ANNUAL CORPORATE GOVERNANCE REPORT OF

Fubon Insurance Broker Philippines Corporation

1. For the fiscal year ended December 31, 2025

2. Certificate Authority Number

3. Province, Country or other jurisdiction of incorporation or organization

4.Address of principal office: 2F, Pioneer House Bldg. 108 Paseo De Roxas, Makati City, Metro Manila
Postal Code: 1229

5.Company's telephone number, including area code: (02) 8812-2875

6.Company's official website: https://fubon.com.ph

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

ANNUAL CORPORATE GOVERNANCE REPORT

	Compliant / Non-Compliant	Additional Information	Explanation
The Board's Governance Responsibility			
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.			
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	Attachment 1 (Resumes of the directors)	There are varieties of background of our Directors such as Insurance Industry (Reinsurance, Underwriting), Legal, Accounting and General Management Experiences.
2. Board has an appropriate mix of competence and expertise.	Compliant		There are varieties of background of our Directors such as Insurance Industry (Reinsurance, Underwriting), Legal, Accounting

			and General Management Experiences.
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		Director all assist the operation of the company
Recommendation 1.2			
Board is composed of a majority of non-executive Directors.	Compliant	We have three non-executive directors.	We have three non-executive directors.
Recommendation 1.3			
1.Company provides in its Board Charter or Manual on Corporate Governance a policy on training of directors,	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Corporate_Governance_Best_Practice_Principles__E_20201115.pdf	
2.Company provides in its Board Charter or Manual on Corporate Governance an Orientation program for first	Non-Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Corporate_Governance_Best_Practice_Principles__E_20201115.pdf	

time directors.			
3.Company has relevant annual continuing Training for all directors.	Non-Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/DirectionsfortheImplementationofContinuingEducationforDirectors_E_20191201.pdf	
Recommendation 1.4			
1. Board has a policy on board diversity	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/The_Procedures_for_the_Election_of_Directors_EN_20190614.pdf	
Recommendation 1.5			
1.Board is assisted in its duty by a corporate secretary	Compliant		Evelyn Tan Uy is the corporate secretary
2.Corporate Secretary is a separate individual from the Compliance Officer.	Compliant		Evelyn Tan Uy is not the Compliance Officer
3.Corporate Secretary is not a member of the Board of Directors,	Non-Compliant		Evelyn Tan Uy is a member of the Board
4.Corporate Secretary attends training/s on Corporate governance.	Compliant	two times training in 2025	Yes
Recommendation 1.6			
1.Board is assisted by a Compliance Officer	Compliant	Niu, Kuei Yueh was the Compliance Officer in 2025.	

<table>
<tr><td>2.Compliance Officer has a rank of Vice President or an equivalent position with adequate stature and authority in the ration</td><td>Compliant</td><td>Niu, Kuei Yueh is the President.</td><td></td></tr>
<tr><td>3.Compliance Officer is not a member of the board,</td><td>Non-Compliant</td><td></td><td>Niu, Kuei Yueh is a member of the Board</td></tr>
<tr><td>4. Compliance Officer attends training/s on corporate governance annually.</td><td>Compliant</td><td>Attend HQ Training & Meeting</td><td></td></tr>
<tr><td colspan="4">Principle 2: The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the company's articles and by-law5, and other legal pronouncements and guidelin6s should be clearly made known to all directors as well as to stockholders and other stakeholders.</td></tr>
<tr><td colspan="4">Recommendation 2.1</td></tr>
<tr><td>1.Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.</td><td>Compliant</td><td>https://www.fubon.com/financialholdings/en/governance/regulation/Ethical_Corporate_Management_Best_Practice_Principles_E_2020.05.12.pdf</td><td></td></tr>
<tr><td colspan="4">Recommendation 2.2</td></tr>
<tr><td>1.Board oversees the development, review and approval of the company's business objectives and</td><td>Compliant</td><td></td><td>The board have reviewed and approved the company's business objectives</td></tr>
</table>

