suppliers?

- On acquisition of supplies for operations like office supplies, computers, air conditioners, etc., herewith is the Group's Code of Ethics and Anti-Bribery and Anti-Corruption Policy). [Link: Company Policies](#)

Topic	Y/N	If yes, cite reference in the company policy
Environmental performance	N	
Forced labor	N	
Child labor	N	
Human rights	N	
Bribery and corruption	Y	MGHC strictly prohibits any form of bribery and corruption within the company, as well as in dealing with suppliers, contractors, and potential suppliers and contractors.
What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i> <i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i>	Management Approach <i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i>	
There are no expected purchases or selling of plant and significant equipment within the next 12 months as the Company is not engaged in any manufacturing business.	The Company discloses its policies and practices—specifically those that address the selection procedures with regards to suppliers and contractors through its Code of Business Conduct and Ethics.	
What are the Risk/s Identified? <i>Identify risk/s related to material topic of the organization</i>	Management Approach	
Not Applicable	Not Applicable	
What are the Opportunity/ies Identified? <i>Identify the opportunity/ies related to material topic of the organization</i>	Management Approach	
The Parent Company has a 28.47% equity interest in Monumento Rail Transit Corporation (Monumento Rail), which, as a result, allows participation in the train system extension (e.g., the Makati Loop and Airport Link) and additional train/vehicle procurements in the event the Philippine government awards the project to MRTC.	The Company continues, through its holdings in Monumento Rail, to actively pursue its participation in the train system extensions.	

Relationship with Community

As part of MGHC's commitment to Corporate Social Responsibility, the Group implemented this 2025 a structured community support initiative aimed at providing essential food assistance to individuals experiencing homelessness in the areas surrounding the head office. This Outreach Program/Donation Drive reflects our continuing dedication to addressing immediate community needs while strengthening employee engagement in socially responsive activities.

CSR activities extended wellness beyond the workplace. Employees donated school supplies to support communities. The initiative fostered compassion and social responsibility. It strengthened the company's role as a caring organization. Giving back became part of the wellness culture.





Significant Impacts on Local Communities

In fulfilling MGHC’s mandate to/for Corporate Social Responsibility (CSR) in the year 2025, employees from various subsidiaries participated in a coordinated donation drive, contributing rice, canned goods, and other basic food staples. The strong participation demonstrated the collective commitment of our workforce to uphold the organization’s values of compassion, solidarity, and responsible citizenship. All donated items were consolidated, repacked, and distributed by employee volunteers to homeless individuals in nearby streets and public areas. The distribution activities were conducted with respect and sensitivity, ensuring that beneficiaries were approached with dignity and care. These direct interactions reinforced the importance of human-centered outreach and strengthened the organization’s connection to the communities in which it operates. In alignment with our commitment to prioritize community welfare during times of crisis, the organization also suspended its Annual Year-End Party for Y2025. The allocated resources were redirected to further support donation efforts for our fellow Filipinos who were severely affected by the calamity that struck during the last quarter of 2025. This decision underscores the Group’s dedication to responsible stewardship and meaningful social impact, especially in periods of heightened need. Through these initiatives, the organization addressed immediate nutritional needs, promoted employee volunteerism, and demonstrated solidarity with affected communities. Moving forward, the Group remains committed to expanding community focused programs and integrating structured volunteer opportunities into its annual Corporate Social Responsibility agenda, ensuring sustained and inclusive community development.

Operations with significant (positive or negative) impacts on local communities (exclude CSR projects; this has to be business operations)	Location	Vulnerable groups (if applicable)*	Does the particular operation have impacts on indigenous people (Y/N)?	Collective or individual rights that have been identified that or particular concern for the community	Mitigating measures (if negative) or enhancement measures (if positive)

The MRT system provides a low fare and convenient mode of transport to 350,000 commuters a day. There are elevators provided for the elderly and persons with disabilities	13 stations from North Triangle to Taft Avenue	Public	Yes	Government	The Government, through Department of Transportation is responsible for the collection of fares and for the day-to-day operations of the system.
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*Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)

For operations that are affecting Indigenous Peoples (IPs), indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available:

Certificates	Quantity	Units
FPIC process is still undergoing	N/A	#
CP secured	N/A	#

