



May 29, 2025

Philippine Dealing & Exchange Corp.
29th Floor, BDO Equitable Tower
8751 Paseo de Roxas, Makati City 1226

Attention: Atty. Suzy Claire R. Selleza
Head – Issuer Compliance and Disclosure Department
Philippine Dealing & Exchange Corp.

Gentlemen:

Please see attached disclosure of the Company.

Very truly yours,


MARY ROSE S. TAN
Assistant Corporate Secretary

COVER SHEET

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S. E. C. Registration Number

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(Company's Full Name)

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(Business Address: No. Street City/Town/Province)

Atty. Mary Rose S. Tan

Contact Person

(632) 8 632-3000

Company Telephone Number

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SEC FORM

Integrated-Annual Corporate Governance Report
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FORM TYPE

2nd Tuesday of June

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Month

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Day

Annual Meeting

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Secondary License Type, If Applicable

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Dept. Requiring this Doc.

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Amended Articles Number/Section

<table border="1" style="width: 100%; border-collapse: collapse; height: 20px;"> <tr> <td></td> </tr> </table> <p style="text-align: center; margin-top: -10px;">Total No. of Stockholders</p>		<p style="text-align: center; margin-bottom: 10px;">Total Amount of Borrowings</p> <table style="width: 100%;"> <tr> <td style="width: 50%; text-align: center;"> <table border="1" style="width: 100%; border-collapse: collapse; height: 20px;"> <tr> <td></td> </tr> </table> <p style="margin-top: -10px;">Domestic</p> </td> <td style="width: 50%; text-align: center;"> <table border="1" style="width: 100%; border-collapse: collapse; height: 20px;"> <tr> <td></td> </tr> </table> <p style="margin-top: -10px;">Foreign</p> </td> </tr> </table>	<table border="1" style="width: 100%; border-collapse: collapse; height: 20px;"> <tr> <td></td> </tr> </table> <p style="margin-top: -10px;">Domestic</p>		<table border="1" style="width: 100%; border-collapse: collapse; height: 20px;"> <tr> <td></td> </tr> </table> <p style="margin-top: -10px;">Foreign</p>	
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SEC FORM – I-ACGR

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

1. For the fiscal year ended **December 31, 2024**
2. SEC Identification Number **PW-277**
3. BIR Tax Identification No. **000-060-741-000**
4. Exact name of issuer as specified in its charter **SAN MIGUEL CORPORATION**
5. **Philippines**
Province, Country or other jurisdiction of
incorporation or organization
6. (SEC Use Only)
Industry Classification Code:
7. **No. 40 San Miguel Avenue, Mandaluyong City, Metro Manila** **1550**
Address of principal office Postal Code
8. **(632) 8632-3000**
Issuer's telephone number, including area code
9. **N/A**
Former name, former address, and former fiscal year, if changed since last report.

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON- COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
The Board's Governance Responsibilities			
Principle 1: 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.			
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	<p>Principle 1 and Recommendation 1.1 are embodied in the Manual on Corporate Governance of San Miguel Corporation (the "Company") as amended on 10 May 2017 (the "Manual"), specifically Section 2.2.1 [Board of Directors] thereof. The Manual may be downloaded from the website of the Company at:</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>The academic qualifications, industry knowledge, professional experience, and expertise of directors are set forth in the Definitive Information Statement of the Company filed on 16 May 2025 (the "Definitive Information Statement"), specifically pages 8 to 14 thereof, and Annual Report (SEC Form 17-A) for the fiscal year 31 December 2024 ("SEC Form 17-A"), specifically pages 41 to 46,</p>	
2. Board has an appropriate mix of competence and expertise.	COMPLIANT		
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		

		<p>Part III, Item 9 [<i>Directors and Executive Officers of the Issuer</i>].</p> <p>The Definitive Information Statement and SEC Form 17-A, respectively, may be downloaded from the website of the Company at:</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Defintive_Information_Statement_05.16.2025.pdf</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p> <p>The qualification standards for directors to facilitate the selection of potential nominees and to serve as benchmark for the evaluation of their performance are specified in Section 2.2.1.5 [<i>Qualification and Disqualification of Directors</i>] of the Manual and Article III, Section 2 of the Amended By-laws of the Company as approved by the Securities and Exchange Commission (the “Commission”) on 19 December 2024 (the “By-laws”). The By-laws may be downloaded from the website of the Company at:</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-</p>	
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		SEC%20Approved%20By-Laws%202024(12.26.2024).pdf	
Recommendation 1.2			
1. Board is composed of a majority of non-executive directors.	COMPLIANT	<p>Recommendation 1.2 is embodied in the last paragraph of Section 2.2.1 [Board of Directors] of the Manual</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>The Compliance Officer attests that:</p> <p>(a) Mr. Ramon S. Ang (Chairman and Chief Executive Officer), Mr. John Paul L. Ang (Vice-Chairman, President and Chief Operating Officer) and Ms. Aurora T. Calderon are Executive Directors; and</p> <p>(b) Twelve (12) out of the fifteen (15) members of the Board of Directors of the Company (the "Board") are Non-executive Directors.</p>	
Recommendation 1.3			
1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	COMPLIANT	<p>The policy on training of directors is set out in Section 2.2.1.4 [Duties and Responsibilities of a Director], which states that a director shall attend a seminar or training program on corporate governance, at least once a</p>	

		<p>year, which shall be conducted by a duly accredited training provider of the Commission.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final_.pdf</p>	
2. Company has an orientation program for first time directors.	COMPLIANT	<p>Section 6.5 of the Manual provides that the Board of Directors and key officers of the Company shall attend a continuing training on corporate governance as may be required by the Commission, which shall include courses on the developments in the business and regulatory environments, including emerging risks relevant to the Company. The said provision likewise states that first-time Directors shall attend an orientation program, to ensure that they are appropriately apprised of their duties and responsibilities, before beginning their directorships. The orientation program covers SEC-mandated topics on corporate governance and an introduction to the Company's business, articles of incorporation, and Code of Business Conduct and Ethics.</p>	
3. Company has relevant annual continuing training for all directors.	COMPLIANT	<p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual</p>	

[on Corporate Governance 05.10 .17-Final .pdf](#)

The Compliance Officer hereby attests that the Company conducts an orientation program for new directors which is conducted by the Office of the Chief Finance Officer, the Office of the General Counsel and the Office of the Corporate Secretariat together with the Corporate Affairs Office and San Miguel Foundation Inc. The presentation includes an overview of the business of the Company, most recent financial statements, results of operations, corporate social responsibility initiatives, the Code of Ethics, policy on dealings with securities, the Manual, functions and duties of the members of the Board of Directors, the Board of Directors as a collegial body and reportorial requirements as a member of the Board of Directors. The orientation sessions are conducted individually which allows the directors to ask questions. Copies of the constitutive documents of the Company, and the latest information package of the Company, if available, are also given to the new director during orientation.