strategy.			and strategy of 2025 on Mar 25, 2025.
2. Board oversees and monitors the implementation of the company's business objectives and strategy in order to sustain the company's long-term viability and strength	Compliant		The board have reviewed and approved the company's business objectives and strategy of 2025 on Mar 25, 2025. And the president will report to the directors before every official board meeting.
Recommendation 2.4			
1.Board ensures and adopts an effective succession planning program for directors, key Officers and management.	Compliant		The parent company may appoint a successor director through a special shareholders' meeting to fill the vacancy on the board.
2.Board adopts a policy on the retirement for implementation	Non-compliant		We are a new company established

directors and key officers.			in 2013. Therefore, no cases of possible retirement yet. Only Resigning.
Recommendation 2.5			
1.Board formulates and adopts a policy specifying the relationship between remuneration and performance of key officers and board members.	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Performance_Evaluation_Policy_for_the_Board_of_Directors_and_Its_Functional_Committees_20210101.pdf	
2.Board aligns the remuneration of key officers and board members with long-term interests of the company.	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Performance_Evaluation_Policy_for_the_Board_of_Directors_and_Its_Functional_Committees_20210101.pdf	
3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Rules_Governing_Procedures_for_Meeting_of_BOD_E_1091201.pdf	We always have directors recused on issues involving his/her own remuneration.
Recommendation 2.6			
1.Board has a formal and	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/The_Procedures_for_the_Election_of_Directo	

transparent board nomination and election policy		rs_EN_20190614.pdf https://www.fubon.com/financialholdings/en/governance/regulation/Policy_Managing_BOD_Nominations_Shareholder_Proposals.pdf	
2.Board nomination and election policy is disclosed in the company's Manual on Corporate Governance	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/The_Procedures_for_the_Election_of_Directors_EN_20190614.pdf https://www.fubon.com/financialholdings/en/governance/regulation/Policy_Managing_BOD_Nominations_Shareholder_Proposals.pdf	
3.Board nomination and election policy includes how the company accepts nominations from Minority shareholders.	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/The_Procedures_for_the_Election_of_Directors_EN_20190614.pdf https://www.fubon.com/financialholdings/en/governance/regulation/Policy_Managing_BOD_Nominations_Shareholder_Proposals.pdf	
4. Board nomination and election policy includes how the board reviews nominated candidates	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/The_Procedures_for_the_Election_of_Directors_EN_20190614.pdf https://www.fubon.com/financialholdings/en/governance/regulation/Policy_Managing_BOD_Nominations_Shareholder_Proposals.pdf	
5.Board nomination and election policy includes an assessment of the effectiveness of the Board's processes in the	Compliant		

nomination, election or replacement of a director,			
6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Performance_Evaluation_Policy_for_the_Board_of_Directors_and_Its_Functional_Committees_20210101.pdf	
Recommendation 2.7			
1.Board has overall responsibility in ensuring that there is a group-wide policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring Transactions.	Compliant		We have to submit RPT report HQ once we have such transaction.
2.RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions	Compliant		Our policy to related party transaction is no transaction with them at all.

3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	Compliant		Our policy to related party transaction is no transaction with them at all.
Recommendation 2.8			
1.Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant		We don't have CRO and CAO as of now. For the functions, we are counting on external assistance and resources from the Fubon Group.
2.Board is primarily responsible for assessing the performance of Management led by the Chief Executive of (CEO) and the heads of the other control functions	Compliant		We don't have CRO and CAO as of now. For the functions, we are counting on external assistance and resources from the

(Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).			Fubon Group.
Recommendation 2.9			
1.Board establishes an effective performance management framework that ensures that personnel's performance is at par with the standards set by the Board and Senior Management.	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Performance_Evaluation_Policy_for_the_Board_of_Directors_and_Its_Functional_Committees_20210101.pdf	
2.Board establishes an effective performance management framework that ensures that personnel's performance is at par with the standards set by the Board and Senior Management.	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Performance_Evaluation_Policy_for_the_Board_of_Directors_and_Its_Functional_Committees_20210101.pdf	
Recommendation 2.10			
1.Board oversees that an	Compliant		Board review the result

appropriate internal control system is in place,			Annually.
2.The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders	Compliant		
3, Board approves the Internal Audit Charter	Non-Compliant		
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		We have risk management reports in Board Meeting annually
2. The risk management framework guides the Board in identifying units/business	Compliant		We have risk management reports in Board Meeting annually

lines and enterprise-level risk exposures, as well as the Effectiveness of risk management strategies.			
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	https://www.fubon.com/financialholdings/en/governance/regulation/Corporate_Governance_Best_Practice_Principles__E_20201115.pdf	
2. Board Charter serves as a guide to the directors in the performance of their functions	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Corporate_Governance_Best_Practice_Principles__E_20201115.pdf https://www.fubon.com/financialholdings/en/governance/regulation/Performance_Evaluation_Policy_for_the_Board_of_Directors_and_Its_Functional_Committees_20210101.pdf	
3.Board Charter is publicly available and posted on the company's website	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Corporate_Governance_Best_Practice_Principles__E_20201115.pdf https://www.fubon.com/financialholdings/en/governance/regulation/Performance_Evaluation_Policy_for_the_Board_of_Directors_and_Its_Functional_Committees_20210101.pdf	
Principle 3: Board committees should be set up to the extent possible to support the effective 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 a publicly available Committee Charter.			
Recommendation 3.1			
1.Board	Compliant		

establishes board committees that focus on specific board functions to aid in the optimal Performance of its roles and responsibilities.			
Recommendation 3.2			
1.Board establishes 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,	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Audit_Committee_Charter_E_20200101.pdf	
2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of	Non-Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Audit_Committee_Charter_E_20200101.pdf	

whom, including the Chairman is independent.			
3.All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.	Non-Compliant		We have various backgrounds
4.The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	Compliant		
Recommendation 3.3			
1.Board establishes a Corporate Governance Committee tasked to assist the Board in the performance of its corporate governance responsibilities, including the functions that were formerly assigned to a	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Corporate_Governance_and_Sustainability_Committee_Charter_E_20200501.pdf	

Nomination and Remuneration Committee			
2.Corporate Governance Committee is composed of at least three members, majority of whom should be independent directors.	Non-Compliant		We have independent director.
3.Chairman of the Corporate Governance Committee is an independent director.	Non-Compliant		We have independent director.
Recommendation 3.4			
1.Board establishes a separate Board Risk Oversight Committee (BROC)that should be responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness.	Non-Compliant		Our parent company is assisting in Risk Oversight and it's stricter and more independent than what we can do since we are only a small operation. Will establish a risk oversight committee in

			2025 if necessary for compliance.
2.BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman	Non-Compliant		Our parent company is assisting in Risk Oversight and it's actually stricter and more independent than what we can do since we are only a small operation.
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Non-Compliant		Our parent company is assisting in Risk Oversight and it's actually stricter and more independent than what we can do since we are only a small operation.
4.At least one member of the BROC has relevant thorough knowledge and	Non-Compliant		Our parent company is assisting in Risk Oversight

experience on risk and risk management			and it's actually stricter and more independent than what we can do since we are only a small operation.
Recommendation 3.5			
1 The Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related part transactions of the company,	Non-Compliant		We submit RPT report and monitor monthly.
2.RPT Committee is composed of at least three non-executive directors, majority of whom should be independent, including the Chairman.	Non-Compliant		We don't have Related Party Transactions (RPT) Committee, we simply don't have any transaction with Related Party.
Recommendation 3.6			
1.All established	Compliant	Please see form the answers above	

committees have a Committee Charters stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.			
2.Committee Charters provide standards for evaluating the performance of the Committees	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Performance_Evaluation_Policy_for_the_Board_of_Directors_and_Its_Functional_Committees_20210101.pdf	
3. Committee Charters were the company's website.	Compliant		Connect to HQ website.
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			
1.The Directors attends and actively participates in all meetings of the Board, Committees and shareholders in person or through tele-	Non-Compliant		Only for the 4th Board Metting on July 4, 2025, one director was absent.

