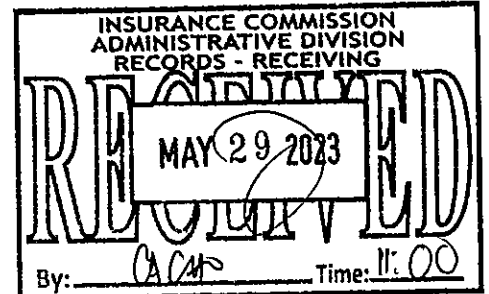




30th Floor Philam Life Tower  
8767 Paseo de Roxas Avenue  
1226 Makati City, Philippines  
P.O. Box 2238 M.C.P.O.  
www.aig.com

May 29, 2023

**Hon. Reynaldo Regalado**  
**Commissioner**  
Insurance Commission  
1071 UN Avenue, Manila



**Attention: Atty. Joana Michelle de Ocampo**  
**OIC-AML and Corporate Governance Division**

**Re: Annual Corporate Governance Report**

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Dear Commissioner Regalado,

Please find attached Annual Corporate Governance Report of AIG Philippines Insurance, Inc. for fiscal year ended 2022.

For any query, you may call the undesigned at 0917-830-82-99.

Very truly yours,

**Farah Repol**  
General Counsel

**ANNUAL CORPORATE GOVERNANCE REPORT OF  
AIG PHILIPPINES INSURANCE INC.**

\_\_\_\_\_  
**(Name of Company)**

1. For the fiscal year ended: 2022
2. Certificate Authority Number: 0000018389
3. Makati  
Province, Country or other jurisdiction of incorporation or organization
4. 30<sup>th</sup> Floor AIA Tower (formerly Philam Tower) Paseo de Roxas, Makati City      1226  
Address of principal office      Postal Code
5. (632) 8 815-3000  
Company's telephone number, including area code
6. www.aig.com.ph  
Company's official website
7. N/A  
Former name, former address, and former fiscal year, if changed since last report.

ANNUAL CORPORATE GOVERNANCE REPORT			
COMPLIANT/ NON- COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION	
<b>The Board's Governance Responsibilities</b>			
<b>Principle 1:</b> The company should be headed by a competent, working board to foster the long- term success of the corporation, and to sustain its competitiveness and profitability in a manner consistent with its corporate objectives and the long- term best interests of its shareholders and other stakeholders.			
<b>Recommendation 1.1</b>			
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:	Please refer to the Profile of the Board of Directors at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
2. Board has an appropriate mix of competence and expertise.	Compliant	1. Academic qualifications, industry knowledge, professional experience, expertise and relevant trainings of directors 2. Qualification standards for directors to facilitate the selection of potential nominees and to serve as benchmark for the evaluation of its performance	Please refer to the Profile of the Board of Directors at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
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		Please refer to the Profile of the Board of Directors at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
<b>Recommendation 1.2</b>			
1. Board is composed of a majority of non-executive directors.	Non-compliant	Identify or provide link/reference to a document identifying the directors and the type of their directorships	The qualification of the existing Board of Directors, which is a mix of executive, non-executive and independents, adequately satisfies the requirement of the Company, given the size of its portfolio and business objectives.
1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	Compliant	Provide link or reference to the company's Board Charter and Manual on Corporate Governance	Board Charter was approved and adopted 27 July 2021. Also, the Company adopts the guideline of the Insurance

		relating to its policy on training of directors.	Commission as regard the training to the directors.
2. Company has an orientation program for first time 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.	The Company provides an onboarding orientation program for its incoming directors.
3. Company has relevant annual continuing training for all directors.	Non-Compliant		The Company is scheduled to conduct an internal training to all directors and other relevant stakeholders in 2023.
<b>1. Board has a policy on board diversity.</b>			
	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 Board of Directors is composed of an independent director, a non-executive director and executive directors, one of whom is a female. In addition, the board members come from different background, experience and industry, among others This composition show that the board adopts and practices diversity.  Please see Profile of the directors in <a href="http://www.aig.com.ph">www.aig.com.ph</a>
<b>Recommendation 1.5</b>			
1. Board is assisted by a Corporate Secretary.	Compliant	Provide information on or link/reference to a document containing information on the Corporate Secretary, including his/her name, qualifications, duties and functions.	Please refer to the General Information Sheet at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
2. Corporate Secretary is a separate individual from the Compliance Officer.	Compliant		Please refer to the General Information Sheet at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
3. Corporate Secretary is not a member of the Board of Directors.	Compliant		Please refer to the General Information Sheet at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
4. Corporate Secretary attends training/s on corporate governance.	Compliant	Provide information or link/reference to a document containing	Directors, Corporate Secretary and Compliance and Legal Officers attended

