

ANNUAL CORPORATE GOVERNANCE REPORT OF

THE PREMIER LIFE AND GENERAL ASSURANCE CORPORATION

(Name of Company)

1. For the fiscal year ended **December 31, 2023**

2. Certificate Authority Number **26043**

3. **City of Manila**

Province, Country or other jurisdiction of incorporation or organization

4. **3rd Floor Room 301 Travellers Life Building 490 T.M. Kalaw St., Ermita Manila**

Address of principal office

1000
Postal Code

5. **(02)8551-5098/ (02)8282-3645**

Company's telephone number, including area code

6. **<https://premierlifeandgen.com/home>**

Companies Official Website

7. **THE PREMIER INSURANCE & SURETY CORPORATION**

Former name, former address, and former fiscal year, if changed since last report

ANNUAL CORPORATE GOVERNANCE REPORT

	COMPLIANT/ NON-COMPLAINT	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 and sustainability of the corporation 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	Provide information or link/ reference to a document containing information on the following: 1. Academic qualifications, industry knowledge, professional experience, expertise and relevant trainings of directors. 2. Qualifications standards for directors to facilitate the selection of potential nominees and to serve as benchmark for the evaluation of its performance	https://premierlifeandgen.com/assets/uploads/2023/bod_profile.pdf#toolbar=0
2. Board has an appropriate mix of competence and expertise	COMPLIANT	An overview of the Board's academic credentials and expertise can be found on the Board of Directors page.	https://premierlifeandgen.com/assets/uploads/2023/bod_profile.pdf#toolbar=0
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		https://premierlifeandgen.com/assets/uploads/2023/bod_profile.pdf#toolbar=0
Recommendation 1.2			
1. Board is composed of a majority of non-executive directors	COMPLIANT	Identify or provide link/reference to a document identifying the directors and their type of directorship	<a href="https://premierlifeandgen.com/directors-
eo">https://premierlifeandgen.com/directors- eo

Recommendation 1.3			
1. Company provides in its Board Charter or Manual on Corporate Governance a policy on training of directors.	COMPLIANT	Provide link or reference to the company's Board Charter or Manual on Corporate Governance relating to its policy on training of directors.	https://premierlifeandgen.com/governance
2. Company provides in its Board Charter or Manual on Corporate Governance an orientation program for first times directors	COMPLIANT	Provide information or link/ reference to a document containing information on the orientation program and trainings of directors for the previous year, including the number of hours attended and topics covered.	https://premierlifeandgen.com/governance
3. Company has relevant annual continuing training for all directors.	COMPLIANT		https://premierlifeandgen.com/assets/uploads/2022/director_trng_2022.pdf#toolbar=0
Recommendation 1.4			
1. Board has a policy on board diversity	NON-COMPLIANT	Provide information on or link/ reference to a document containing information on the company's board diversity policy. Indicate gender composition of the board	The company is still planning on the policy on board diversity
Recommendation 1.5			
1. Board is assisted in its duties by Corporate Secretary	COMPLIANT	2.The Corporate Secretary is also the Corporate Governance Compliance Officer. 3. The Corporate Secretary is not a member of the Board of Directors	https://premierlifeandgen.com/assets/uploads/2021/By-Laws.pdf#page=11
2. Corporate Secretary is separate individual form the compliance officer	NON-COMPLIANT		Corp.Secretary is also the Corporate Governance Compliance Officer
3. Corporate Secretary is not a member of the Board of Directors	COMPLIANT		https://premierlifeandgen.com/assets/uploads/2023/premier_bod.pdf#toolbar=0
4. Corporate Secretary attends training/s on corporate governance	COMPLIANT		Provide information or link/ reference to a document containing information on the corporate governance training attended, including number of hours and topics covered.
Recommendation 1.6			

1. Board is assisted by a Compliance Officer	COMPLIANT		https://premierlifeandgen.com/scorecard
2. Compliance Officer has a rank of Vice President or an equivalent position with adequate stature and authority in the corporation.	COMPLIANT		https://premierlifeandgen.com/assets/uploads/2022/as2022.pdf#page=4
3. Compliance Officer is not a member of the Board	NON-COMPLIANT	1 . & 2. Please refer to Annual Statement- Company Profile (Page 1)	This will be considered on the next nomination.
4. Compliance Officer attends training/s on corporate governance annually	COMPLIANT	Provide information on or link/ reference to a document containing information on the corporate governance training attended, including number of hours and topics covered.	https://premierlifeandgen.com/assets/uploads/2023/trainings.pdf#toolbar=0