The undersigned Compliance Officer further attests that:

		In compliance with SEC Memorandum Circular No. 20, Series of 2013, the Company disclosed to the Commission the fact of attendance by the members of the Board of Directors of the Company of corporate governance training seminars conducted in 2024, as more particularly set out in Annex "A" hereof.	
Recommendation 1.4			
1. Board has a policy on board diversity.	COMPLIANT	<p>Section 2.2.1.5 [<i>Qualifications and Disqualifications of Directors</i>] of the Manual states that the Board of Directors shall be composed of members from diverse backgrounds to ensure that optimal decision-making is achieved.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>The Company likewise specifically adopted a policy on board diversity recognizing that <i>"diversity promotes the inclusion of a wide range of perspectives and ideas that can inspire creativity and drive innovation, mitigate, if not avoid, groupthink, enhance risk oversight, and improve decision-making and corporate governance."</i></p>	

		<p>Under the board diversity policy, the Corporate Governance Committee is tasked to: (i) “identify suitable candidates for appointment to the Board...with due regard for the benefits of diversity”; (ii) “maintain an ongoing list of potential candidates....[which] will include an equal number of male and female candidates”; and (iii) provide shareholders with sufficient information on the nominees for directors, such as their gender, age, ethnicity, educational background, professional and business experience, skill sets, and length of service.”</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Board Diversity Policy Final.pdf</p> <p>The members of the Board come from diverse background such as legal, finance, business and policy advocates.</p> <p>The Board has two female members, Ms. Aurora T. Calderon and Independent Director Teresita J. Leonardo-de Castro. The gender composition of the Board is set out on page 4 of the General Information Sheet of the Company as of 11 April 2025 (the “GIS”), which may be downloaded from the website of the Company at:</p>	
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		https://www.sanmiguel.com.ph/storage/files/reports/San%20Miguel%20Corporation%20Amended%20General%20Information%20Sheet11April2025.pdf	
Optional: Recommendation 1.4			
1. Company has a policy on and discloses measurable objectives for implementing its board diversity and reports on progress in achieving its objectives.			
Recommendation 1.5			
1. Board is assisted by a Corporate Secretary.	COMPLIANT		
2. Corporate Secretary is a separate individual from the Compliance Officer.	NON-COMPLIANT	<p>The qualifications, duties and functions of the Corporate Secretary are set out in Article IV, Section 9 of the By-laws https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-SEC%20Approved%20By-Laws%202024(12.26.2024).pdf and Section 2.2.4 of the Manual. https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>Atty. Virgilio S. Jacinto is the Corporate Secretary and Compliance Officer of the Company. He is also the General Counsel of the Company. His academic qualifications and professional experience are set out on page 15 of the Definitive Information Statement.</p>	<p>The Manual provides that the Board shall appoint the Corporate Secretary and Compliance Officer, which positions may or may not be held by the same person.</p> <p>Customarily, the Board appoints the General Counsel of the Company as the Corporate Secretary and Compliance Officer, as they deem it fit that these positions be held by a person with legal knowledge, considering the nature of these functions. The General Counsel heads a department with resources and legal staff who assist the General Counsel in performing the separate functions of Corporate Secretary and Compliance Officer.</p> <p>The Board deems that the foregoing arrangement is effective, efficient and maximizes the resources of the Company.</p>

3. Corporate Secretary is not a member of the Board of Directors.	COMPLIANT	https://www.sanmiguel.com.ph/storage/files/reports/SMC_Definitive_Information_Statement_05.16.2025.pdf and page 47 of the SEC Form 17-A. https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf Atty. Virgilio S. Jacinto is not a director of the Company. Page 8 of the Definitive Information Statement lists the members of the Board of Directors of the Company, which list does not include Atty. Jacinto.	
4. Corporate Secretary attends training/s on corporate governance.	COMPLIANT	In compliance with SEC Memorandum Circular No. 20, Series of 2013, the Company disclosed to the Commission the fact of attendance by the Corporate Secretary of corporate governance training seminars conducted in 2024, as more particularly set out in Annex "A" hereof.	
Optional: Recommendation 1.5			
1. Corporate Secretary distributes materials for board meetings at least five business days before scheduled meeting.			
Recommendation 1.6			
1. Board is assisted by a Compliance Officer.	COMPLIANT	The qualifications, duties and functions of the Compliance Officer are set out	
2. Compliance Officer has a rank of Senior Vice President or an equivalent position	COMPLIANT		

with adequate stature and authority in the corporation.		in Section 2.1 [Compliance Officer] of the Manual.	
3. Compliance Officer is not a member of the board.	COMPLIANT	<p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>Atty. Virgilio S. Jacinto is the Compliance Officer of the Company. He is a Senior Vice President of the Company. His academic qualifications and professional experience are set out on page 15 of the Definitive Information Statement.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf</p> <p>and page 47 of the SEC Form 17-A.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p> <p>Atty. Virgilio S. Jacinto is not a member of the Board of Directors of the Company. Page 8 of the Definitive Information Statement lists the members of the Board of Directors of the Company which list does not include Atty. Jacinto.</p>	

4. Compliance Officer attends training/s on corporate governance.	COMPLIANT	In compliance with SEC Memorandum Circular No. 20, Series of 2013, the Company disclosed to the Commission the fact of attendance by the Compliance Officer of corporate governance training seminars conducted in 2024, as more particularly set out in Annex "A" hereof.	
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Principle 2: 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.

Recommendation 2.1

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	<p>Principle 2 and Recommendation 2.1 are embodied in Section 2.2.1.1 [<i>General Responsibility</i>] of the Manual.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>The undersigned Chairman of the Board of Directors and Corporate Secretary attest that the Board, during its meetings, acts on a fully informed bases, in good faith, with due diligence and care, and always in the best interest of the Company through active deliberations during said Board meetings when the topics and matters for approval so warrant.</p>	
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Recommendation 2.2

1. Board oversees the development, review and approval of the company's business objectives and strategy.	COMPLIANT	The undersigned Chairman of the Board of Directors and Corporate Secretary attest that:	
2. Board oversees and monitors the implementation of the company's business objectives and strategy.	COMPLIANT	<p>(a) The Board of Directors approves the annual budget of the Company which includes the approval of the Company's objectives and strategy for the upcoming year, which approval is made on an annual basis;</p> <p>(b) The Chief Finance Officer, upon the direction of the Chairman reports to the Board of Directors on a quarterly basis the implementation of the Company's business objectives and strategy; and</p> <p>(c) The Board of Directors approves the financial report and financial position of the Company on a quarterly basis as embodied in the Company's SEC Form 17-Q which is filed with the Commission.</p> <p>Recommendation 2.2 is embodied in Section 2.2.1.1 [<i>General Responsibility</i>] of the Manual.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p>	

		<p>The Company's quarterly financial reports (SEC Form 17-Q) may be downloaded from its website at:</p> <p>1Q 2024 https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-Q (1st Quarter 2024) (05.15.2024) - Final 2.pdf</p> <p>2Q 2024 https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-Q%20(2nd%20Quarter%202024)%20(08.14.2024)-Final%20(1).pdf</p> <p>3Q 2024 https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-Q%20(3rd%20Quarter%202024)%20(11.14.2024)-Final%20(3).pdf</p>	
Supplement to Recommendation 2.2			
1. Board has a clearly defined and updated vision, mission and core values.	COMPLIANT	<p>The vision, mission/purpose and core values of the Company is published on its website at:</p> <p>https://www.sanmiguel.com.ph/our-story/our-company/our-vision-and-core-purpose</p> <p>The undersigned Compliance Officer hereby attests that in accordance with</p>	

		<p>the Company's Manual on Corporate Governance, the Board of Directors reviews the vision and mission/core purpose of the Company on a periodic basis, at its discretion. On 14 May 2024, the Board of Directors approved and ratified an updated vision, mission and value's statement of the San Miguel Group.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC Vision Mission Core Values Statement (05.14.2024) (1).pdf</p>	
<p>2. Board has a strategy execution process that facilitates effective management performance and is attuned to the company's business environment, and culture.</p>	COMPLIANT	<p>The Company's corporate objectives and strategy execution process are contained in its Annual Report and SEC Form 17-A. See discussion on Business and General Information on pages 2 to 37 of the SEC Form 17-A.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p> <p>Further, the undersigned Chairman of the Board of Directors and Corporate Secretary attest that:</p> <p>(a) The Board of Directors approves the annual budget of the Company which includes the approval of the Company's objectives and strategy for the</p>	