		information on the corporate governance training attended, including number of hours and topics covered	the seminar conducted by IIAP. In particular, Corporate Secretary attended the corporate governance training on July 29, 2021.
<b>Recommendation 1.6</b>			
1. Board is assisted by a Compliance Officer.	Compliant	Provide information on or link/reference to a document containing information on the Compliance Officer, including his/her name, position, qualifications, duties and functions.	Please refer to the General Information Sheet at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	Compliant		The Company adopts job grades instead of titles or ranks. The job grade of the Compliance Officer is imbued with authority and discretion to ensure that she can properly perform her responsibilities.
3. Compliance Officer is not a member of the board.	Compliant		Please refer to the General Information Sheet <a href="http://www.aig.com.ph">www.aig.com.ph</a>
4. Compliance Officer attends training/s on corporate governance.	Compliant		Directors, Corporate Secretary and Compliance and Legal Officers attended the seminar conducted by IIAP in 2021.
<b>Principle 2:</b> The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the company's articles and by-laws, and other legal pronouncements and guidelines should be clearly made known to all directors as well as to stockholders and other stakeholders.			
<b>Recommendation 2.1</b>			
1. Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.	Compliant	Provide information or reference to a document containing information on how the directors performed their duties (can include board resolutions, minutes of meeting)	The Board is adequately provided with all relevant and pertinent information on the Company, specifically during the Board meetings. Materials to the board and committee meetings are circulated ahead of time to give the board of

			directors ample opportunity to go over the materials.
<b>Recommendation 2.2</b>			
1. Board oversees the development, review and approval of the company's business objectives and strategy.	Compliant	Provide information or link/reference to a document containing information on how the directors performed this function (can include board resolutions, minutes of meeting)	The Board is adequately provided with all relevant and pertinent information on the Company, specifically on strategies and priorities during the Board meetings.
2. Board oversees and monitors the implementation of the company's business objectives and strategy.	Compliant	Indicate frequency of review of business objectives and strategy	The Board is adequately provided with all relevant and pertinent information on the Company during the Board meetings that aids it in formulating the objectives and strategies of the Company.
<b>Recommendation 2.3</b>			
1. Board is headed by a competent and qualified Chairperson.	Compliant	Provide information or reference to a document containing information on the Chairperson, including his/her name and qualifications	Please refer to the Profile of Gary Wong at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
<b>Recommendation 2.4</b>			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	Compliant	Disclose and provide information or link/reference to a document containing information on the company's succession planning policies and programs and its implementation	AIG as an organization has a very stringent policy and mechanism on succession planning, specifically for the directors and key officers. The successors to keys positions are identified based on key considerations and passes through different approval levels within the organization to ensure that the appropriate successors are imbued with the right competency.
2. Board adopts a policy on the retirement for directors and key officers.	Compliant		See response to 2.4 (1).  In addition, the Company has a Retirement Plan in place.

<b>Recommendation 2.5</b>		<b>Recommendation 2.6</b>	
1. Board aligns the remuneration of key officers and board members with long-term interests of the company.	Compliant	Provide information on or link/reference to a document containing information on the company's remuneration policy and its implementation, including the relationship between remuneration and performance.	<p>The Company adopts a rigorous compensation methodology implemented by its parent entity, specifically to its key officers and directors, to ensure talent retention and competitive benefits for its stakeholders.</p> <p>The Company adopts a rigorous compensation methodology implemented by its parent entity, specifically to its key officers and directors.</p> <p>The Company adopts a rigorous compensation methodology implemented by its parent entity, as far as the deliberation on the compensation of the directors is concerned, the directors of the Company do not participate in that discussion.</p>
2. Board adopts a policy specifying the relationship between remuneration and performance.	Compliant		
3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	Compliant		
1. Board has a formal and transparent board nomination and election policy.	Compliant	Provide information or reference to a document containing information on the company's nomination and election policy and process and its implementation, including the criteria used in selecting new directors, how the shortlisted candidates and how it encourages nominations from shareholders.	<p>Please refer to the Nomination and Corporate Governance Committee Charter at <a href="http://www.aig.com.ph">www.aig.com.ph</a></p> <p>The Company adopts the Corporate Governance principles and standards issued by the Insurance Commission in lieu of a Corporate Governance Manual.</p>
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Compliant	Provide proof if minority shareholders have a right to nominate candidates to the board	<p>Please refer to the Nomination and Corporate Governance Committee Charter at <a href="http://www.aig.com.ph">www.aig.com.ph</a></p> <p>The Company has only 6 shareholders and it has no restriction in accepting nomination from minority shareholders.</p>
3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.	Compliant	Provide information if there was an assessment of the effectiveness of	

4. Board nomination and election policy includes how the board shortlists candidates.	Compliant	the Board's processes in the nomination, election or replacement of a director.	The Company adopts the rigorous process of AIG in identifying and shortlisting candidates for a board position. This includes but is not limited to appropriate background checks to ensure competency of the candidate and several layers of approvals required within the organization.
5. Board nomination and election policy includes an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.	Compliant		See response to 2.4 (1) and 2.6 (4)
6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	Compliant		See response to 2.6 (4)
<b>Recommendation 2.7</b>			
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	Provide information on or reference to a document containing the company's policy on related party transaction, including policy on review and approval of significant RPTs	Please refer to the Audit and RPT Policy at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	Compliant	Identify transactions that were approved pursuant to the policy.	Please refer to the Audit and RPT Policy at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	Compliant		Please refer to the Audit and RPT Policy at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
<b>Recommendation 2.8</b>			



