

Country	PHILIPPINES
PLCName	COUNTRY BANKERS LIFE INSURANCE
Sector	LIFE INSURANCE
Year	2022
Date of Financial Year End	For the Year Ended December 31, 2022
Class	4

Level 2	Bonus Items	Yes/No	Reference/Source Document
A	Rights of shareholders		
A.1	Right to participate effectively in and vote in general shareholders meeting and should be informed of the rules, including voting procedures, that govern general shareholders meeting.		
A.1.1(B)	Does the company allow the use of secure electronic voting in absentia at the general meetings of shareholders?	Y	Default
B	Equitable treatment of shareholders		
B.1	Notice of AGM		
B.1.1(B)	Does the company release its notice of AGM (with detailed agendas and explanatory circulars), as announced to the Exchange, at least 28 days before the date of the meeting?	Y	Notice of Annual Meeting of Stockholders & Minutes of Annual Stockholders Meeting, April 27, 2023
B.2	Insider trading and abusive self-dealing should be prohibited.		
B.2.1(B)	Does the company have a policy requiring directors / Commissioners and key officers to notify the Board or its delegate at least one day before they deal in the company shares?	N	Not applicable

Level 2 Bonus Items		Yes/No	Reference/Source Document
C Roles of Stakeholders			
C.1 The rights of stakeholders that are established by law or through mutual agreements are to be respected.			
C.1.1(B)	Does the company practice integrated report on its annual reports?	Y	
D Disclosure and transparency			
D.1 Quality of Annual Report			
D.1.1(B)	Does the company disclose the Identity of advisers/consultants to the remuneration/compensation committee appointed by the board and whether they are deemed independent or they have declared any conflicts of interests?	N	Not applicable
E Responsibilities of the Board			
E.1 Board Competencies and Diversity			
E.1.1(B)	Does the company have at least one female independent director/commissioner?	N	
E.2 Nominating Committee			
E.2.1(B)	Does the Nominating Committee comprise entirely of independent directors/commissioners?	N	

Level 2 Bonus Items		Yes/No	Reference/Source Document
E.3 Board Appointments and Re-Election			
E.3.1(B)	Does the company compile a board profile when considering candidates to the board (i.e., identify the professional skills and personal characteristics present on the current board; identify the missing skills and characteristics; and nominate individuals who could fill possible gaps)?	Y	Biographical Data of the Board of Directors
E.3.2(B)	Does the company use 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/commissioners?	N	CBLIC By-laws & Corporate Governance Manual
E.4 Board Structure & Composition			
E.4.1(B)	Has the company set a limit of five board seats in PLCs including its unlisted subsidiaries?	Y	C. Multiple Board Seats on Corporate Governance Manual
E.5 Board Appraisal			
E.5.1(B)	Does the company appoint an external consultant to facilitate the board assessment at least once every three years?	N	Not Applicable
E.6 Risk Oversight			
E.6.1 (B)	Does the Annual Report contain a statement from the board of directors/commissioners or Audit Committee commenting on the adequacy of the company's internal controls/risk management systems?		Annual Report of the President and Statement of Managements Responsibility for Financial Statements on 2022 Audited Financial Statements