		<p>upcoming year, which approval is made on an annual basis;</p> <p>(b) The Chief Finance Officer, upon the direction of the Chairman reports to the Board of Directors on a quarterly basis the implementation of the Company's business objectives and strategy; and</p> <p>(c) The Board of Directors approves the financial report and financial position of the Company on a quarterly basis as embodied in the Company's SEC Form 17-Q which is filed with the Commission.</p>	
Recommendation 2.3			
1. Board is headed by a competent and qualified Chairperson.	COMPLIANT	<p>The duties and functions of the Chairman of the Board are set out in Article IV, Section 3 of the By-laws https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-SEC%20Approved%20By-Laws%202024(12.26.2024).pdf</p> <p>and Section 2.2.3 [<i>The Chair, the Chief Executive Officer and the Lead Independent Director</i>] of the Manual. https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_.17-Final_.pdf</p>	

		<p>The Chairman of the Board, Mr. Ramon S. Ang's academic qualifications and professional experience are set out on pages 8 to 9 of the Definitive Information Statement.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf</p> <p>and pages 41 to 42 of the SEC Form 17-A.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p>	
Recommendation 2.4			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	COMPLIANT	<p>Under Section 2.2.1.2 [Specific Duties and Functions] of the Manual, the Board shall "appoint competent, professional, honest and highly-motivated Management Officers and adopt an effective succession planning program for Management and key Officers to ensure growth and a continued increase in the shareholders' value, including a policy on the retirement age for Directors and key Officers, and to promote dynamism in the Corporation".</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual</p>	
2. Board adopts a policy on the retirement for directors and key officers.	COMPLIANT		

[on Corporate Governance 05.10 .17-Final .pdf](#)

Also under Section 2.2.2.1.2 of the Manual and Section 4 (d) of the Corporate Governance Committee Charter, the Corporate Governance Committee shall recommend a succession plan for the Board members and senior officers.

The Corporate Governance Committee Charter may be downloaded from the website of the Company at:

<https://www.sanmiguel.com.ph/storage/files/reports/SMC-Corporate-Governance-Committee-Charter-10-Aug-2017.pdf>

The undersigned Compliance Officer hereby attests that:

The Board of Directors has oversight responsibilities in the selection and appointment of the Chief Executive Officer who possesses the ability, integrity and expertise necessary for the position.

The Board likewise evaluates the proposed senior management appointments of the Company and selects qualified and competent

		<p>management officers, which functions are exercised through the Corporate Governance Committee.</p> <p>The Corporation has a Management Development Program which identifies, evaluates and assesses individuals who, in the future, can potentially succeed in top key management positions.</p>	
Recommendation 2.5			
1. Board aligns the remuneration of key officers and board members with long-term interests of the company.	COMPLIANT	<p>Under Section 2.2.1.2 [<i>Specific Duties and Functions</i>] of the Manual, the Board shall "[a]lign the remuneration of key Officers and Board members with the long-term interests of the Corporation and, in doing so, formulate and adopt a policy specifying the relationship between remuneration and performance."</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>The duties and responsibilities of the Executive Compensation Committee in respect of the remuneration of corporate officers and directors were set out in Article 4.1 of the Executive Compensation Committee Charter. On 13 June 2017, the Executive Compensation Committee and the Nomination and Hearing Committee</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		

		<p>were merged as the Corporate Governance Committee.</p> <p>Under Section 2.2.2.1.2 of the Manual and Section 4 (i)(j) and (l) of the Corporate Governance Committee Charter, the Corporate Governance Committee shall:</p> <ul style="list-style-type: none"> o Establish a formal and transparent procedure to develop a policy for determining the remuneration of directors and officers, and provide oversight over remuneration of senior management and other key personnel, ensuring that compensation is consistent with the culture, strategy and business environment of the Company; o Designate amount of remuneration, which shall be in a sufficient level to attract and retain directors and officers who are needed to run the Company successfully; and o Disallow any director to decide his or her own remuneration. <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-Corporate-Governance-Committee-Charter-10-Aug-2017.pdf</p>	
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		<p>Article III, Section 10 of the By-laws provides that: "As compensation, the Board of Directors shall receive no more than two percent (2%) of the profits obtained during the year after deducting therefrom general expenses, remuneration to officers and employees, depreciation on buildings, machineries, transportation units, furniture and other properties. Such compensation shall be apportioned among the directors in such manner as the Board, duly assembled as a board, may deem proper."</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-SEC%20Approved%20By-Laws%202024(12.26.2024).pdf</p> <p>The undersigned Corporate Secretary hereby attests that, conformably with the foregoing policies, the fixed remuneration of directors is based on industry standards, and variable remuneration is based on the net income of the Company.</p> <p>As a matter of policy, the Company has been giving variable remuneration much lower than 2%, which is the upper limit.</p> <p>The Company provides each director with reasonable per diem of P50,000</p>	
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		and P20,000 for each Board and Committee meeting attended, respectively. https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf	
Optional: Recommendation 2.5			
1. Board approves the remuneration of senior executives.			
2. Company has measurable standards to align the performance-based remuneration of the executive directors and senior executives with long-term interest, such as claw back provision and deferred bonuses.			
Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	COMPLIANT	<p>The nomination and election process of the Company is set out in pages 17 to 18 of the Definitive Information Statement.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf</p> <p>Under Section 2.2.2.1.2 of the Manual</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual</p>	
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	COMPLIANT		
3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.	COMPLIANT		
4. Board nomination and election policy includes how the board shortlists candidates.	COMPLIANT		

<p>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.</p>	<p>COMPLIANT</p>	<p>on Corporate Governance 05.10 .17-Final .pdf</p> <p>and Section 4 (g) and (h) of the Corporate Governance Committee Charter,</p>	
<p>6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.</p>	<p>COMPLIANT</p>	<p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-Corporate-Governance-Committee-Charter-10-Aug-2017.pdf</p> <p>the Corporate Governance Committee shall:</p> <ul style="list-style-type: none"> o Determine the nomination and election process for the directors of the Company and define the general profile of Board members that the Company may need and ensure appropriate knowledge, competencies and expertise that complement the existing skills of the Board; and o Pre-screen and shortlist all candidates nominated to become a member of the Board of Directors in accordance with the qualifications and disqualifications as provided in the Manual. <p>Section 5.1.2 [Voting Right] of the Manual sets out the right of shareholders to nominate, elect, remove and replace directors and</p>	

		<p>states that a director shall not be removed without cause if it will deny minority shareholders representation in the Board.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final .pdf</p> <p>The function of assessing the effectiveness of the nomination and election processes is performed by the Corporate Governance Committee.</p> <p>Section 6.1 of the Corporate Governance Committee Charter states that the Committee shall "assess its effectiveness periodically, with the end in view of ensuring that its performance accords with best practice. Such assessment must compare its performance with the requirements of this Charter and the Amended Manual..."</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-Corporate-Governance-Committee-Charter-10-Aug-2017.pdf</p> <p>The Corporate Governance Committee is yet to conduct such self-assessment on the effectiveness of the nomination and election processes. Nevertheless, the Board and its individual members conduct a general</p>	
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		self-assessment through the submission of a self-rating form.	
Optional: Recommendation to 2.6			
1. Company uses professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for candidates to the board of directors.			
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	<p>Under Section 2.2.1.2 [<i>Specific Duties and Functions</i>] of the Manual, the Board shall formulate and implement policies and procedures that would ensure the integrity and transparency of related party transactions and other unusual or infrequently occurring transactions, particularly those which pass certain thresholds of materiality. Such policies shall include the appropriate review and approval of material or significant related party transactions, which guarantee fairness and transparency of the transactions, and encompass all entities within the group, taking into account their size, structure, risk profile and complexity of operations.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final .pdf</p>	
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	COMPLIANT		
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	COMPLIANT		