<p>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).</p>	<p>Compliant</p>	<p>Provide information on or reference to a document containing the Board's policy and responsibility for approving the selection of management.</p> <p>Identify the Management team appointed</p>	<p>Please refer to the Nomination and Corporate Governance Committee Policy at <a href="http://www.aig.com.ph">www.aig.com.ph</a>.</p> <p>The following appointments have been approved by the Board of Directors:</p> <ol style="list-style-type: none"> <li>1. Gary Wong -President and CEO</li> <li>2. Michelle Comia-Marasigan – Compliance and Risk Officer</li> <li>3. PWC- External Auditor</li> </ol>
<p>2. Board is primarily responsible for assessing the performance 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).</p>	<p>Compliant</p>	<p>Provide information on or reference to a document containing the Board's policy and responsibility for assessing the performance of management.</p> <p>Provide information on the assessment process and indicate frequency of assessment of performance.</p>	<p>The CEO and heads of the control functions report either to the Committees or to the Board and as such, the Board is afforded with the rightful opportunities to assess the performance of these functions, and to make the necessary recommendations, as it deems fit.</p>
<p>1. Board establishes an effective performance management framework that ensures that Management, including the Chief Executive Officer performance is at par with the standards set by the Board and Senior Management.</p>	<p>Compliant</p>	<p>Provide information on or link/reference to a document containing the Board's performance management framework for management and personnel.</p>	<p>The CEO and heads of the control functions report either to the Committees or to the Board and as such, the Board is afforded with the rightful opportunities to assess the performance of these functions, and to make the necessary recommendations, as it deems fit.</p>
<p>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.</p>	<p>Compliant</p>		<p>The Board of Directors are provided with updates on the business strategies implemented, thus, are able to monitor the performance and efficiency not only of the CEO and key members of the</p>

			Management but of the key personnel as well.
<b>Recommendation 2.10</b>			
1. Board oversees that an appropriate internal control system is in place.	Compliant	Provide information on or link/reference to a document showing the Board's responsibility for overseeing that an appropriate internal control system is in place and what is included in the internal control system	Apart from a Compliance and Risk Officer, the Company has an internal audit team that conducts periodic monitoring and testing, specifically on the internal controls that are in place.
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	Compliant.		See response to 2.10 (1). The monitoring and testing conducted by the Compliance Officer includes matters on conflict of interest.
3. Board approves the Internal Audit Charter.	Compliant	Provide reference or link to the company's Internal Audit Charter	The Board approves all Committee Charters, including the Audit and RPT Committee Charter found at <a href="http://www.aig.com.ph">www.aig.com.ph</a> .
<b>Recommendation 2.11</b>			
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.	Please refer to the ERM Charter at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
2. The risk management framework guides the board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.	Compliant	Provide proof of effectiveness of risk management strategies, if any.	The Risk Officer has a log of the top 10 operational risks of the Company for which the Board is provided with a periodic update.
<b>Recommendation 2.12</b>			
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.	Please refer to the Board charter at <a href="http://www.aig.com.ph">www.aig.com.ph</a>

2. Board Charter serves as a guide to the directors in the performance of their functions.	Compliant		Please refer to the Board charter at <a href="http://www.aig.com.ph">www.aig.com.ph</a> .
3. Board Charter is publicly available and posted on the company's website.	Compliant		Please refer to the Board charter at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
<b>Principle 3:</b> 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 a publicly available Committee Charter.			
<b>Recommendation 3.1</b>			
1. Board establishes board committees that focus on specific board functions to aid in the optimal performance of its roles and responsibilities.	Compliant	Provide information or link/reference to a document containing information on all the board committees established by the company.	Company has the following Committees: Audit and RPT, Risk, Nomination and Corporate Governance. See reference at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
<b>Recommendation 3.2</b>			
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	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.	See the Audit Committee and RPT Charter at <a href="http://www.aig.com.ph">www.aig.com.ph</a> .
2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.	Non-Compliant	Provide information or link/reference to a document containing information on the members of the Audit Committee, including their qualifications and type of directorship.	Due to the size of the Board, the Audit and RPT Committee is a mix of independent director, executive and non-directors. In addition, the external and internal auditors together with the Risk and Compliance Officer are permanent

			invitees to the meetings and provide reports and updates pertinent to the committee. The qualifications of the current members of the Audit and RPT Committee, together with the permanent invitees, adequately fulfill the requirement of the Company and purpose of the Audit Committee.
3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.	Compliant	Provide information or link/reference to a document containing information on the background, knowledge, skills, and/or experience of the members of the Audit Committee.	The Audit and RPT Committee is composed of qualified directors. In addition, the external and internal auditors together with the Risk and Compliance Officer are permanent invitees to the meetings and provide reports and updates pertinent to the committee. The qualifications of the current members of the Audit and RPT Committee, together with the permanent invitees, adequately fulfill the requirement of the Company.
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	Non-Compliant	Provide information or link/reference to a document containing information on the Chairman of the Audit Committee	Given that the Company has only 1 Independent Director, he sits as the chairperson in all board committees.
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 Nomination and Remuneration Committee.	Compliant	Provide information or reference to a document containing information on the Corporate Governance Committee, including its functions  Indicate if the Committee undertook the process of identifying the quality	The Board has a Nomination and Corporate Governance Committee.

		of directors aligned with the company's strategic direction, if applicable.	
2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	Non-Compliant	Provide information or link/reference to a document containing information on the members of the Corporate Governance Committee, including their qualifications and type of directorship.	See response under 3.2 (4).
3. Chairman of the Corporate Governance Committee is an independent director.	Compliant	Provide information or link/reference to a document containing information on the Chairman of the Corporate Governance Committee.	Please refer to the charter at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
<b>Recommendation 3.4</b>			
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.	Compliant	Provide information or link/reference to a document containing information on the Board Risk Oversight Committee (BROC), including its functions	See ERM Charter at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	Non-Compliant	Provide information or link/reference to a document containing information on the members of the BROC, including their qualifications and type of directorship	Please see response to 3.2.(4)
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Non-Compliant	Provide information or link/reference to a document containing information on the Chairman of the BROC	Please see 3.2.(4)