/videoconferencing conducted in accordance with the rules and regulations of the Commission.			
2. The directors review meeting materials for all Board and Committee meetings.	Compliant		All materials are provided.
3. The directors asks the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	Compliant		They do.
Recommendation 4.2			
1. Non-executive directors concurrently serve as directors to a maximum of five Insurance Commission Regulated Entities (ICREs) and publicly-listed companies to ensure that they have sufficient time to fully prepare for meetings,	Compliant		The directors all serve for one ICREs only which is Fubon.

challenge Management's proposals/views, and oversee the long-term strategy of the company.			
Recommendation 4.3			
1.The directors notify the company's board where he/she is an incumbent director before accepting a directorship in another company.	Compliant		The directors all serve for one ICREs only which is Fubon.
Principle 5: should endeavor to exercise an and independent judgment on a corporate affairs			
Recommendation 5.1			
The Board is composed of at least twenty to a percent (20%) independent directors,	Compliant		We have one independent director
Recommendation 5.2			
The independent directors possess a necessary qualifications and none of the disqualifications to hold the position.	Compliant		
Recommendation 5.3			
1.The	Compliant		

independent directors serve for a to a maximum cumulative term of nine years. As far as insurance Companies are concerned, the foregoing term limit shall be reckoned from 02 January 2015 while the reckoning date for the Pre-Need Companies and Health Maintenance Organizations shall be from 21 September 2016. For other covered entities, all previous terms served by existing independent Directors prior to the effectivity of this Circular shall not be included in the application of the term limit prescribed in this item.			
The company bars an	Compliant		

independent director from serving in such capacity after the term limit of nine years.			
In the instance that the company retains an independent director in the same capacity after nine years, the board submits to the Insurance Commission a formalwritten justification and seek shareholders' approval during the annual shareholders' meeting.	Compliant		
Recommendation 5.4			
The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals,	Compliant	For the Year of 2025: 2025/1/1~2025/7/3 Chairman is Chiang, Chia-Che President is Wu, Ming Kai 2025/7/4~2025/12/31 Chairman is Chiang, Chia-Che President is Niu, Kuei Yueh	
The Chairman of the Board and Chief Executive Officer have	Compliant		

clearly defined responsibilities.			
Recommendation 5.5			
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.	Compliant	For the Year of 2025: 2025/1/1~2025/7/3 Chairman is Chiang, Chia-Che President is Wu, Ming Kai Independent Director is Chen, Hong Ming 2025/7/4~2025/12/31 Chairman is Chiang, Chia-Che President is Niu, Kuei Yueh Independent Director is Yen, Shun Chih	
Recommendation 5.6			
Directors with material interest in a transaction affecting the corporation should abstain from taking part in the deliberations for the same	Compliant		
Recommendation 5.7			
The non-executive directors (NEDs) have separate periodic meetings with the external auditor and heads of the internal	Non-Compliant		

audit, compliance and risk functions, without any executive directors present to ensure that proper checks and balances are in place within the corporation.			
The meetings are chaired by the lead independent director.	Non-Compliant		
Principle 6:			
Recommendation 6.1			
The Board conducts an annual assessment of its performance as a whole,	Compliant		
The performance of the Chairman is assessed annually by the Board,	Non-Compliant		
The performance of the individual member of the Board is assessed annually by the Board	Compliant		
The performance of each committee is	Non-compliant		

assessed annually by the Board.			
Every three years, the assessments are supported by an external facilitator.	Non-compliant		
Recommendation 6.2			
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		
Principle 7:			
Recommendation 7.1			
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	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/10706CodeofEthicalConduct.pdf https://www.fubon.com/financialholdings/en/governance/regulation/Ethical_Corporate_Management_Best_Practice_Principles_E_2020.05.12.pdf	