		<p>The Related Party Transactions policy of the Company is published on the website of the Company at:</p> <p>https://www.sanmiguel.com.ph/corporate/corporate-governance/companys-policies</p> <p>The Related Party Transaction Committee (the "RPT Committee") was created on 13 June 2017 and tasked with reviewing all material related party transactions of the Company.</p> <p>The duties and responsibilities of the RPT Committee are set forth in Section 2.2.2.5.2 of the Manual and Section 4 of the RPT Committee Charter.</p> <p>The RPT Committee Charter may be downloaded from the website of the Company at:</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-Related-Party-Transactions-Committee-Charter-10-Aug-2017.pdf</p> <p>Note 33 of the Notes to the Consolidated Financial Statements of the Company as of the year 31 December 2024 sets out the related party transactions of the Company and outstanding balances as of the said date.</p>	
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		<p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p> <p>In compliance with SEC Memorandum Circular No. 10, series of 2019, the Company adopted a Policy on Material Related Party Transactions which was unanimously approved by the Board of Directors on 08 August 2019 (the "Material RPT Policy").</p> <p>Under the Material RPT Policy, related party transactions amounting to at least ten percent (10%) of the Company's total consolidated assets as of its latest audited financial statements (including transactions with non-related parties that subsequently become a related party) shall be covered by the Material RPT Policy.</p> <p>A copy of the Material RPT Policy can be accessed at the Company's website:</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-Related Party Transactions Policy 10.03.19.pdf</p>	
Supplement to Recommendations 2.7			
1. Board clearly defines the threshold for disclosure and approval of RPTs and categorizes such transactions according	COMPLIANT	In compliance with SEC Memorandum Circular No. 10, series of 2019, the	

<p>to those that are considered <i>de minimis</i> or transactions that need not be reported or announced, those that need to be disclosed, and those that need prior shareholder approval. The aggregate amount of RPTs within any twelve (12) month period should be considered for purposes of applying the thresholds for disclosure and approval.</p>		<p>Company adopted the Material RPT Policy which was unanimously approved by the Board of Directors on 08 August 2019.</p> <p>Part B of the Material RPT Policy defines related party transactions that are considered material and covered by the Material RPT Policy.</p> <p>Part F and G of the Material RPT Policy sets out the review process for Material RPTs, including, where relevant, obtaining shareholder approval as may be appropriate.</p> <p>Part J of the Material RPT Policy sets out the necessary disclosures for Material RPT Transactions.</p> <p>The full text of the Material RPT Policy may be accessed at the Company's website:</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-Related_Party_Transactions_Policy_10.03_19_.pdf</p>	
<p>2. Board establishes a voting system whereby a majority of non-related party shareholders approve specific types of related party transactions during shareholders' meetings.</p>	<p>NON-COMPLIANT</p>		<p>As provided under Article III, Section 9 of the By-laws, the vote of two thirds (2/3) of the Board constituting a quorum shall be required to approve the following:</p> <p>A. Contracts between the Company and one or more of its directors or</p>

			<p>officers or their affiliates provided further that: (a) the presence of such director in the board meeting in which the said contracts were approved shall not be considered for determining a quorum for such meeting; (2) that such director shall not vote for the approval of the contract; (3) that the contract is fair and reasonable under the circumstances; and (4) that full disclosure of the interest of the director, officer and/or affiliate involved, must be made at such meeting or if the interest is acquired subsequently, at the first meeting thereafter.</p> <p>An affiliate for purposes of the By-laws shall refer to an entity linked directly or indirectly to said directors or officers by means of their ownership, control or power to vote ten percent (10%) or more of the outstanding capital stock thereof.</p> <p>B. Management Contracts.</p> <p>C. The appointment or contracting or any buying or selling agent whose compensation or commission is at least 50% of the Company's respective total purchases or sales for the immediately preceding fiscal year; or the appointment or contracting of any person, whether</p>
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			<p>natural or juridical, as contractor, consultant, trustee or in any other capacity, whose compensation or commission is at least 5% of the Company's total expenditure for that particular expense item or items.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-SEC%20Approved%20By-Laws%202024(12.26.2024).pdf</p> <p>Moreover, and in compliance with SEC Memorandum Circular No. 10, series of 2019, the Company adopted the Material RPT Policy which was unanimously approved by the Board of Directors on 08 August 2019.</p> <p>Part F of the Material RPT Policy provides, among others, that an individual Material RPT shall be approved by at least two-thirds (2/3) vote of the Board of Directors, with at least a majority of the independent directors voting to approve the Material RPT.</p> <p>Part G of the Material RPT Policy likewise provides that in case the majority of the independent directors' vote is <u>not</u> secured as provided in Part F of this [Material RPT] Policy, the Material RPT may be ratified by the vote of the stockholders representing at least two-</p>
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			<p>thirds (2/3) of the outstanding capital stock.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-Related Party Transactions Policy 10.03.19 .pdf</p>
Recommendation 2.8			
<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>	COMPLIANT	<p>Article III, Section 8 of the By-laws provides that the Board shall have the power, "[u]pon recommendation of the Chairman of the Board and Chief Executive Officer or the President and Chief Operating Officer and in accordance with the applicable provisions of these by-laws, to determine and prescribe the qualifications, duties, terms of office, compensation, remuneration, incentives and other benefits of officers and/or employees. Pursuant thereto, to appoint or elect or enter into contracts with such other officers and/or employees, under such terms and conditions as the Board may determine to be in the best interests of the Corporation."</p> <p>Moreover, Article IV, Section 1 of the By-laws enumerate the officers of the Company that are appointed by the Board, including, among others, the Chairman of the Board of Directors and Chief Executive Officer, the President</p>	

		<p>and Chief Operating Officer, Vice Presidents (from Senior Executive to Assistant Vice Presidents), Treasurer, Comptroller, Corporate Secretary. The said provision likewise states that “[i]n electing, appointing or entering into contracts with the officers, the Board shall seek to establish, maintain, promote and foster the continuous development of a competent, professional, loyal and honest officer corps, for the efficient, stable and proper transaction of the corporate business and affairs of the Corporation.”</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-SEC%20Approved%20By-Laws%202024(12.26.2024).pdf</p> <p>Under Section 2.2.1.2 of the Manual, the Board shall “[a]ppoint competent, professional, honest and highly-motivated Management Officers and adopt an effective succession planning program for Management and key Officers to ensure growth and a continued increase in shareholder value, including a policy on the retirement age for Directors and key Officers, and to promote dynamism in the Corporation.”</p> <p>Pursuant to the foregoing provisions of the By-laws and the Manual, the Board</p>	
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		<p>appointed the following key officers, among others:</p> <ul style="list-style-type: none"> (a) the Chairman and Chief Executive Officer, Mr. Ramon S. Ang; (b) the Vice-Chairman, President and Chief Operating Officer, Mr. John Paul L. Ang (c) the Treasurer and Chief Finance Officer, Mr. Ferdinand K. Constantino; (d) the General Counsel, Corporate Secretary and Compliance Officer, Atty. Virgilio S. Jacinto; and (e) the Assistant Corporate Secretary, Atty. Mary Rose S. Tan <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-Results of Organizational Meeting (06.11.2024).pdf</p>	
<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>NON-COMPLIANT</p>		<p>Pursuant to Section 2.2.2.1.2 [<i>Duties and responsibilities</i>] of the Manual and Section 4(b) of the Corporate Governance Committee Charter, the Corporate Governance Committee performs the function of overseeing the periodic performance evaluation of the Board and its Committees as well as executive management.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on</p>