4. At least one member of the BROCC has relevant thorough knowledge and experience on risk and risk management.	Compliant	Provide information or link/reference to a document containing information on the background, skills, and/or experience of the members of the BROCC.	The members of the BROCC are seasoned executives and has extensive knowledge and experience on risk and risk management. Please see profile of the Board of Directors at <a href="http://www.aig.com.ph">www.aig.com.ph</a> .
<b>Recommendation 3.5</b>			
1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related party transactions of the company.	Compliant	Provide information or link/reference to a document containing information on the Related Party Transactions (RPT) Committee, including its functions.	Please see Audit and RPT Policy at <a href="http://www.aig.com.ph">www.aig.com.ph</a>
2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.	Non-Compliant	Provide information or link/reference to a document containing information on the members of the RPT Committee, including their qualifications and type of directorship.	Please see 3.2 (4)
<b>Recommendation 3.6</b>			
1. All established committees have a Committee Charter stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.	Compliant	Provide information on or link/reference to the company's committee charters, containing all the required information, particularly the functions of the Committee that is necessary for performance evaluation purposes.	Please see charters of the Committees at <a href="http://www.aig.com.ph">www.aig.com.ph</a> .
2. Committee Charters provide standards for evaluating the performance of the Committees.	Non-Compliant		While the charters do not specifically mention the standard for evaluating the performance of the committees, the performance is evaluated through the outputs and contributions it provides, specifically on the mandates that the committees are to perform per its Charter.

3. Committee Charters were fully disclosed on the company's website.	Compliant	Provide link to company's website where the Committee Charters are disclosed.	Please see committee charters at <a href="http://www.aig.com.ph">www.aig.com.ph</a> .
<b>Principle 4:</b> 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.			
<b>Recommendation 4.1</b>			
1. The Directors attend and actively participate 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.	Compliant	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.	See attached Certification from the Company's Corporate Secretary.
2. The directors review meeting materials for all Board and Committee meetings.	Compliant		The Board of Directors are furnished with the board and committee meeting material days ahead of the meetings to give them ample time to review the documents.
3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	Compliant	Provide information or link/reference to a document containing information on any questions raised or clarification/explanation sought by the directors	Please see attached certification from the Corporate Secretary.

<b>Recommendation 4.2</b>			
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, challenge Management's proposals/views, and oversee the long-term strategy of the company.	Compliant	Disclose if the company has a policy setting the limit of board seats that a non-executive director can hold simultaneously.  Provide information or reference to a document containing information on the directorships of the company's directors in both listed and non-listed companies	The non-executive director sitting in the board does not serve in the board of other entities regulated by the Insurance Commission.
<b>Recommendation 4.3</b>			
1. The directors notify the company's board where he/she is an incumbent director before accepting a directorship in another company.	Compliant	Provide copy of written notification to the board or minutes of board meeting wherein the matter was discussed.	See profiles of the Directors at <a href="http://www.aig.com.ph">www.aig.com.ph</a> .
<b>Principle 5: The board should endeavor to exercise an objective and independent judgment on all corporate affairs</b>			
<b>Recommendation 5.1</b>			
1. The Board is composed of at least twenty percent (20%) independent directors.	Compliant	Provide information or link/reference to a document containing information on the number of independent directors in the board	See General Information Sheet at <a href="http://www.aig.com.ph">www.aig.com.ph</a> .
<b>Recommendation 5.2</b>			
1. The independent directors possess all the qualifications and none of the disqualifications to hold the position.	Compliant	Provide information or link/reference to a document containing information on the qualifications of the independent directors.	See Profiles of the Board of Directors at <a href="http://www.aig.com.ph">www.aig.com.ph</a> .
<b>Recommendation 5.3</b>			



<p>1. The independent directors serve for a maximum cumulative term of nine years.</p> <p>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.</p> <p>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.</p>	Compliant	Provide information or link/reference to a document showing the years IDs have served as such.	Reckoning from January 2, 2015, per the IC Circular, all the Independent Directors of the Company have not exceeded the 9 -year term limit but the Company has a succession plan in place which will become operative once the current independent directors have reached their maximum term of office.
<p>2. The company bars an independent director from serving in such capacity after the term limit of nine years.</p>	Compliant	Provide information or link/reference to a document containing information on the company's policy on term limits for its independent director	See response under 5.3 (1). The Company adopts and complies with the circulars issued by the Insurance Commission, including the term limit of the Independent Directors.
<p>3. 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 formal written justification and seeks shareholders' approval during the annual shareholders' meeting.</p>	Compliant	Provide proof on submission of a formal written justification to the Insurance Commission and proof of shareholders' approval during the annual shareholders' meeting.	See response under 5.3 (1). The Company has not retained any Independent Directors beyond the 9 -year term limit.
<b>Recommendation 5.4</b>			