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	Provide information on or link/ reference to a document showing the Board's oversight responsibility on the establishment of a sound enterprise risk management framework and how the board was guided by the framework. Provide proof of effectiveness of risk management strategies, if any.	https://premierlifeandgen.com/assets/uploads/2021/By-Laws.pdf#page=7
2. The risk management framework guides the Board in identifying units/ business lines and enterprise-level risk exposures, as well as effectiveness of risk management strategies.	COMPLIANT		https://premierlifeandgen.com/assets/uploads/2021/By-Laws.pdf#page=7
Recommendation 2.12			
1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary duties.	COMPLIANT	Provide link to the company's website where the Board Charter is disclosed.	https://premierlifeandgen.com/code-ethics
2. Board's Charter serves as a guide to the directors in the performance of their functions.	COMPLIANT		https://premierlifeandgen.com/code-ethics
3. Board charter is publicly available and poster on the company's website.	COMPLIANT		https://premierlifeandgen.com/code-ethics

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 publicly available Committee Charter.

Recommendation 3.1

<p>1. Board establishes board committees that focus on specific board functions to aid in the optimal performance of its roles and responsibilities.</p>	<p>COMPLIANT</p>	<p>Please refer to the company's Annual Report</p>	<p>https://premierlifeandgen.com/assets/uploads/2023/AR_2023.pdf#page=31</p>
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Recommendation 3.2

<p>1. Board established 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.</p>	<p>COMPLIANT</p>	<p>Provide information or link/reference to a document containing information on the Audit Committee, including its functions. Indicate if it is the Audit Committee's responsibility to recommend the appointment and removal of the company's external auditor.</p>	<p>https://premierlifeandgen.com/assets/uploads/2023/AR_2023.pdf#page=32</p>
<p>2. Audit committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the chairman is independent.</p>	<p>COMPLIANT</p>	<p>Provide information or link/reference to a document containing information on the members of the Audit Committee, including their qualifications and type of directorship.</p>	<p>https://premierlifeandgen.com/assets/uploads/2023/AR_2023.pdf#page=32</p>

<p>3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing, and finance.</p>	<p>COMPLIANT</p>	<p>Provide information or link/ reference to a document containing information in the background, knowledge, skills, and/or experience of the members of the Audit Committee.</p>	<p>https://premierlifeandgen.com/assets/uploads/2023/bod_profile.pdf#toolbar=0</p>
<p>4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee</p>	<p>COMPLIANT</p>	<p>Please refer to 2023 Annual Report (Audit Committee)</p>	<p>https://premierlifeandgen.com/assets/uploads/2023/AR_2023.pdf#page=32</p>

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

<p>1. The Directors attends and actively participates 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.</p>	<p>COMPLIANT</p>	<p>Provide information or link/ reference to a document containing information on the process and procedure for tele/ videoconferencing board and/or committee meetings. Provide information or link/reference to a document containing information on the attendance and participation of directors to Board, Committee and shareholders' meetings.</p>	<p>https://premierlifeandgen.com/assets/uploads/2022/Att_matrix_2022.pdf#toolbar=0</p>
<p>2. The directors review meeting materials for all Board and Committee meetings.</p>	<p>COMPLIANT</p>	<p>Provide information or link/reference to a document containing information on any questions raised or clarification/ explanation sought by the directors.</p>	<p>https://premierlifeandgen.com/assets/uploads/2024/2024_Notice.pdf#toolbar=0</p>
<p>3. The directors asks the necessary questions or seek clarifications and explanations during the Board and Committee meetings</p>	<p>COMPLIANT</p>	<p>Provide information or link/reference to a document containing information on any questions raised or clarification/ explanation sought by the directors.</p>	<p>https://premierlifeandgen.com/assets/uploads/2024/2024_ASM_Minutes.pdf#toolbar=0</p>