			Corporate Governance 05.10 .17-Final .pdf https://www.sanmiguel.com.ph/storage/files/reports/SMC-Corporate-Governance-Committee-Charter-10-Aug-2017.pdf The President and Chief Executive Officer likewise periodically assesses the control functions led by their respective heads.
Recommendation 2.9			
1. Board establishes an effective performance management framework that ensures that Management's performance is at par with the standards set by the Board and Senior Management.	COMPLIANT	Under Section 2.2.1.3.1 [<i>Internal Control System</i>] of the Manual, the Board shall have oversight responsibilities for ensuring the establishment of an effective performance management framework that will ensure that the Management, including the Chief Executive Officer, and personnel's performance is at par with the standards set by the Board and Senior Management.	
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.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf Moreover, the Company believes that good performance must be appropriately rewarded. There is a tight	

		link between the Company's Performance Management System and its rewards systems. This principle supports the value of teamwork since employees are measured not only in their individual performance but also in the performance of their team, encouraging them to have an active concern for those in the team.	
Recommendation 2.10			
1. Board oversees that an appropriate internal control system is in place.	COMPLIANT	The oversight responsibilities of the Board for ensuring the presence of appropriate, adequate, strong and effective internal control mechanisms are set out in Section 2.2.1.3.1 of the Manual.	
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	COMPLIANT	<p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>Pursuant to the Charter of Internal Audit, the function of the Internal Audit Group encompasses the examination and evaluation of the adequacy and effectiveness of the Company's governance, risk management, and internal controls as well as the quality of performance in carrying out assigned responsibilities to achieve the Company's stated goals and objectives.</p>	

		<p>On 13 March 2025, the Board of Directors of the Company, upon the recommendation of the Audit Committee, adopted and approved the Amended Internal Audit Charter which may be accessed at the Company's website.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/San%20Miguel%20Corporation (SEC%20FORM%2017-C-Amended%20Internal%20Audit%20Charter) 17March2025.pdf</p>	
3. Board approves the Internal Audit Charter.	COMPLIANT	<p>The Internal Audit Charter of the Company was approved by the Board on 16 March 2017, and subsequently amended on 13 March 2025 as adopted and approved by the Board of Directors. The said Charter may be downloaded from the website of the Company at:</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/San%20Miguel%20Corporation (SEC%20FORM%2017-C-Amended%20Internal%20Audit%20Charter) 17March2025.pdf</p>	
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	Pursuant to Section 2.2.1.3.2 [<i>Enterprise Risk Management</i>] of the Manual, the Board shall oversee that a sound enterprise risk management ("ERM") framework is in place to effectively identify, monitor, assess and manage key business risks, which will guide the Board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.	
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	<p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>The Company's existing risk management policies are established to identify and analyze the risks faced by the Company and its subsidiaries, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. A discussion of the major business risks faced by the Company and its businesses is found on pages 34 to 37 of the SEC Form 17-A</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p> <p>As stated in the Report of the Audit Committee for the year ended</p>	

		<p>December 31, 2024, the Audit and Risk Oversight Committee reviewed and found adequate the effectiveness and sufficiency of the internal control system, specifically, reviewed and discussed the findings and assessment of the Company's internal controls, risk management systems, control and governance process, and financial reporting systems.</p> <p>Moreover, the Company formalized its enterprise risk management framework as set out in its Enterprise Risk Management Manual ("ERM Manual") which contains the Company's policy that will provide guidance to concerned company personnel in making appropriate actions and decisions in the management of the Company's portfolio of risks. The policy, framework, processes, risk appetite, risk dictionary and forms/templates to be used in the assessment are discussed in detail in the ERM Manual which may be accessed in the Company's website.</p> <p>https://sanmiguel.com.ph/storage/files/reports/SMC_ERM_Manual.pdf</p> <p>Aligned with international standards, the Company's ERM framework is anchored on the leadership and commitment of the Board of Directors and Senior Executive Management to</p>	
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		implement the ERM process throughout the organization. It is envisioned to be robust and shall be continuously assessed and amended to cater to the needs of the Company.	
Recommendation 2.12			
1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary role.	NON-COMPLIANT		The roles, responsibilities and accountabilities of the Board in carrying out its fiduciary role are contained in Article III of the By-laws https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-SEC%20Approved%20By-Laws%202024(12.26.2024).pdf and the Manual of the Company. https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf The purpose of the Board Charter is accomplished through the observance by the Board of the principles and policies embodied in the Company's Articles of Incorporation and By-Laws and the Manual of Corporate Governance of the Company, which provisions are sufficient and achieves the objectives of having a Charter for this purpose.
2. Board Charter serves as a guide to the directors in the performance of their functions.	NON-COMPLIANT		
3. Board Charter is publicly available and posted on the company's website.	NON-COMPLIANT		
Additional Recommendation to Principle 2			

1. Board has a clear insider trading policy.	COMPLIANT	The Company's policy on dealing with securities is published on its website at: https://www.sanmiguel.com.ph/corporate/corporate-governance/companys-policies	
Optional: Principle 2			
1. Company has a policy on granting loans to directors, either forbidding the practice or ensuring that the transaction is conducted at arm's length basis and at market rates.	COMPLIANT	While the Company has no specific policy on granting loans to directors, the same is subsumed under its RPT Policy and Material RPT Policy.	
2. Company discloses the types of decision requiring board of directors' approval.	COMPLIANT	The By-laws of the Company specify the transactions subject to the approval of the Board, including, among others, Article III, Sections 8 and 9 thereof. https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-SEC%20Approved%20By-Laws%202024(12.26.2024).pdf	
Principle 3: Board committees should be set up to the extent possible to support the effective performance of the Board's functions, particularly with respect to audit, risk management, related party transactions, and other key corporate governance concerns, such as nomination and remuneration. The composition, functions and responsibilities of all committees established should be contained in a publicly available Committee Charter.			
Recommendation 3.1			
1. Board establishes board committees that focus on specific board functions to aid in the optimal performance of its roles and responsibilities.	COMPLIANT	Principle 3 and Recommendation 3.1 are embodied in Section 2.2.2 [Board Committees] of the Manual, which	

		<p>specifies the Committees established by the Board and the composition and duties and responsibilities of each of the Committees.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final .pdf</p> <p>The Committees and their respective members are likewise published on the website of the Company at:</p> <p>https://www.sanmiguel.com.ph/corporate/corporate-governance/board-committees</p>	
Recommendation 3.2			
<p>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.</p>	COMPLIANT	<p>Section 2.2.2.2 of the Manual [<i>Audit and Risk Oversight Committee</i>]</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final .pdf</p> <p>and Sections 2 and 4 of the Audit and Risk Oversight Committee Charter</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-Audit-and-Risk-Oversight-Committee-Charter-10-Aug-2017.pdf</p> <p>set out the composition and duties and responsibilities of the Audit and Risk Oversight Committee.</p>	