What are the Risk/s Identified	Management Approach
<p><i>Identify risk/s related to material topic of the organization</i></p> <p>The depletion or destruction of natural resources is altogether a non-issue.</p> <p>None of the projects will require compensatory or remedial measures to restore natural resources and will spew any harmful by-products – gas emissions or solid and liquid secretions – into the earth's soil or atmosphere (such as would be the case in energy being generated from coal, for example).</p>	<p>MGCH will function sustainably to provide power to our country.</p>
What are the Opportunity/ies Identified?	Management Approach
<p><i>Identify the opportunity/ies related to material topic of the organization</i></p> <p>Future objectives in various parts of the country such as Baguio in Benguet province, the NCR, Pililla in Rizal province and Iloilo in the Visayas will not be depleting the planet's natural resources during the company's operations, thus capturing the very definition of Sustainable Development, or "meeting the needs of the present without compromising the ability of future generations to meet their own needs" In the case of waste-to-energy initiatives in Baguio and in Manila,</p>	<p>MGHC gained control over Metro Solar Power Solutions, Inc. (Metro Solar) effective August 23, 2023.</p> <p>The company previously acquired two subsidiaries: Metro Power Solutions, Inc. and Metro Renewable Transport Solutions, Inc. The company will be adding to its original portfolio (real estate development</p>

<p>there will be the additional benefit of a significant reduction in extremely detrimental manmade waste, as large quantities of rubbish is converted to genuinely usable power</p>	<p>and management, IT and infrastructure, among others), projects or objectives in three phases over the next 10 years that involve solar (panels), wind (turbines), hydro and waste-to-energy power generation – all quintessentially “Green” initiatives.</p>
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The combined efforts of our Wellness Activities and Training Programs under the banner of Advancing Together: A Journey of Wellness and Excellence reflect our holistic commitment to employee well-being and professional growth. By nurturing health, resilience, and community engagement alongside skill development, leadership training, and values-driven learning, we have created a balanced environment where employees can thrive personally and professionally. These initiatives not only strengthened teamwork and inclusivity but also reinforced our culture of care, integrity, and excellence. Together, they demonstrate that wellness and capability building are inseparable pillars of sustainable success. Moving forward, we remain dedicated to advancing as one organization, continuously investing in our people to achieve greater milestones and shared accomplishments.

Customer Management

The Company is a holding company and has no business operations that entail direct interaction with customers.

Business Operations of Affiliates

Monumento Rail

Monumento Rail currently has no project and is not in operation hence it has no direct interaction with customers.

MRTC

The operations and maintenance of MRT3 System is being handled by DOTR hence MRTC has no business operation that entails direct interaction with customers;

MRTDC

MRT Development Corporation (MRTDC) has exclusive rights to all commercial developments along the MRT-3 System, including in and above the 13 Stations, commercial leasing rights in the 13 Stations, advertising rights, development of the air space above all the 13 stations, and all other commercial activities with the entire MRT-3 System.

Its main line of business is the leasing out of about 160 commercial retail spaces and about 1,200 outdoor and 1,000 indoor advertising assets located in all 13 MRT-3 stations and guide way structures along the stretch of EDSA from North Avenue in Quezon City to Taft Avenue in Pasay City, constantly uphold the highest standards in servicing its tenants and advertisers with quality care and assistance under terms and conditions that are fair and satisfactory.

Through the hard work and dedication of its management and employees, MRTDC will continue to sustain its quality service delivery to its tenants and advertisers, whose growth and success are also the company's.

Customer Satisfaction

Disclosure	Score	Did a third party conduct the customer satisfaction study (Y/N)?
Customer satisfaction	N/A	No.

<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p> <p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p>Management Approach</p> <p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>
The Company is a holding company and has no direct business operations that entail direct interaction with customers.	Not Applicable
<p>What are the Risk/s Identified?</p> <p><i>Identify risk/s related to material topic of the organization</i></p>	<p>Management Approach</p>
Not Applicable	Not Applicable
<p>What are the Opportunity/ies Identified?</p> <p><i>Identify the opportunity/ies related to material topic of the organization</i></p>	<p>Management Approach</p>
Not Applicable	Not Applicable

Health and Safety

*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

For MRTC and MRTDC, there were no reported or filed cases of any violation relating to Health and Safety Standards. For the operation and maintenance of the MRT-3 train system, DOTR is responsible for any operational related cases.

Disclosure	Quantity	Units
No. of substantiated complaints on product or service health and safety*	N/A	#
No. of complaints addressed	N/A	#

<p>What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p>Management Approach</p> <p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>
Not Applicable	Not Applicable
<p>What are the Risk/s Identified?</p> <p><i>Identify risk/s related to material topic of the organization</i></p>	<p>Management Approach</p>
Not Applicable	Not Applicable
<p>What are the Opportunity/ies Identified?</p> <p><i>Identify the opportunity/ies related to material topic of the organization</i></p>	<p>Management Approach</p>
Not Applicable	Not Applicable

Marketing and labeling

*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

Disclosure	Quantity	Units
No. of substantiated complaints on marketing and labeling*	N/A	#
No. of complaints addressed	N/A	#

<p>What is the impact and where does it occur? What is the organization's involvement in the impact? <i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p>Management Approach</p> <p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>
Not Applicable	Not Applicable
<p>What are the Risk/s Identified?</p> <p><i>Identify risk/s related to material topic of the organization</i></p>	<p>Management Approach</p>
Not Applicable	Not Applicable
<p>What are the Opportunity/ies Identified?</p> <p><i>Identify the opportunity/ies related to material topic of the organization</i></p>	<p>Management Approach</p>
Not Applicable	Not Applicable