1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	Non-Compliant	Identify the company's Chairman of the Board and Chief Executive Officer	Given the size and composition of the board, it is deemed beneficial for the company to have a single line of authority.
2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	Compliant	Provide information or link/reference to a document containing information on the roles and responsibilities of the Chairman of the Board and Chief Executive Officer.  Identify the relationship of Chairman and CEO.	The President and CEO is asked with the day to day operations of the Company while the Chairman of the Board is responsible with the business strategies and business growth, among others.
<b>Recommendation 5.5</b>			
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.	Compliant	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.	The Company has an independent director and acts as the lead independent director.
<b>Recommendation 5.6</b>			
1. Directors with material interest in a transaction affecting the corporation should abstain from taking part in the deliberations for the same.	Compliant	Provide proof of abstention, if this was the case	Please see attached Certification from the Corporate Secretary.
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	Non-Compliant	Provide proof and details of said meeting, if any.  Provide information on the frequency and attendees of meetings.	The heads of the control functions provide a very open and objective reports during Board and Committee meetings where the Directors freely articulate their concerns and questions. The transparent

ensure that proper checks and balances are in place within the corporation.			reporting of the heads of the control functions as well as the open and free discussion during Board and Committee meetings achieve the purpose of the separate meeting between the Independent Directors and heads of the control functions.
2. The meetings are chaired by the lead independent director.	Non-Compliant		See response under 5.7 (1).

**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. Board conducts an annual self-assessment of its performance as a whole.	Non-Compliant	Provide proof of self-assessments conducted for the whole board, the individual members, the Chairman and the Committees	The efficiency of the Board Members is measured and manifested in the contributions of the Board in achieving the overall strategic plans of the Company.
2. The performance of the Chairman is assessed annually by the Board.	Non-Compliant		The efficiency of the Board Members, including the Chairman, is measured, and manifested in the contributions of the Board in achieving the overall strategic plans of the Company.
3. The performance of the individual member of the Board is assessed annually by the Board.	Non-Compliant		The efficiency of the Board Members is measured and manifested in the contributions of the Board in achieving the overall strategic plans of the Company.
4. The performance of each committee is assessed annually by the Board.	Non-Compliant		The efficiency of the Board Members, including its committees, is measured, and manifested in the contributions of the Board in achieving the overall strategic plans of the Company.
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.

			Board in achieving the overall strategic plans of the Company.
<b>Recommendation 6.2</b>			
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	The efficiency of the Board Members, including its committees, is measured, and manifested in the contributions of the Board in achieving the overall strategic plans of the Company.
2. The system allows for a feedback mechanism from the shareholders.	Compliant		The shareholders provide feedback prior to the re-election of the Directors on an annual basis. The contribution and performance of each director are being evaluated prior to re-election.
<b>Principle 7: Members of the Board are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.</b>			
<b>Recommendation 7.1</b>			
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	Provide information on or link/reference to the company's Code of Business Conduct and Ethics.	The Company adopts the policy from its parent entity on business ethics which also governs the internal and external dealings of the directors. In addition, the Company also complies with the circulars issued by the Insurance Commission on Corporate Governance.
2. The Code is properly disseminated to the Board, senior management and employees.	Compliant	Provide information on or discuss how the company disseminated the Code to its Board, senior management and employees.	The Company has access to the policies implemented across AIG entities, which includes policies on business conduct and ethics.
3. The Code is disclosed and made available to the public through the company website.	Non-Compliant	Provide a link to the company's website where the Code of Business Conduct and Ethics is posted/ disclosed.	The Company policies are considered confidential and proprietary, thus, are not available in the company website.
<b>Recommendation 7.2</b>			
1. Board ensures the proper and efficient implementation and monitoring of	Compliant	Provide proof of implementation and monitoring of compliance with the	Every board meeting, the Board of Directors are required to make a

compliance with the Code of Business Conduct and Ethics.		Code of Business Conduct and Ethics and internal policies.	disclosure on business interests, particularly on any conflict they have.
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	Compliant	Indicate who are required to comply with the Code of Business Conduct and Ethics and any findings on non-compliance.	The internal Audit team reports to the Audit and RPT Committee on a bi-annual basis, which report is relayed to the Board of Directors.
<b>Disclosure and Transparency</b>			
<b>Principle 8:</b> The company should establish corporate disclosure policies and procedures that are practical and in accordance with best practices and regulatory expectations.			
<b>Recommendation 8.1</b>			
1. Board establishes 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.	Compliant	Provide information on or link/reference to the company's disclosure policies and procedures including reports distributed/made available to shareholders and other stockholders	Each function in the Company (compliance, finance, legal, risk etc.) are being monitored at the regional and global level, thus, the shareholders are adequately informed on the company's business results and financial conditions, among others.
<b>Recommendation 8.3</b>			
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	Provide link or reference to the directors' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and relevant trainings attended.	Every board meeting, the Board of Directors are required to make a disclosure on business interests, particularly on any conflict they have. In addition, please refer to the profile of the Directors in <a href="http://www.aig.com.ph">www.aig.com.ph</a> .
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	Provide link or reference to the key officers' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and relevant trainings attended.	Every board meeting, the Board of Directors are required to make a disclosure on business interests, particularly on any conflict they have. In addition, please refer to the profile of the Directors at <a href="http://www.aig.com.ph">www.aig.com.ph</a> .