		Pursuant to Section 2.2.2.2 of the Manual and Section 4(d) of the Audit and Risk Oversight Committee Charter, the appointment, reappointment, and removal of the external auditor shall be recommended by the Committee and approved by the Board and ratified by the shareholders.	
2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.	COMPLIANT	<p>The Chairman of the Audit and Risk Oversight Committee is Mr. Margarito B. Teves, who is an independent director. Out of the 5 members of the Audit and Risk Oversight Committee, four (4) are independent directors.</p> <p>The members of the Audit and Risk Oversight Committee, including their position and type of directorship, are published on the website of the Company at: https://www.sanmiguel.com.ph/corporate/corporate-governance/board-committees</p> <p>The respective qualifications of the members are set out in pages 11 to 13 of the Definitive Information Statement https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf</p>	

		and Part III, Item 9 of the SEC Form 17-A. https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf	
3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.	COMPLIANT	<p>Section 2.2.2.2 of the Manual [<i>Audit and Risk Oversight Committee</i>] provides that "[t]he members of the Committee shall have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance and at least one member of the Committee must have relevant thorough knowledge and experience on risk and risk management."</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>The respective qualifications of the members are set out in pages 11 to 13 of the Definitive Information Statement</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf</p> <p>and Part III, Item 9 of the SEC Form 17-A.</p>	

		https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf	
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	COMPLIANT	<p>The Chairman of the Audit and Risk Oversight Committee is Mr. Margarito B. Teves. Mr. Teves is not the Chairman of the Board or of any other Committee. His qualifications are set out in page 12 of the Definitive Information Statement</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Defintive_Information_Statement_05.16.2025.pdf</p> <p>and page 46 of the SEC Form 17-A.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p>	
Supplement to Recommendation 3.2			
1. Audit Committee approves all non-audit services conducted by the external auditor.	COMPLIANT	<p>The Audit and Risk Oversight Committee evaluates and determines any non-audit work performed by external auditors, including the fees therefor, and ensures that such work will not conflict with External Auditors' duties as such or threaten its independence. See also page 41 of the Definitive Information Statement.</p>	

		https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf	
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	NON-COMPLIANT		<p>Pursuant to Section 2.2.2.2.2 [<i>Duties and Responsibilities</i>] of the Manual, the Audit and Risk Oversight Committee is empowered to meet with the Board at least every quarter without the presence of the Chief Executive Officer or other Management team members, and periodically meet with the Internal Audit Group Head.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>However, the Audit and Risk Oversight Committee, in its reasonable discretion, determined that there was no need for such meeting in 2024.</p>
Optional: Recommendation 3.2			
1. Audit Committee meet at least four times during the year.	COMPLIANT	The undersigned Corporate Secretary hereby attests that the Audit and Risk Oversight Committee (formerly the Audit Committee) held four (4) meetings in 2024.	
2. Audit Committee approves the appointment and removal of the internal auditor.	COMPLIANT	Pursuant to Section 2.2.2.2.2 [<i>Duties and Responsibilities</i>] of the Manual, the Audit and Risk Oversight Committee shall “[o]versee the Internal Audit Group, and recommend the appointment and/or grounds for	

		approval of an Internal Audit Group Head or Chief Audit Executive." https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final_.pdf	
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 Nomination and Remuneration Committee.	COMPLIANT	<p>Section 2.2.2.1[<i>Corporate Governance Committee</i>] of the Manual https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final_.pdf</p> <p>and Sections 2 and 4 of the Corporate Governance Committee Charter https://www.sanmiguel.com.ph/storage/files/reports/SMC-Corporate-Governance-Committee-Charter-10-Aug-2017.pdf</p> <p>set out the composition and duties and responsibilities of the Corporate Governance Committee.</p> <p>Pursuant to Section 2.2.2.1.2 [<i>Duties and Responsibilities</i>] of the Manual and Section 4(g) of the Corporate Governance Committee Charter, the Committee shall "[d]etermine the nomination and election process for the</p>	

		<p>Corporation's Directors and define the general profile of Board members that the Corporation may need and ensure appropriate knowledge, competencies and expertise that complement the existing skills of the Board.”</p> <p>The undersigned Corporate Secretary hereby attests that the nomination and election process for, and the qualifications of, the nominees for directors were discussed during the meetings of the Corporate Governance Committee held on 11 March, 11 June, and 08 August 2024.</p>	
2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	COMPLIANT	<p>The members of the Corporate Governance Committee, including their position are published on the website of the Company at: https://www.sanmiguel.com.ph/corporate/corporate-governance/board-committees</p> <p>The respective qualifications of the members are set out in pages 9 to 13 of the Definitive Information Statement https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf</p> <p>and Part III, Item 9 of the SEC Form 17-A https://www.sanmiguel.com.ph/storage</p>	

		/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf	
3. Chairman of the Corporate Governance Committee is an independent director.	COMPLIANT	<p>The Chairman of the Corporate Governance Committee is Mr. Reynato S. Puno, an independent director. His qualifications are set out on page 12 of the Definitive Information Statement</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Defintive_Information_Statement_05.16.2025.pdf</p> <p>and pages 45 to 46 of the SEC Form 17-A.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p>	
Optional: Recommendation 3.3.			
1. Corporate Governance Committee meet at least twice during the year.	COMPLIANT	The undersigned Corporate Secretary hereby attests that the Corporate Governance Committee held three (3) meetings in 2024.	
Recommendation 3.4			

<p>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.</p>	<p>COMPLIANT</p>	<p>Pursuant to 2.2.2.1 of the Manual https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final_.pdf</p> <p>and Section 1 of the Audit and Risk Oversight Committee Charter, https://www.sanmiguel.com.ph/storage/files/reports/SMC-Audit-and-Risk-Oversight-Committee-Charter-10-Aug-2017.pdf</p> <p>the Audit and Risk Oversight Committee performs oversight function over the Company's Enterprise Risk Management system.</p> <p>Further, Sections 4(r) and (s) of the said Charter states that the Committee shall:</p> <ul style="list-style-type: none"> ○ Develop a formal ERM plan which contains the following elements: (a) common language or register of risks, (b) well-defined risk management goals, objectives and oversight, (c) uniform processes of assessing risks and developing strategies to manage prioritized risks, (d) designing and implementing risk management strategies, and (e) continuing assessments to improve risk 	<ul style="list-style-type: none"> ○
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		<p>strategies, processes and measures; and</p> <ul style="list-style-type: none"> ○ Oversee the implementation of the ERM plan, conduct regular discussions on the Company's prioritized and residual risk exposures based on regular risk management reports, and assess how the concerned units or offices are addressing and managing these risks. <p>The policy, framework, processes, risk appetite, risk dictionary and forms/templates to be used in the assessment are discussed in detail in the Company's ERM Manual.</p> <p>https://sanmiguel.com.ph/storage/files/reports/SMC_ERM_Manual.pdf</p>	
2. BROCC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	COMPLIANT	<p>The members of the Audit and Risk Oversight Committee, including their position are published on the website of the Company at:</p> <p>https://www.sanmiguel.com.ph/corporate/corporate-governance/board-committees</p> <p>The respective qualifications of the members are set out in pages 11 to 13 of the Definitive Information Statement</p>	

		https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf	
3. The Chairman of the BROCC is not the Chairman of the Board or of any other committee.	COMPLIANT	<p>The Chairman of the Audit and Risk Oversight Committee is Mr. Margarito B. Teves. His qualifications are set out in page 12 of the Definitive Information Statement</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf</p> <p>and page 46 of the SEC Form 17-A.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p>	
4. At least one member of the BROCC has relevant thorough knowledge and experience on risk and risk management.	COMPLIANT	<p>Section 2.2.2.2 [Audit and Risk Oversight Committee] of the Manual provides that "[t]he members of the Committee shall have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance and at least one member of the Committee must have relevant thorough knowledge and experience on risk and risk management."</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p>	