external dealings of the company,			
The Code is properly disseminated to the Board, senior management and employees	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/10706CodeofEthicalConduct.pdf https://www.fubon.com/financialholdings/en/governance/regulation/Ethical_Corporate_Management_Best_Practice_Principles_E_2020.05.12.pdf	
The Code is disclosed and made available to the public through the company website.	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/10706CodeofEthicalConduct.pdf https://www.fubon.com/financialholdings/en/governance/regulation/Ethical_Corporate_Management_Best_Practice_Principles_E_2020.05.12.pdf	
Recommendation 7.2			
Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics,	Compliant		
Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	Compliant		
Principle 8: The company should establish corporate disclosure policies and procedures that are practical and In accordance with best practices and regulatory expectations.			
Recommendation 8.1			
1. Board establishes	Compliant		

corporate disclosure policies and procedures to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair and complete picture of a company's financial condition, results and business operations.			
Recommendation 8.3			
1. Board fully discloses all relevant and material information on individual board members to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	Compliant		
2. Board fully discloses all relevant and material information on key executives to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	Compliant		
Recommendation 8.4			
1. Company provides a clear disclosure of its policies and procedure for setting Board	Compliant		

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.			
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		
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Compliant		
Recommendation 8.5			
1. Company discloses its policies governing Related Party Transactions (RPTs)and other unusual or infrequently occurring transactions	Compliant		Monthly Internal Auditing report.
2. Company discloses	Compliant		Monthly Internal

material or significant s for the 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.			Auditing report.
Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	Compliant	As provided above	
2. Company's MCG is posted on its company website	Compliant	As provided above	
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,	Non-Compliant		None has happened
2. The appointment, reappointment, removal, and fees of the external auditor is recommended	Compliant		

by the Audit Committee, approved by the Board and ratified by the shareholders.			
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		None has happened
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		
2. Audit Committee Charter contains the Committee's	Compliant		

responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.			
Recommendation 9.3			
1. Company discloses the nature of non-audit services performed by its external auditor in the Annual Report to deal with the potential conflict of interest,	Compliant		
2. Audit Committee stays alert for any potential conflict of interest situations, given the guidelines or policies on non-audit services, which could be viewed as impairing the external auditor's objectivity,	Compliant		
Principle 10: The company should ensure that the material and reportable non-financial and sustainability 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	https://www.fubon.com/financialholdings/en/governance/regulation/Corporate_Governance_and_Sustainability_Committee_Charter_E_20200501.pdf	

2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Corporate_Governance_and_Sustainability_Committee_Charter_E_20200501.pdf	
Principle 11: The company should maintain a comprehensive and cost-efficient communication channel for disseminating relevant information. This channel is crucial for informed decision-making by investors, stakeholders and other interested users.			
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.	Non-Compliant		
Principle 12: To ensure the integrity, transparency and proper governance in the conduct of its affairs, the company should have a strong and effective internal control system and enterprise risk management framework.			
Recommendation 12.1			
1. Company has an adequate and internal control system in the conduct of its business.	Compliant		
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	Compliant		
Recommendation 12.2			
1. Company has in place an independent internal audit function that provides an independent and objective assurance,	Non-compliant		We coordinate with Our parent company's internal auditing which is more independent

and consulting services designed to add value and improve the company's operations.			than if we had our own.
Recommendation 12.3			
1. The company has a qualified Chief Audit Executive (CAE) appointed by the Board	Non-compliant		We don't have CAE because we are in a very small scale and we have supports from our parent company.
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		We don't have CAE because we are in a very small scale and we have supports from our parent company.
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		We don't have CAE because we are in a very small scale and we have supports from our parent company.
Recommendation 12.4			
1. The company has a separate risk management function to identify, assess and monitor key risk exposures.	Non-compliant		We don't have a separate risk management function because we are in a very small scale and we have supports from our