<b>Recommendation 8.4</b>			
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.	Non-Compliant	Disclose or provide link/reference to the company policy and practice for setting board remuneration	The Company adopts the principles and policies of the Insurance Commission on board remuneration.
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.	Non-Compliant	Disclose or provide link/reference to the company policy and practice for determining executive remuneration	AIG has policies and mechanisms in place in regard to the remuneration of its executives and employees.
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Compliant	Provide breakdown of director remuneration and executive compensation, particularly the remuneration of the CEO.	AIG has policies and mechanisms in place in regard to the remuneration, termination and retirement of its stakeholders.
<b>Recommendation 8.5</b>			
1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions.	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 Board of Directors are being informed periodically on the RPT transactions of the company and all its details. Please see Audit and RPT Committee Charter at <a href="http://www.aig.com.ph">www.aig.com.ph</a>

<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>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"> <li>1. Name of the related counterparty;</li> <li>2. Relationship with the party;</li> <li>3. Transaction date;</li> <li>4. Type/nature of transaction;</li> <li>5. Amount or contract price;</li> <li>6. Terms of the transaction;</li> <li>7. Rationale for entering into the transaction;</li> <li>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</li> <li>9. Other terms and conditions</li> </ol>	<p>The Company discloses its RPT in the Audited FS and is submitted the board for approval.</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>Provide link to the company's website where the Manual on Corporate Governance is posted.</p>	<p>The Company adopts and adheres to the corporate governance policies and principles issued by the Insurance Commission in lieu of a manual.</p>
<p>2. Company's MCG is posted on its company website.</p>	<p>Compliant</p>		<p>The Company adopts and adheres to the corporate governance policies and principles issued by the Insurance Commission in lieu of a manual.</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.	The appointment and re-appointment of the external auditor are scrutinized on an annual basis and is subject to the approval of the Board of Directors.
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.	The Audit Committee recommends the appointment/re-appointment of the external auditor on an annual basis.
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.	For the past recent years, there has not been any occasion where the external auditor of the Company has been removed for any reason

**Recommendation 9.2**

<p>1. Audit Committee Charter includes the Audit Committee's responsibility on:</p> <ul style="list-style-type: none"> <li>i. assessing the integrity and independence of external auditors.</li> <li>ii. exercising effective oversight to review and monitor the external auditor's independence and objectivity; and</li> <li>iii. exercising effective oversight to review and monitor the</li> </ul>	Compliant	Provide link/reference to the company's Audit Committee Charter	See Audit and RPT Committee Charter at <a href="http://www.aig.com.ph">www.aig.com.ph</a> .
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effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.			
2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.	Compliant	Provide link/reference to the company's Audit Committee Charter	See Audit Committee Charter at <a href="http://www.aig.com.ph">www.aig.com.ph</a> .
<b>Recommendation 9.3</b>			
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.	NA	Disclose the nature of non-audit services performed by the external auditor, if any.	External auditors were not engaged for non-audit services
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	Provide link or reference to guidelines or policies on non-audit services	Audit Committee convenes quarterly and reports all matters taken up to the Board.
<b>Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.</b>			
<b>Recommendation 10.1</b>			
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	Disclose or provide link on the company's policies and practices on the disclosure of non-financial information, including EESG issues.	The Board adopts an open policy to discuss on all issue and matters that concern the Company.

2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	Compliant	Provide link to Sustainability Report, if any. Disclose the standards used.	The Board adopts an open policy to discuss on all issue and matters that concern the Company.
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**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.	Compliant	Disclose and identify the communication channels used by the company (i.e., website, Analyst's briefing, Media briefings /press conferences, Quarterly reporting, Current reporting, etc.). Provide links, if any.	See <a href="http://www.aig.com.ph">www.aig.com.ph</a>
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**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 should have a strong and effective internal 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	The Company has an Internal Audit Group (IAG) composed of auditors from Finance & Operation (F&O and) IT.  The F&O audit team possesses professional accountancy qualifications, and the head is a Certified Internal Auditor (CIA), whereas the IT audit team possesses qualification of BSc Computing and one of them is a Certified Information System Auditor (CISA).  The audit team reports to the Audit Committee.
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			IAG adopts the global IAG's audit methodology and is subject to review/QA by the global professional practice team within AIG to ensure quality of work and adherence to the global audit methodology.
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	Compliant	<p>Identify international framework used for Enterprise Risk Management</p> <p>Provide information or reference to a document containing information on:</p> <ol style="list-style-type: none"> <li>1. Company's risk management procedures and processes</li> <li>2. Key risks the company is currently facing</li> <li>3. How the company manages the key risks</li> </ol> <p>Indicate frequency of review of the enterprise risk management framework.</p>	<p>The Company has a management-level Risk and Capital Committee (RCC) which is responsible for managing and overseeing risk.</p> <p>The RCC supports the Risk Oversight Management Committee, Board of Directors, and Management to determine strategy while balancing profitability, risk and growth. The RCC oversees the implementation of the Company's risk framework and drives the maturity of related risk policies, standards, frameworks, and capabilities.</p>
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.	Compliant	Disclose if the internal audit is in-house or outsourced. If outsourced, identify external firm.	Apart from the internal audit team, PWC acts as the external auditor for the Company.
<b>Recommendation 12.3</b>			

1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	Compliant	Identify the company's Chief Audit Executive (CAE) and provide information on or reference to a document containing his/her responsibilities.	The Company, being part of a multinational organization, has its own internal audit team called Internal Audit Group (IAG). The IAG reports to the Audit and RPT Committee on a quarterly basis which is then reported to the Board of Directors. The IAG undertakes a periodic audit on several relevant topics to ensure compliance by the Company of not only the internal policy but of the pertinent regulations as well.
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.	Compliant		The Company, being part of a multinational organization, has its own internal audit team called Internal Audit Group (IAG). The IAG reports to the Audit and RPT Committee on an annual basis which is then reported to the Board of Directors. The IAG undertakes a periodic audit on several relevant topics to ensure compliance by the Company of not only the internal policy but of the pertinent regulations as wells.
3. In case of a fully outsourced internal audit activity, qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.	Compliant	Identify qualified independent executive or senior management personnel, if applicable.	The Company has an internal audit team within its organization.
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	Compliant	Provide information on company's risk management function.	The Company has a Management Level Risk and Capital Committee and a Board level Risk Oversight Committee that convenes on a quarterly basis.