		<p>The respective qualifications of the members are set out in pages 11 to 13 of the Definitive Information Statement</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Defintive_Information_Statement_05.16.2025.pdf</p> <p>and Part III, Item 9 of the SEC Form 17-A.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p>	
Recommendation 3.5			
<p>1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related party transactions of the company.</p>	COMPLIANT	<p>Section 2.2.2.4[<i>Related Party Transaction Committee</i>] of the Manual https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final .pdf</p> <p>and Sections 2 and 4 of the RPT Committee Charter https://www.sanmiguel.com.ph/storage/files/reports/SMC-Related-Party-Transactions-Committee-Charter-10-Aug-2017.pdf</p> <p>set out the composition and duties and responsibilities of the RPT Committee.</p>	

<p>2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.</p>	<p>COMPLIANT</p>	<p>The members of the RPT Committee, including their position are published on the website of the Company at: https://www.sanmiguel.com.ph/corporate/corporate-governance/board-committees</p> <p>The respective qualifications of the members are set out in pages 9 to 13 of the Definitive Information Statement https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf</p> <p>and Part III, Item 9 of the SEC Form 17-A. https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p>	
<p>Recommendation 3.6</p>			
<p>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.</p>	<p>COMPLIANT</p>	<p>Each of the Audit and Risk Oversight Committee Charter, Corporate Governance Committee Charter, and RPT Committee Charter (collectively, the "Committee Charters") was adopted by the Board on 10 August 2017.</p>	
<p>2. Committee Charters provide standards for evaluating the performance of the Committees.</p>	<p>COMPLIANT</p>	<p>On 06 July 2023, the Board of Directors approved the creation of the Company's Sustainability Committee and the appointment of its members.</p>	

		<p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC - Creation of Sustainability Committee and appointment of Members (07.06.2023).pdf</p> <p>On 03 August 2023, the Board approved the Sustainability Charter of the Sustainability Committee, a copy of which is available at the Company's website.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC Approval of Sustainability Charter (08.03.2023)...pdf</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Sustainability Committee Charter - 3 August 2023 [for uploading].pdf</p> <p>Each of the Committee Charters set forth the respective purposes, membership and qualifications, structure and operations, access to resources, duties and responsibilities, reporting process, and performance evaluation of the committees.</p>	
3. Committee Charters were fully disclosed on the company's website.	COMPLIANT	<p>The Committee Charters may be downloaded from the website of the Company at:</p>	

		<p>1) Audit and Risk Oversight Committee Charter https://www.sanmiguel.com.ph/storage/files/reports/San%20Miguel%20Corporation_(SEC%20FORM%2017-C-Amended%20Internal%20Audit%20Charter)_17March2025.pdf</p> <p>2) RPT Committee Charter https://www.sanmiguel.com.ph/storage/files/reports/SMC-Related-Party-Transactions-Committee-Charter-10-Aug-2017.pdf</p> <p>3) Corporate Governance Committee Charter https://www.sanmiguel.com.ph/storage/files/reports/SMC-Corporate-Governance-Committee-Charter-10-Aug-2017.pdf</p> <p>4) Sustainability Committee Charter https://www.sanmiguel.com.ph/storage/files/reports/SMC_Sustainability_Committee_Charter_-_3_August_2023_[for_uploading].pdf</p>	
Principle 4: To show full commitment to the company, the directors should devote the time and attention necessary to properly and effectively perform their duties and responsibilities, including sufficient time to be familiar with the corporation's business.			
Recommendation 4.1			
1. The Directors attend and actively participate in all meetings of the Board, Committees and shareholders in person or	COMPLIANT		

<p>through tele-/videoconferencing conducted in accordance with the rules and regulations of the Commission.</p>		<p>Principle 4 is embodied in Section 2.2.1.1 [<i>General Responsibility</i>] of the Manual.</p> <p>On the other hand, Section 2.2.1.7 [<i>Board Meetings and Quorum Requirements</i>] thereof states that "Directors should 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, except when justifiable causes, such as illness, death in the immediate family and serious accidents, prevent them from doing so."</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>The Company complies with the provisions of SEC Memorandum Circular No.15 Series of 2001 on the requirements for Board meetings through teleconferencing or videoconferencing.</p> <p>The record of attendance of the meetings of the Board of Directors and stockholders held in 2024 was reported to the Commission on 09 December 2024.</p>	
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2. The directors review meeting materials for all Board and Committee meetings.	COMPLIANT	The undersigned Corporate Secretary hereby attests that the directors review the relevant materials for all Board and Committee meetings.	
3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	COMPLIANT	Section 2.2.1.7 [Board Meetings and Quorum Requirements] of the Manual provides that in Board and Committee meetings, the director should review meeting materials and if called for, ask	

		<p>the necessary questions or seek clarifications and explanations.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final_.pdf</p> <p>The Corporate Secretary hereby attests that the directors of the Company asked questions and sought clarifications and explanations in the course of the discussions during the Board and Committee meetings held in 2024.</p>	
Recommendation 4.2			
<p>1. Non-executive directors concurrently serve in a maximum of five publicly-listed companies to ensure that they have sufficient time to fully prepare for minutes, challenge Management's proposals/views, and oversee the long-term strategy of the company.</p>	COMPLIANT	<p>Section 2.2.1.9 [<i>Policy on Multiple Board Seats</i>] of the Manual provides that "[t]he non-executive directors of the Board should concurrently serve as directors to a maximum of five (5) 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 Corporation."</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final_.pdf</p> <p>The directorships of the Company's directors in other reporting companies</p>	

		<p>are set out in pages 8 to 13 of the Definitive Information Statement https://www.sanmiguel.com.ph/storage/files/reports/SMC_Definitive_Information_Statement_05.16.2025.pdf</p> <p>and Part III, Item 9 of SEC Form 17-A. https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p>	
Recommendation 4.3			
<p>1. The directors notify the company's board before accepting a directorship in another company.</p>	COMPLIANT	<p>Under Section 2.2.1.9 [<i>Policy on Multiple Board Seats</i>] of the Manual, a director should notify the Board where he is an incumbent director before accepting a directorship in another company. https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10.17-Final.pdf</p> <p>The Corporate Secretary hereby attests that the directors have, where applicable, notified the Board before accepting a directorship in other companies.</p>	
Optional: Principle 4			
<p>1. Company does not have any executive directors who serve in more than two boards of listed companies outside of the group.</p>			

2. Company schedules board of directors' meetings before the start of the financial year.	COMPLIANT	The Board of Directors' meetings are scheduled and approved by the Board of Directors before the beginning of the year, on the last meeting of the Board for the prior year. For the 2024 board meetings, the Board of Directors approved the proposed schedule of meetings for 2024 on December 7, 2023.	
3. Board of directors meet at least six times during the year.	COMPLIANT	The Board held eight (8) meetings in 2024. The attendance of the Board at the said meetings was reported to the Commission on 09 December 2024 https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-Advisement%20Letter%20on%20the%20Board%20Meetings%20Attendance%20for%20the%20year%202024%20(12.09.2024).pdf	
4. Company requires as minimum quorum of at least 2/3 for board decisions.	NON-COMPLIANT		The Company complies with the provisions of the Revised Corporation Code of the Philippines in determining the quorum for the Board of Directors. There is no basis for the Board to adopt a different quorum as the current practice which is in accordance with law, is effective for the purpose of approving corporate actions.
Principle 5: The board should endeavor to exercise an objective and independent judgment on all corporate affairs			
Recommendation 5.1			

