

MINUTES OF THE GOVCOM (VIA ZOOM) MEETING
COUNTRY BANKERS LIFE INSURANCE CORPORATION
COUNTRY BANKERS CENTRE, 648 T. M. KALAW AVENUE, ERMITA, MANILA
THURSDAY, 10 APRIL 2025
MEETING ID: 826 0095 9980 PASSCODE: 340760

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<u>Present:</u> <u>(Members)</u>	<u>Whereabouts</u>	<u>Device Used</u>	<u>Agreement to Record the Minutes of Meeting</u>
Nestor D. Alampay, Jr.	Parañaque City	Ipad	Agreed
Paterno C. Bacani, Jr.	Paranaque City	Ipad	Agreed
Mark R. Bocobo	San Juan City	MacBook	Agreed
Alfredo Alex S. Cruz III	Pasig City	Desktop	Agreed
Ma. Victoria G. Guingona	Quezon City	Ipad	Agreed
Roberto L. Montelibano	Makati City	Ipad	Agreed
Roderick R.C. Salazar III	Makati City	Ipad	Agreed
 <u>(Resource Person)</u>			
Geraldine D. Garcia	Manila	Desktop	Agreed

ORDER OF BUSINESS

I. DETERMINATION OF QUORUM

The meeting held electronically (via Zoom) was called to order by the Chairman, Mark R. Bocobo, there being a quorum as certified to by the Corporate Secretary.

II. READING AND APPROVAL OF THE MINUTES OF PREVIOUS MEETING

The Minutes of the GovCom Meeting held on 14 November 2024, copies of which were furnished to the members present, were read. Upon motion duly made and seconded, the Minutes were approved.

III. MATTERS ARISING OUT OF THE MINUTES OF THE PREVIOUS MEETING

IV. UNFINISHED BUSINESS

V. NEW BUSINESS

Evaluation and Review of the Qualifications of the Nominees to the Board:

- As no shareholders submitted additional nominations for directors by the March 31, 2025 deadline stated in the notice, the GovCom (NOMELEC) has decided to proceed with evaluating the current members of the Board of Directors;
- After evaluation and review of the qualifications and with non-existence of the disqualifications of the current members of the Board of the Directors, the GovCom proposed to retain and nominate the same individuals, except for Dir. Romeo G. Velasquez, who has already tendered his resignation;
- On motion duly made and seconded, the following is the final list of nominees for election as members of the Board of Directors of CBIC in the coming Annual Stockholders Meeting on 24 April 2025:

A. Regular Directors

Nestor D. Alampay, Jr.
Alfredo Alex S. Cruz III
Agnes S. Desiderio
Ernestine C.J.D. Villareal-Fernando
Geraldine D. Garcia
Ma. Victoria G. Guingona
Dennis H. Locsin
Roberto L. Montelibano
Antolin L. Naguiat
Manuel Y. Petines

B. Independent Directors

Paterno C. Bacani, Jr.
Mark R. Bocobo
Roderick R.C. Salazar III

VI. OTHER BUSINESS

VII. ADJOURNMENT

There being no other business to take up, the meeting (via Zoom) on motion duly made and seconded, was adjourned.


NELSON H. MANALILI
Corporate Secretary

Scribe: Alice/

MINUTES OF THE GOVCOM MEETING (VIA ZOOM)
COUNTRY BANKERS LIFE
AND GENERAL INSURANCE CORPORATION
COUNTRY BANKERS CENTRE, 648T. M. KALAW AVENUE, ERMITA, MANILA
THURSDAY, 13 NOVEMBER 2025
MEETING ID: 823 74996553 PASSCODE: 090340

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<u>Members Present:</u>	<u>Whereabouts</u>	<u>Device Used</u>	<u>Agreement to Record the Minutes of Meeting</u>
Paterno C. Bacani, Jr.	Parañaque City	Ipad	Agreed
Mark R. Bocobo	San Juan City	MacBook	Agreed
Ma. Victoria G. Guingona	Quezon City	Ipad	Agreed
Roberto L. Montelibano	Bacolod City	Ipad	Agreed
Roderick R.C. Salazar III	Makati City	Ipad	Agreed
<u>Resource Persons:</u>			
Geraldine D. Garcia	Manila	Desktop	Agreed
Alfredo Alex S. Cruz III	Quezon City	Mobile Phone	Agreed

ORDER OF BUSINESS

I. DETERMINATION OF QUORUM

The meeting held electronically (via Zoom) was called to order by the Chairman, Mark R. Bocobo, there being a quorum as certified to by the Corporate Secretary.

II. READING AND APPROVAL OF THE MINUTES OF PREVIOUS MEETING

The Minutes of the GovCom Meeting held on 10 April 2025, copies of which were furnished to the members present, were read. Upon motion duly made and seconded, the Minutes were approved.

III. MATTERS ARISING OUT OF THE MINUTES OF THE PREVIOUS MEETING

IV. UNFINISHED BUSINESS

V. NEW BUSINESS

2025 Performance Review and Appraisal of the Members of the Board of Directors and Senior Executive Officers:

- The 2024 Performance Appraisal Ratings of the Board of Directors and Senior Executive Officers were presented, reviewed, and discussed by the members of the GovCom;
- The GovCom agreed to retain the 2024 performance appraisal ratings of all Directors for 2025, as there were no substantial changes in their respective performances, except for Directors A.Desiderio, E.Fernando, and R.Salazar, whose ratings were upgraded;
- As this will be the first evaluation of Dir. A.Naguiat as a member of the Board, the GovCom resolved to conduct his Performance Review and Appraisal;
- Similarly, as this will be the first evaluation of Dir. Geraldine D. Garcia and Dir. Antolin L. Naguiat in their capacities as President and Treasurer, respectively, the GovCom agreed to provide each committee member the opportunity to conduct the Performance Review and Appraisal for the two Senior Executive Officers;
- The 2025 Performance Review and Appraisal Ratings for the Senior Executive Officers will be finalized by 27 November 2025.

VI. OTHER BUSINESS

VII. ADJOURNMENT

There being no other business to take up, the meeting (via Zoom) on motion duly made and seconded, was adjourned.


ALICE C. SOLIS
Corporate Secretary

Scribe: alice/