Recommendation 5.5			
<p>1. If the Chairman of the Board is not an independent director or where the roles of Chairman and CEO are being held by one person, the Board should designate a lead director among the independent directors.</p>	<p>NON-COMPLIANT</p>	<p>Provide information or link/ reference to a document containing information on a lead independent director and his roles and responsibilities, if any. Indicate if Chairman is independent.</p>	<p>NA-For discussion and formulation of the new management.</p>
Recommendation 5.6			
<p>1. Directors with material interest in a transaction affecting the corporation should abstain from taking part in the deliberations for the same.</p>	<p>COMPLIANT</p>	<p>Please refer to the Annual Stockholders Minutes of the Meeting.</p>	<p>https://premierlifeandgen.com/assets/uploads/2024/2024_ASM_Minutes.pdf#toolbar=0</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 directors present to ensure that proper checks and balances are in place within the corporation.</p>	<p>NON-COMPLIANT</p>	<p>Provide proof and details of said meeting, if any. Provide information on the frequency and attendees of meetings.</p>	<p>The Board just appointed the two (2) Independent directors, set-up on meetings were not yet properly placed.</p>
<p>2. The meetings are chaired by the lead independent director.</p>	<p>NON-COMPLIANT</p>	<p>Provide proof and details of said meeting, if any. Provide information on the frequency and attendees of meetings.</p>	<p>The Board just appointed the two (2) Independent directors, set-up on meetings were not yet properly placed.</p>

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

1. The Board conducts an annual assessment of its performance as a whole.	COMPLIANT	Provide proof of annual assessments conducted for the whole board, the individual members, the Chairman and the Committees.	https://premierlifeandgen.com/assets/uploads/2023/AR_2023.pdf#page=30
2. The performance of the Chairman is assessed annually by the Board.	COMPLIANT		https://premierlifeandgen.com/assets/uploads/2023/AR_2023.pdf#page=30
3. The performance of the individual member of the Board is assessed annually by the Board.	COMPLIANT		https://premierlifeandgen.com/assets/uploads/2023/AR_2023.pdf#page=30
4. The performance of each committee is assessed annually by the Board.	COMPLIANT		https://premierlifeandgen.com/assets/uploads/2023/AR_2023.pdf#page=30
5. Every three years, the assessments are supported by an external facilitator.	NON-COMPLIANT		Identify the external facilitator and provide proof of use of an external facilitator.

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	Provide information or link/reference to a document containing information on the system of the company to evaluate the performance of the board, individual directors and committees, including a feedback mechanism from shareholders.	https://premierlifeandgen.com/assets/uploads/2023/AR_2023.pdf#page=31
2. The system allows for a feedback mechanism from the shareholders.	COMPLIANT		https://premierlifeandgen.com/assets/uploads/2023/AR_2023.pdf#page=31

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

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.	COMPLIANT	Please refer to the Code of Ethics	https://premierlifeandgen.com/code-ethics
2. The Code is properly disseminated to the Board, senior management and employees.	COMPLIANT	Please refer to the Code of Ethics	https://premierlifeandgen.com/code-ethics
3. The Code is disclosed and made available to the public through the company website.	COMPLIANT	Please refer to the Code of Ethics	https://premierlifeandgen.com/code-ethics

Recommendation 7.2

1 . Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	COMPLIANT	Please refer to the Code of Ethics	https://premierlifeandgen.com/code-ethics
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	COMPLIANT		https://premierlifeandgen.com/code-ethics

Recommendation 8.4			
1 . Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same in the Annual Corporate Governance Report consistent with ASEAN Corporate Governance Scorecard (ACGS) and the Revised Corporation Code.	COMPLIANT	Please refer to the Corporate Governance Handbook	https://premierlifeandgen.com/governance
2. Company provides a clear disclosure of its policies and procedure for setting Executive remuneration, including the level and mix of the same in the Annual Corporate Governance Report consistent with ASEAN Corporate Governance Scorecard (ACGS) and the Revised Corporation Code.	COMPLIANT	Please refer to the Corporate Governance Handbook	https://premierlifeandgen.com/governance
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	NON-COMPLIANT	Provide breakdown of director remuneration and executive compensation, particularly the remuneration of the CEO.	Still for formulation
Recommendation 8.5			
1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions.	NON-COMPLIANT	Disclose or provide reference/link to company's RPT policies Indicate if the director with conflict of interest abstained from the board discussion on that particular transaction.	The Company will submit its Amended By-Laws to SEC for approval, which includes the Related Party Transactions (RPT) Committee Charter.