			<p>The Risk and Capital Committee (RCC) is responsible for managing and overseeing risk at AIG Philippines.</p> <p>The RCC supports the Risk Oversight Committee, Board of Directors, and Management to determine strategy while balancing profitability, risk, and growth.</p> <p>The RCC oversees the implementation of the Company's risk framework and drives the maturity of related risk policies, standards, frameworks, and capabilities.</p> <p>In addition, the Company has a Risk Officer who manages the risk profile of the Company.</p>
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).	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 Company has a Risk Officer who is tasked with various responsibilities such as analysis and mitigation of risks that could affect the Company. She ensures that the Company complies with protocols and standards set forth by the organization.
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	Compliant		The Company's Risk Officer works with relevant units to determine, quantify, and mitigate risks involved in establishing and maintaining client, third-party, and industry relationships.
<b>Cultivating a Synergic Relationship with Shareholders</b>			
<b>Principle 13: The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.</b>			

<b>Recommendation 13.1</b>			
1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance.	Compliant	Provide link or reference to the company's Manual on Corporate Governance where shareholders' rights are disclosed.	The Company adopts and adheres to the Corporate Governance policies and principles issued by the Insurance Commission, in lieu of a manual.
2. Board ensures that basic shareholder rights are disclosed on the company's website.	Non-Compliant	Provide link to company's website	The Company adopts and adheres to the Corporate Governance policies and principles issued by the Insurance Commission, in lieu of a manual.
<b>Recommendation 13.2</b>			
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.	Non-Compliant	Indicate the number of days before the annual stockholders' meeting or special stockholders' meeting when the notice and agenda were sent out  Indicate whether shareholders' approval of remuneration or any changes therein were included in the agenda of the meeting.	The shareholders are given sufficient time to go over the notice and agenda including the presentation materials prior to the meeting.
<b>Recommendation 13.3</b>			
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	Provide information or reference to a document containing information on all relevant questions raised and answers during the ASM and special meeting and the results of the vote taken during the most recent ASM/SSM.	The Company is not a publicly listed company. It only has 6 shareholders (5 of which represents the share of the Directors. As such, the shareholders participate and are aware of the votes taken during the shareholder's meeting.
2. Minutes of the Annual and Special Shareholders' Meetings were available on the company website within five business days from the end of the meeting.	Compliant	Provide link to minutes of meeting in the company website.	Please see minutes of the shareholders meeting at <a href="http://www.aig.com.ph">www.aig.com.ph</a> .

		<p>Indicate voting results for all agenda items, including the approving, dissenting and abstaining votes.</p> <p>Indicate also if the voting on resolutions was by poll.</p> <p>Include whether there was opportunity to ask question and the answers given, if any</p>	
<b>Recommendation 13.4</b>			
1. Board has an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.	Compliant	Provide details of the alternative dispute resolution made available to resolve intra-corporate disputes	The Board adopts and adheres to the provisions of the Revised Corporation Code on intra-corporate dispute.
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Non-Compliant	Provide link/reference to where it is found in the Manual on Corporate Governance	The Company adopts and adheres to the Corporate Governance policies and principles issued by the Insurance Commission, in lieu of a manual.
<b>Duties to Stakeholders</b>			
<b>Principle 14:</b> The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights and/or interests are at stake, stakeholders should have the opportunity to obtain prompt effective redress for the violation of their rights.			
<b>Recommendation 14.1</b>			
1. Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth and sustainability.	Compliant	Identify the company's shareholder and provide information or reference to a document containing information on the company's policies and programs for its stakeholders.	<p>See General Information Sheet at <a href="http://www.aig.com.ph">www.aig.com.ph</a>.</p> <p>There is a close collaboration between the Management Committee members and the Board of Directors such that all substantial concerns that pose an issue to the direction and strategies of the</p>

			company, including pressing concerns from partners and clients are, communicated.
<b>Recommendation 14.2</b>			
1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.	Compliant	Identify policies and programs for the protection and fair treatment of company's stakeholders	The Company adopts and complies with the provisions of the law and existing regulations on the fair treatment and protection of shareholders.
<b>Recommendation 14.3</b>			
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.	Compliant	Provide the contact details (i.e., name of contact person, dedicated phone number or e-mail address, etc.) which stakeholders can use to voice their concerns and/or complaints for possible violation of their rights.  Provide information on whistleblowing policy, practices and procedures for stakeholders	The Company adopts and complies with the provisions of the law and existing regulations on the fair treatment and protection of shareholders, including the mechanisms on how the shareholders can communicate grievances.
<b>Principle 15:</b> 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.			
<b>Recommendation 15.1</b>			
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	Provide information on or link/reference to company policies, programs and procedures that encourage employee participation.	The Company has strategic planning sessions to ensure that goals are aligned with the strategies set by the Board of Directors.
<b>Recommendation 15.2</b>			
1. Board sets the tone and makes a stand against corrupt practices by adopting an	Compliant	Identify or provide link/reference to the company's policies, programs and practices on anti-corruption	The Company has adhered to a very strict anti-corruption protocol and policy, as per requirement under existing laws.




