

Country
PLCName
Sector
Year
Date of Financial Year End
Class

PHILIPPINES
COUNTRY BANKERS LIFE INSURANCE CORPORATION
LIFE INSURANCE
2024
For the Year Ended December 31, 2024
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A. Rights of Shareholders		Yes/No	Reference/Source Document	
A.1	Basic Shareholder Rights			
A.1.1	Does the company pay (interim and final/annual) dividends in an equitable and timely manner; that is, <u>all shareholders are treated equally and paid within 30 days after being (i) declared for interim dividends and (ii) approved by annual general meeting (AGM) for final dividends?</u>	N/A	OECD Principle II: The Rights of Shareholders and Key Ownership Functions. (A) Basic shareholder rights should include the right to, amongst others: (6) shares in the profits of the corporation.	Under the List Not Applicable items of Insurance Commission Circular Letter No. 2015-23 dated May 8, 2015
A.2	Right to participate in decisions concerning fundamental corporate changes. Do shareholders have the right to participate in:			
A.2.1	Amendments to the company's constitution?	Y	OECD Principle II (B) Shareholders should have the right to participate in. and to be sufficiently informed on, decisions concerning fundamental corporate changes such as (1) amendments to the statues, or articles of incorporation or similar governing documents of the company.	Under the List of Default items of IC Circular No. 2015-23 dated May 8,2015
A.2.2	The authorisation of additional shares?	Y	OECD Principle II (B): (2) the authorisation of additional shares	Under the List of Default items of IC Circular No. 2015-23 dated May 8,2015
A.2.3	The transfer of all or substantially all assets, which in effect results in the sale of the company?	Y	OECD Principle II(B): (3) extraordinary transactions, including the transfer of all of substantially all assets, that in effect result in the sale of the company	Under the List of Default items of IC Circular No. 2015-23 dated May 8,2015

A. Rights of Shareholders		Yes/No	Reference/Source Document	
A.3	Right to participate effectively in and vote in general shareholder meetings and <u>should</u> be informed of the rules, including voting procedures, that govern general shareholder meetings.			
A.3.1	Do shareholders have the opportunity, evidenced by an agenda item, to approve remuneration (fees, allowances, benefit-in-kind and other emoluments) or any increases in remuneration for the <u>non-executive directors/commissioners?</u>	Y	OECD Principle II (C) : (3) Effective shareholder participation in key corporate governance decisions, such as the nomination and election of board members, should be facilitated. Shareholders should be able to make their views known on the remuneration policy for board members and key executives. The equity component of compensations schemes for board members and employees should be subject to shareholder approval.	Under the List of Default items of IC Circular No. 2015-23 dated May 8,2015
A.3.2	Does the company provide non-controlling shareholders a right to nominate candidates for board of directors/commissioners?	N/A		Under the List of Default items of IC Circular No. 2015-23 dated May 8,2015
A.3.3	Does the company allow shareholders to elect directors/commissioners individually?	Y		Article I, Sec. 7 on Voting By-Laws & Minutes of the Annual Stockholders Meeting, April 24, 2025
A.3.4	<u>Does the company disclose the voting and vote tabulation procedures used</u> , declaring both before the meeting proceeds?	N/A	OECD Principle II (C): Shareholders should have the opportunity to participate effectively and vote in general shareholder meetings and should be informed of the rules, including voting procedures, that govern general shareholders meetings.	Under the List Not Applicable items of Insurance Commission Circular Letter No. 2015-23 dated May 8, 2015
A.3.5	Do the minutes of the most recent AGM record that there was an opportunity allowing for shareholders to ask questions or raise issues?	N/A	OECD Principle II (C): (2) Shareholders should have the opportunity to ask questions to the board, including questions relating to the annual external audit, to place items on the agenda of general meetings, and to propose resolutions, subject to reasonable limitations.	Minutes of the 2025 Annual Stockholders Meeting, April 24, 2025
A.3.6	Do the minutes of the most recent AGM record questions and answers?	N/A		Minutes of the 2025 Annual Stockholders Meeting, April 24, 2025
A.3.7	Does the disclosure of the outcome of the most recent AGM include resolution(s)?	Y		Minutes of the 2025 Annual Stockholders Meeting, April 24, 2025
A.3.8	Does the company disclose the voting results including approving, dissenting, and abstaining votes for each agenda item for the most recent AGM?	Y		Minutes of the 2025 Annual Stockholders Meeting, April 24, 2025