Customer privacy

*Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

MRT Development Corporation (MRTDC) strictly adheres to its responsibility towards confidential information provided by its tenants and advertisers. Unless in cases authorized by law, the company is accountable and compelled to protect all information provided by its tenants and advertisers. The company's leasing and advertising operations group, through the guidance of its corporate lawyers, is in-charge of handling tenants and advertisers' data privacy, reviewing guidelines and policies, executing strategies, establishing internal controls to protect these data and ensuring that these data are not compromised. MRTDC's policy on data privacy is in accordance with the Data Privacy Act. The company continues to educate its employees on the significance and confidentiality of tenants and advertisers' information.

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Disclosure	Quantity	Units
No. of substantiated complaints on customer privacy*	N/A	#
No. of complaints addressed	N/A	#
No. of customers, users and account holders whose information is used for secondary purposes	N/A	#
<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p> <p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain)</i></p> <p><i>Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p>Management Approach</p> <p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>	
Not Applicable	Not Applicable	
<p>What are the Risk/s Identified?</p> <p><i>Identify risk/s related to material topic of the organization</i></p>	<p>Management Approach</p>	
Not Applicable	Not Applicable	
<p>What are the Opportunity/ies Identified?</p> <p><i>Identify the opportunity/ies related to material topic of the organization</i></p>	<p>Management Approach</p>	
Not Applicable	Not Applicable	

Data Security

Disclosure	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data	N/A	#
<p>What is the impact and where does it occur? What is the organization's involvement in the impact?</p> <p><i>Identify the impact and where it occurs (i.e., primary business operations and/or supply chain) Indicate involvement in the impact (i.e., caused by the organization or linked to impacts through its business relationship)</i></p>	<p>Management Approach</p> <p><i>What policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, and/or projects, programs, and initiatives do you have to manage the material topic?</i></p>	
<p>Since 2007, the Company's securities were not traded due to voluntary suspension to allow the Company to re-align its business and explore new strategic directions.</p>	<p>Shareholders records are maintained by BDO Stock Transfer Agent.</p>	
<p>What are the Risk/s Identified?</p> <p><i>Identify risk/s related to material topic of the organization</i></p>	<p>Management Approach</p>	
<p><i>Not Applicable</i></p>	<p>Not Applicable</p>	
<p>What are the Opportunity/ies Identified?</p> <p><i>Identify the opportunity/ies related to material topic of the organization</i></p>	<p>Management Approach</p>	
<p><i>Not Applicable</i></p>	<p>Not Applicable</p>	

UN SUSTAINABLE DEVELOPMENT GOALS

Product or Service Contribution to United Nations SDGs

Key products and services and their contribution to sustainable development.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
<p>The Metro Rail Transit Line 3 (MRT-3) continued its upward trajectory in 2025, registering a 4.2 percent increase in passenger traffic to more than 141 million compared to the previous year. The MRT-3 served a total of 141.63 million passengers from January to December last year, up from 135.89 million in 2024.</p> <p>This accomplishment underscores MRTC's dedication to providing efficient and reliable transportation for Metro Manila which is attributed to the continuous maintenance and operational improvements following the line's major rehabilitation in 2021 ensuring a consistent travel time of 30 minutes from North Avenue Station to Taft Station.</p>	<p>MGHC's environmental sustainability practices were exercised at the level of MRTC by the operations of MRT-3 System along EDSA on a daily basis all year long since the year 2000 (and through the year 2025).</p> <p>Approximately 1,450 buses a day, as a result, did not have to ply EDSA. The scenario wherein vehicular diesel engines emitted nitrogen compounds and particulate matter (hydrocarbons and carbon dioxide) as they burnt diesel fuel was significantly diminished because the line remained a trusted choice for passengers in Metro Manila.</p>	<p>While the MRT 3 is electrically powered and is a welcome substitute to the buses operating along EDSA that are run on diesel, there may still be a negative impact, albeit indirectly, on the environment by the mass rail system. This is because electricity in the Philippines is produced largely in coal-fired plants (that are less costly to operate but produce carbon emissions into the atmosphere.</p>	<p>The Company's response to this negative impact is for MRT-3 to try to generate its own power through renewable energy, if feasible. If this is not feasible, the Company can more than offset the negative impact by developing renewable energy sources such as solar and wind farms, hydroelectric and waste to energy plants.</p>

** None/Not Applicable is not an acceptable answer. For holding companies, the services and products of its subsidiaries may be disclosed.*

Conclusion

Building Sustainable Value Beyond 2025.

- ▶ Transport Infrastructure Investment
- ▶ Renewable Energy Growth
- ▶ Strong Governance Practices