anti-corruption policy and program in its Code of Conduct.			
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	Compliant	Identify how the board disseminated the policy and program to employees across the organization	The Company adopts a periodic training on company policies to its employees, including anti-corruption. The training is being monitored by the Compliance Officer.
<b>Recommendation 15.3</b>			
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	<p>Disclose or provide link/reference to the company whistle-blowing policy and procedure for employees.</p> <p>Indicate if the framework includes procedures to protect the employees from retaliation.</p> <p>Provide contact details to report any illegal or unethical behavior.</p>	<p>The Company has a whistle blowing policy that specifically provides protection to the whistle blower.</p> <p>The employees may contact Michelle Comia-Marasigan, Compliance Officer, for any whistle blowing concerns at Michelle.Comia@aig.com.</p>
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		The Company has a whistle blowing policy that specifically provides protection to the employees.
3. Board supervises and ensures the enforcement of the whistleblowing framework.	Compliant	Provide information on how the board supervised and ensured enforcement of the whistleblowing framework, including any incident of whistleblowing.	The Board has the overall supervision of the Company policies, which includes whistle blowing.
<b>Principle 16:</b> 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.			
<b>Recommendation 16.1</b>			

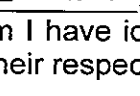
<p>1. Company recognizes and places importance on the interdependence between business and society and promotes a mutually beneficial relationship that allows the company to grow its business, while contributing to the advancement of the society where it operates.</p>	<p>Compliant</p>	<p>Provide information or reference to a document containing information on the company's community involvement and environment-related programs.</p>	<p>The Company has undertaken activities in line with its corporate social responsibilities. Please see <a href="http://www.aig.com.ph">www.aig.com.ph</a>.</p>
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**CERTIFICATION**

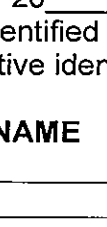
The undersigned certify that the responses and explanations set forth in the above Company's Annual Corporate Governance Report are true, complete and correct of our own personal knowledge and/or based on authentic records.

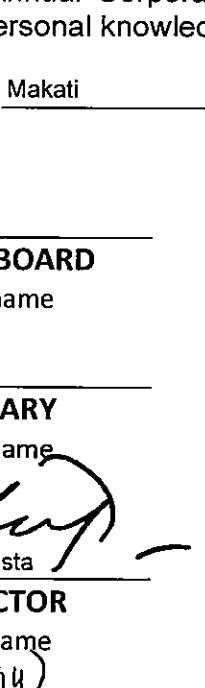
Signed in the City of Makati on the 24<sup>th</sup> MAR 2023 of May 2023.

  
 Gary Wong  
**CHAIRMAN OF THE BOARD**  
 Signature over printed name

  
 Gary Wong  
**PRESIDENT/CEO**  
 Signature over printed name

  
 Ma. Adelina S. Gatdula  
**CORPORATE SECRETARY**  
 Signature over printed name

  
 Farah Repol  
**CORPORATE GOVERNANCE COMPLIANCE OFFICER**  
 Signature over printed name

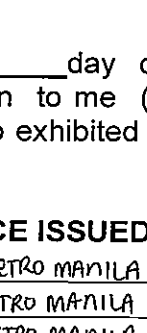
  
 Emmanuel Fernando Bautista  
**INDEPENDENT DIRECTOR**  
 Signature over printed name  
 (out of the country)

**INDEPENDENT DIRECTOR**  
 Signature over printed name

24 MAR 2023 **SUBSCRIBED AND SWORN** to before me this \_\_\_\_\_ day of \_\_\_\_\_, 2023, 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	ID NO.	DATE/ PLACE ISSUED
1. <u>GARY WONG</u>	<u>X01-22-300192</u>	<u>APRIL 5, 2022 / METRO MANILA</u>
2. <u>FARAH REPOL</u>	<u>N01-03-000245</u>	<u>MAY 5, 2022 / METRO MANILA</u>
3. <u>MA.ADELINA GATDULA</u>	<u>N04-85-005714</u>	<u>MAY 5, 2022 / METRO MANILA</u>
4. _____	_____	_____
5. _____	_____	_____
6. _____	_____	_____

**NOTARY PUBLIC**

  
**ATTY. JOHN DOMINGO A. PONCE, JR.**  
 NOTARY PUBLIC  
 APPOINTMENT No. M-068 / MAKATI CITY  
 UNTIL December 31, 2023  
 PTR No. 9565652 / 01-02-03 MAKATI CITY  
 IBP No. 26000001-05-2013 / RIZAL  
 MCLE COMPLIANCE No. VI-0027026 / 05-28-2019  
 ROLL NO. 36452 / TIN No. 106-099-102-000  
 Unit G-14 Makati Executive Tower 3  
 Sen. Gil Puyat Avenue, Pio del Pilar  
 Makati City, Metro Manila

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 Book No. 262 ;  
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