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A.3.9	Does the company disclose the list of board members who attended the most recent AGM?	Y	OECD Principle II (C) and ICGN 2.4.2: All directors need to be able to allocate sufficient time to the board to perform their responsibilities effectively, including allowing some leeway for occasions when greater than usual time demands are made.	Minutes of the 2025 Annual Stockholders Meeting, April 24, 2025
A.3.10	Did the chairman of the board of directors/commissioners attend the most recent AGM?	Y		Minutes of the 2025 Annual Stockholders Meeting, April 24, 2025
A.3.11	Did the CEO/Managing Director/President attend the most recent AGM?	Y		Minutes of the 2025 Annual Stockholders Meeting, April 24, 2025
A.3.12	Did the chairman of the Audit Committee attend the most recent AGM?	Y		Minutes of the 2025 Annual Stockholders Meeting, April 24, 2025
A.3.13	Did the company organise their most recent AGM in an easy to reach location?	Y	OECD Principle II (C)	Notice of Annual Meeting of Stockholders
A.3.14	Does the company allow for voting in absentia?	Y	OECD Principle II (C): (4) Shareholders should be able to vote in person or in absentia, and equal effect should be given to votes whether cast in person or in absentia.	Under the List of Default items of IC Circular No. 2015-23 dated May 8,2015
A.3.15	Did the company vote by poll (as opposed to by show of hands) for all resolutions at the most recent AGM?	N/A	OECD Principle II (C)	Under the List Not Applicable items of Insurance Commission Circular Letter No. 2015-23 dated May 8, 2015
A.3.16	Does the company disclose that it has appointed an independent party (scrutineers/inspectors) to count and/or validate the votes at the AGM?	N/A		
A.3.17	Does the company make publicly available by the next working day the result of the votes taken during the most recent AGM for all resolutions?	N/A	OECD Principle II (C) (1) Shareholders should be furnished with sufficient and timely information concerning the date, location and agenda of general meetings, as well as full and timely information regarding the issues to be decided at the meeting.	Under the List Not Applicable items of Insurance Commission Circular Letter No. 2015-23 dated May 8, 2015
A.3.18	Do companies provide at least 21 days notice for all resolutions?	Y		Notice of Annual Meeting of Stockholders
A.3.19	Does the company provide the rationale and explanation for each agenda item which require shareholders' approval in the notice of AGM/circulars and/or the accompanying statement?	Y		Minutes of the 2025 Annual Stockholders Meeting, April 24, 2025

A.	Rights of Shareholders	Yes/No		Reference/Source Document

A.4	Markets for corporate control should be allowed to function in an efficient and transparent manner.			
A.4.1	In cases of mergers, acquisitions and/or takeovers, does the board of directors/commissioners of the offeree company appoint an independent party to evaluate the fairness of the transaction price?	N/A	OECD Principle II (E): Market for corporate control should be allowed to function in an efficient and tranparent manner. (1) The rules and procedures governing the acquisition of corporate control in the capital markets, and extraordinary transactions such as mergers, and sales of substantial portions of corporate assets, should be clearly articulated and disclosed so that investors understand their rights and recourse. Transaction should occur at transparent prices and under fair conditions that protect the rights of all shareholders according to their class.	Under the List Not Applicable items of Insurance Commission Circular Letter No. 2015-23 dated May 8, 2015
A.5	The exercise of ownership rights by all shareholders, including institutional investors, should be facilitated.			
A.5.1	Does the company publicly disclose policies to encourage shareholders including institutional shareholders to attend the AGM?	N/A	OECD Principle II (F): The exercise if ownership rights by all shareholders, including institutional investors, should be facilitated.	Under the List Not Applicable items of Insurance Commission Circular Letter No. 2015-23 dated May 8, 2015