<p>2. Company discloses material or significant RPTs in its Annual Company Report or Annual Corporate Governance Report, reviewed and approved by the Board, and submitted for confirmation by majority vote of the stockholders in the annual stockholders' meeting during the year.</p>	<p>NON-COMPLIANT</p>	<p>Provide information on all RPTs for the previous year or reference to a document containing the following information on all RPTs:</p> <ol style="list-style-type: none"> 1. Name of the related counterpart try; 2. Relationship with the party; 3. Transaction date; 4. Type/nature of transaction; 5. Amount or contract price; 6. Terms of the transaction; 7. Rationale for entering into the transaction; 8. The required approval (i.e., names of the board of directors approving, names and percentage of shareholders who approved) based on the company's policy; and 9. Other terms and conditions. 	<p>The Company will submit its Amended By-Laws to SEC for approval, which includes the Related Party Transactions (RPT) Committee Charter.</p>
<p>Recommendation 8.7</p>			
<p>1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).</p>	<p>COMPLIANT</p>	<p>Please refer to Corporate Governance Handbook</p>	<p>https://premierlifeandgen.com/governance</p>
<p>2. Company's MCG is posted on its company website.</p>	<p>COMPLIANT</p>	<p>Please see company website</p>	<p>https://premierlifeandgen.com/home</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			
1 . Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.	COMPLIANT	Provide information or link/reference to a document containing information on the process for approving and recommending the appointment, reappointment, removal and fees of the company's external auditor.	https://premierlifeandgen.com/audit-com
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.	COMPLIANT	Indicate the percentage of shareholders that ratified the appointment, reappointment, removal and fees of the external auditor.	https://premierlifeandgen.com/audit-com
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.	COMPLIANT	Provide information on or link/reference to a document containing the company's reason for removal or change of external auditor.	https://premierlifeandgen.com/audit-com
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	Provide link/reference to the company's Audit Committee Charter.	https://premierlifeandgen.com/audit-com

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	Please refer 2023 Annual Report (Sustainable Development Goa;s)	https://premierlifeandgen.com/assets/uploads/2023/AR_2023.pdf#page=50
2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	COMPLIANT	Please refer 2023 Annual Report (Sustainable Development Goa;s)	https://premierlifeandgen.com/assets/uploads/2023/AR_2023.pdf#page=30

Principle 11: The company should maintain a comprehensive and cost-efficient communication channel for disseminating relevant information. This			
Recommendation 11.1			
1. The company should have a website to ensure a comprehensive, cost efficient, transparent, and timely manner of disseminating relevant information to the public.	COMPLIANT	Please refer to the company website	https://premierlifeandgen.com/home

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 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	List quality service programs for the internal audit functions. Indicate frequency of review of the internal control system.	https://premierlifeandgen.com/assets/uploads/2023/AR_2023.pdf#page=48
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	NON-COMPLIANT	Identify international framework used for Enterprise Risk Management. Provide information or reference to a document containing information on: 1. Company's risk management procedures and processes 2. Key risks the company is currently facing 3. How the company manages the key risks Indicate frequency of review of the enterprise risk management framework.	The Company is still planning to develop an adequate and effective enterprise risk management framework.
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.	NON-COMPLIANT	Identify the company's Chief Audit Executive (CAE) and provide information on or reference to a document containing his/her responsibilities.	The Company has its Internal Auditor that we cannot disclose on the website.
Recommendation 12.3			
1. The company has a qualified Chief Audit Executive CAE appointed by the Board.	NON-COMPLIANT		The Company is still planning on appointing a Chief Audit Executive.

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.	NON-COMPLIANT	Identify the company's Chief Audit Executive (CAE) and provide information on or reference to a document containing his/her responsibilities.	The Company is still planning on appointing a Chief Audit Executive.
3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.	NON-COMPLIANT	Identify qualified independent executive or senior management personnel, if applicable.	The Company is still planning on appointing a Chief Audit Executive
Recommendation 12.4			
1. The company has a separate risk management function to identify, assess and monitor key risk exposures.	NON-COMPLIANT	Provide information on company's risk management function.	The Company is still planning on appointing a Chief Audit Executive .
Recommendation 12.5			
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).	NON-COMPLIANT	Identify the company's Chief Risk Officer (CRO) and provide information on or reference to a document containing his/her responsibilities and qualifications/background.	The Board is still planning to elect Chief Risk Officer.
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	NON-COMPLIANT		The Board is still planning to elect Chief Risk Officer.

