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| COMPANY NAME: | PHILIPPINES INTERNATIONAL LIFE INSURANCE CO., INC. | | COMPANY STRUCTURE: | Life Insurance Provider |
| FINANCIAL YEAR END | 2019 | | | |
| SECTOR | LIFE INSURANCE | | | |
| A. Rights of Shareholders | | | | |
| A.1 | Basic Shareholder Rights | | Y/ N | Reference/Source document |
| A.1.1 | Does the company pay (interim and final/annual) dividends in an equitable and timely manner; that is, all shareholders are treated equally and paid within 30 days after being (i) declared for interim dividends and (ii) approved by shareholders at general meetings for final dividends? | OECD Principle II: The Rights of Shareholders and Key Ownership Functions (A) Basic shareholder rights should include the right to, amongst others: (6) share in the profits of the corporation. | N | |
| A.2 Right to participate in decisions concerning fundamental corporate changes. | | | | |
| <i>Do shareholders have the right to participate in:</i> | | | | |
| A.2.1 | Amendments to the company's constitution? | 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 statutes, or articles of incorporation or similar governing documents of the company. | Y | DEFAULT |
| A.2.2 | The authorisation of additional shares? | OECD Principle II (B): (2) the authorisation of additional shares. | Y | DEFAULT |
| A.2.3 | The transfer of all or substantially all assets, which in effect results in the sale of the company? | OECD Principle II.(B): (3) extraordinary transactions, including the transfer of all or substantially all assets, that in effect result in the sale of the company. | Y | DEFAULT |
| A.3 Right to participate effectively in and vote in general shareholder meetings and should be informed of the rules, including voting procedures, that govern general shareholder meetings. | | | | |

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| 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 non-executive directors/commissioners? | 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 compensation schemes for board members and employees should be subject to shareholder approval. | Y | DEFAULT |
| A.3.2 | Does the company provide non-controlling shareholders a right to nominate candidates for board of directors/commissioners? | | Y | CODE of CORPORATE GOVERNANCE |
| A.3.3 | Does the company allow shareholders to elect directors/commissioners individually? | | Y | ANNUAL STOCKHOLDERS GENERAL MEETING (2019) (Item V) |
| A.3.4 | Does the company disclose the voting and vote tabulation procedures used, declaring both before the meeting proceeds? | 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 shareholder meetings. | N | |
| 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? | 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. | Y | ANNUAL STOCKHOLDERS GENERAL MEETING (2019) |
| A.3.6 | Do the minutes of the most recent AGM record questions and answers? | | Y | ANNUAL STOCKHOLDERS GENERAL MEETING (2019) |
| A.3.7 | Does the disclosure of the outcome of the most recent AGM include resolution(s)? | | Y | ANNUAL STOCKHOLDERS GENERAL MEETING (2019) (Attached Summary of Board Resolutions) |
| 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? | | N | |
| A.3.9 | Does the company disclose the list of board members who attended the most recent AGM? | OECD Principle II (C); and ICGN 2.4.2: | Y | ANNUAL STOCKHOLDERS GENERAL MEETING (2019) (Attendance List) |

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| A.3.10 | Did the chairman of the board of directors/commissioners attend the most recent AGM? | 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. | Y | |
| A.3.11 | Did the CEO/Managing Director/President attend the most recent AGM? | | Y | |
| A.3.12 | Did the chairman of the Audit Committee attend the most recent AGM? | | Y | |
| A.3.13 | Did the company organise their most recent AGM in an easy to reach location? | OECD Principle II (C) | Y | NOTICE for the 2019 Annual Stockholders General Meeting (Venue Address) |
| A.3.14 | Does the company allow for voting in absentia? | 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. | Y | CORPORATE BY-LAWS (2019) (Article 2, Sec. 5) |
| A.3.15 | Did the company vote by poll (as opposed to by show of hands) for all resolutions at the most recent AGM? | OECD Principle II (C) | N | |
| 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.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? | 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. | N | |
| A.3.18 | Do companies provide at least 21 days notice for all resolutions? | | N | |
| 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 | NOTICE for the 2019 Annual Stockholders General Meeting (Agenda list) |