			parent company.
Recommendation 12.5			
1. 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		We don't have a CRO because we are in a very small scale and we have supports from our parent company.
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities	Non-compliant		We don't have a CRO because we are in a very small scale and we have supports from our parent company.
Principle '13: The company should treat all shareholders fairly and equitably, and also recognize, protect and, facilitate th e exercise of their rights.			
Recommendation 13.1			
1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance.	Compliant		
2. Board ensures that basic shareholder rights are disclosed on the company's website.	Non-Compliant		
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	Compliant		

meeting,			
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		
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.	Non-compliant		Will follow the rule of posting it on the website if the regulation requires it.
Recommendation 13.4			
1. Board has an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner	Non-compliant		None has happened
2. The Alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Non-compliant		None has happened

Principle 14: The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights and/or interest are at stake, stakeholders should have the opportunity to obtain prompt effective redress for the violation of their rights.			
1. Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth, and sustainability.	Compliant		
Recommendation 14.2			
1.Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders,	Compliant		
Recommendation 14.3			
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.	Non-compliant		Will consolidate one if the regulation requires.
Principle 15: A mechanism for employee participation should be developed to create symbiotic environment, realize the company's goals and participate in it corporate governance processes			
Recommendation 15.1			
1.Board establishes policies, programs and	Compliant	Individual KPI	

procedures that encourage employees to actively participate in the realization of the company's goals and in its governance			
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.	Non-compliant		Will consolidate one if the regulation requires. But we have whistleblowing policy
2. Board disseminates the policy and program to the employees across the organization through trainings to embed them in the company's culture	Compliant		Internal training for acknowledge company culture.
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://www.fubon.com/financialholdings/en/governance/regulation/Fubon_Financial_Holding_Whistleblowing_Policy.pdf	
2. Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Fubon_Financial_Holding_Whistleblowing_Policy.pdf	

the Board or a unit created to handle whistleblowing concerns			
3. Board supervises and ensures the enforcement of the whistleblowing framework	Compliant	https://www.fubon.com/financialholdings/en/governance/regulation/Fubon_Financial_Holding_Whistleblowing_Policy.pdf	
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 its environment and stakeholders in a positive and progressive manner that is fully supportive of its comprehensive and balanced development.			
Recommendation 16.1			
1. 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.	Non-compliant	Provide information or reference to a document containing information on the company's community involvement and environment-related programs.	

Fubon Insurance Broker

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2nd F, Pioneer House Bldg. 108 Paseo De Roxas St.
Legaspi Village, Makati City
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CERTIFICATION

The undersigned certify that the responses and explanations set forth in the above Company's Annual Corporate Governance Report are true, complete and correct of our personal knowledge and/or based on authentic records.

Signed in the City of Makati on the 11th of May 2026.

Mr. Chiang, Chia-Che Chairman of the Board	Mr. Yen, Shun-Chih Independent Director
牛奎越 Mr. Niu,Kuei-Yueh President	Ms. Evelyn T. Uy Corporate Secretary

Subscribed and Sworn to before me this 29 JUN 2026 day of _______,2026,
By the following who are all personally known to me or whom I have identified through competent evidence of identity) and who exhibited to me their respective identification document as follows:

NAME	PASSPORT NUMBER	DATE/PLACE ISSUED
1. Mr. Chiang,Chia-Che	352920104	10/2/2019/Ministry of Foreign Affairs
2. Mr. Yen, Shun-Chih	353310186	1/22/2020/Ministry of Foreign Affairs
3. Mr. Niu, Kuei-Yueh	353406797	8/4/2020/Ministry of Foreign Affairs
4. Miss Evelyn T. UY	P9464674B	4/1/2022/DFA MANILA

MA. ESMERALDA R. CUNANAN
Notary Public for and in Makati City
Until December 31, 2027
Appt. No. M-046 (Ren) (2026-2027) Makati City
Attorney's Roll No. 34562
MCLE Compliance No. VIII-0009662/valid until 4-14-20[illegible]
PTR No. 10766011/1-2-2026/Makati City
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SERIES OF 2026.