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	Please refer to the Corporate Governance Handbook	https://premierlifeandgen.com/governance
2. Board ensures that basic shareholder rights are disclosed on the company's website.	COMPLIANT	Please refer to the Corporate Governance Handbook	https://premierlifeandgen.com/governance

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 21 days before the meeting.	COMPLIANT	Please refer to the Minutes of ASM	https://premierlifeandgen.com/assets/uploads/2024/2024_Notice.pdf#toolbar=0
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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	Please refer to the Minutes of ASM	https://premierlifeandgen.com/assets/uploads/2024/2024_ASM_Minutes.pdf#toolbar=0
2. Minutes of the Annual and Special Shareholders' Meetings are available on the company website within five business days from the end of the meeting.	COMPLIANT	The Minutes of the Annual Stockholders Meeting is available on the company website, the day after the Annual Stockholders Meeting.	https://premierlifeandgen.com/assets/uploads/2024/2024_ASM_Minutes.pdf#toolbar=0

Recommendation 13.4

1. Board has an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner	NON-COMPLIANT	Provide details of the alternative dispute resolution made available to resolve intra-corporate disputes.	The Company is still planning to develop an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	COMPLIANT	Please refer to the Manual on Corporate Governance.	https://premierlifeandgen.com/governance

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

Recommendation 14.1

<p>1. Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth and sustainability.</p>	<p>COMPLIANT</p>	<p>Please refer to Annual Report (Sustainable Development Goals p.49-52)</p>	<p>https://premierlifeandgen.com/assets/uploads/2023/AR_2023.pdf#page=50</p>
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Recommendation 14.2

<p>1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.</p>	<p>COMPLIANT</p>	<p>Identify policies and programs for the protection and fair treatment of company's stakeholders.</p>	<p>https://premierlifeandgen.com/governance</p>
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Recommendation 14.3

<p>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.</p>	<p>COMPLIANT</p>		<p>https://premierlifeandgen.com/code-ethics</p>
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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	Please refer to the Whiste Blower Protection Policy	https://premierlifeandgen.com/whistle
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Recommendation 15.2

1 . Board sets the tone and makes a stand against corrupt practices by adopting an anticorruption policy and program in its Code of Conduct.	COMPLIANT	Please refer to the Whiste Blower Protection Policy	https://premierlifeandgen.com/whistle
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	COMPLIANT	Please refer to the Whiste Blower Protection Policy	https://premierlifeandgen.com/whistle

Recommendation 15.3

1. Board establishes a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation.	COMPLIANT		https://premierlifeandgen.com/whistle
2. Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.	COMPLIANT	Please refer to the Whiste Blower Protection Policy	https://premierlifeandgen.com/whistle
3. Board supervises and ensures the enforcement of the whistleblowing framework.	COMPLIANT	Please refer to the Whiste Blower Protection Policy	https://premierlifeandgen.com/whistle

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

Recommendation 16.1

<p>3. 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>Please refer to Annual Report (Sustainable Development Goals p.49-52)</p>	<p>https://premierlifeandgen.com/sustainability</p>
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CERTIFICATION

The undersigned certify that the responses and explanations set forth in the above Company's Annual


SAMUEL U. LEE

CHAIRMAN/CEO

Signature over printed name


MAYBELLE L. LIM

PRESIDENT/COO

Signature over printed name


ATTY. FLORENCE B. CARANDANG

CORPORATE SECRETARY

Signature over printed name


ATTY. FLORENCE B. CARANDANG

CORPORATE GOVERNANCE COMPLIANCE OFFICER

Signature over printed name

SUBSCRIBED AND SWORN to before me this ___ day of August 2024, by the following who are personally

NAME	I.D. NO.	DATE/PLACE ISSUED
1. Samuel U. Lee	106-248-302	
2. Maybelle L. Lim	224-286-025	
3. Atty. Florence B. Carandang	205-077-832	