<p>1. The Board has at least 3 independent directors or such number as to constitute one-third of the board, whichever is higher.</p>	<p>COMPLIANT</p>	<p>Principle 5 and Recommendation 5.1 are embodied in Section 2.2.1.6 of the Manual. https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final .pdf</p> <p>One-third (1/3) of the board of directors of the Company, or five (5) in total, are independent directors. https://www.sanmiguel.com.ph/storage/files/reports/San%20Miguel%20Corporation%20Amended%20General%20Information%20Sheet11April2025.pdf</p>	
<p>Recommendation 5.2</p>			
<p>1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.</p>	<p>COMPLIANT</p>	<p>The qualifications of an independent director are set out in Section 2.2.1.6.1 of the Manual. https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final .pdf</p> <p>The academic qualifications and professional experience of the independent directors of the Company are set forth on pages 11 to 13 of the Definitive Information Statement</p>	

		https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf and pages 45 to 46 of the SEC Form 17-A. https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf	
Supplement to Recommendation 5.2			
1. Company has no shareholder agreements, by-laws provisions, or other arrangements that constrain the directors' ability to vote independently.	COMPLIANT	<p>Under Section 2.2.1.4 [<i>Duties and Responsibilities of a Director</i>] of the Manual, directors shall "conduct fair business transactions with the Corporation and to ensure that personal interest does not conflict with the interests of the Corporation. A Director with a material interest in any transaction affecting the corporation should abstain from taking part in the deliberations for the same". A director shall likewise "exercise objective and independent judgment on all corporate affairs."</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>The undersigned Compliance Officer hereby attests that there are no shareholder agreements, voting trust agreements or other agreements that</p>	

		constrain the directors' ability to vote independently.	
Recommendation 5.3			
1. The independent directors serve for a cumulative term of nine years (reckoned from 2012).	NON-COMPLIANT	<p>Section 2.2.1.6.2 of the Manual provides that the independent directors shall serve for a maximum cumulative term of nine (9) years.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>The dates when the Company's independent directors were respectively elected as such are specified on pages 11 to 13 of the Definitive Information Statement</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf</p> <p>and pages 45 to 46 of the SEC Form 17-A.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p>	<p>Independent Directors Reynato S. Puno and Margarito B. Teves were elected as Independent Directors on January 20, 2011 and June 14, 2012, respectively, thus serving as Independent Directors of the Company for a cumulative term of more than nine (9) years.</p> <p>In accordance with the Manual and upon endorsement of the Corporate Governance Committee of the Company, the Board of Directors found that the independence of Directors Puno and Teves have not been diminished or impaired by their long service as members of the Board of Directors and it has full confidence that Directors Puno and Teves will continue acting as independent directors.</p> <p>For the stated meritorious reasons, the Board of Directors approved and endorsed for the vote of the stockholders of the Company the election of Directors Puno and Teves as independent directors of the Company.</p> <p>On 11 June 2024, the stockholders of the Company voted for the approval of the re-election of Directors Puno and Teves as independent directors of the Company.</p>

<p>2. The company bars an independent director from serving in such capacity after the term limit of nine years.</p>	<p>NON-COMPLIANT</p>	<p>Section 2.2.1.6.2 of the Manual provides that “[u]pon reaching this limit [of nine (9) years], an Independent Director should be perpetually barred from re-election as such in the Corporation, but may continue to qualify for nomination and election as a non-independent director. In the instance that the Corporation needs to retain an Independent Director who has served for nine (9) years, the Board shall provide meritorious justifications and seek shareholders’ approval during the annual shareholders’ meeting.”</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p>	<p>Independent Directors Reynato S. Puno and Margarito B. Teves were elected as Independent Directors on January 20, 2011 and June 14, 2012, respectively, thus serving as Independent Directors of the Company for a cumulative term of more than nine (9) years.</p> <p>In accordance with the Manual and upon endorsement of the Corporate Governance Committee of the Company, the Board of Directors found that the independence of Directors Puno and Teves have not been diminished or impaired by their long service as members of the Board of Directors and it has full confidence that Directors Puno and Teves will continue acting as independent directors.</p> <p>For the stated meritorious reasons, the Board of Directors approved and endorsed for the vote of the stockholders of the Company the election of Directors Puno and Teves as independent directors of the Company.</p> <p>On 11 June 2024, the stockholders of the Company voted for the approval of the re-election of Directors Puno and Teves as independent directors of the Company.</p>
<p>3. In the instance that the company retains an independent director in the same capacity after nine years, the board</p>	<p>COMPLIANT</p>	<p>Independent Directors Reynato S. Puno and Margarito B. Teves were elected as Independent Directors on January 20,</p>	

provides meritorious justification and seeks shareholders' approval during the annual shareholders' meeting.		<p>2011 and June 14, 2012, respectively, thus serving as Independent Directors of the Company for a cumulative term of more than nine (9) years.</p> <p>In accordance with the Manual and upon endorsement of the Corporate Governance Committee of the Company, the Board of Directors found that the independence of Directors Puno and Teves have not been diminished or impaired by their long service as members of the Board of Directors and it has full confidence that Directors Puno and Teves will continue acting as independent directors.</p> <p>For the stated meritorious reasons, the Board of Directors approved and endorsed for the vote of the stockholders of the Company the election of Directors Puno and Teves as independent directors of the Company.</p> <p>On 11 June 2024, the stockholders of the Company voted for the approval of the re-election of Directors Puno and Teves as independent directors of the Company.</p>	
Recommendation 5.4			
1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	NON-COMPLIANT		The Chairman and Chief Executive Officer of the Corporation is Mr. Ramon S. Ang, while the President and Chief Operating Officer of the Corporation is Mr. John Paul L. Ang.

			While the Chairman of the Board and Chief Executive Officer supervises and monitors the management and administration of the businesses of the Corporation, the President and Chief Operating Officer performs the day-to-day functions of the Chairman and Chief Executive Officer.
2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	COMPLIANT	<p>Article IV, Section 3 of the By-laws and Section 2.2.3 [<i>The Chair, the Chief Executive Officer and the Lead Independent Director</i>] of the Manual enumerate the powers and duties of the Chairman of the Board and Chief Executive Officer.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-SEC%20Approved%20By-Laws%202024(12.26.2024).pdf</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p>	
Recommendation 5.5			
1. If the Chairman of the Board is not an independent director, the board designates a lead director among the independent directors.	COMPLIANT	Mr. Reynato S. Puno is the lead independent director of the Company. Please refer to page 12 of the Definitive Information Statement.	

		https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf The roles and responsibilities of the lead independent director are set out in Section 2.2.3 [<i>The Chair, the Chief Executive Officer and the Lead Independent Director</i>] of the Manual. https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf	
Recommendation 5.6			
1. Directors with material interest in a transaction affecting the corporation abstain from taking part in the deliberations on the transaction.	COMPLIANT	The Corporate Secretary hereby attests that directors with a material interest in transactions affecting the Company have abstained from taking part in the deliberations for the same during the Board meetings.	
Recommendation 5.7			
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 present.	NON-COMPLIANT		Pursuant to Section 2.2.1.7 [<i>Board Meetings and Quorum Requirements</i>] of the Manual, the non-executive directors are empowered to have separate periodic meetings with the External Auditor and heads of the internal audit, compliance and risk functions, without any executive directors present and such meetings should be chaired by the Lead Independent Director.

			https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf However, the non-executive directors determined that there was no need for such meeting in 2024.
2. The meetings are chaired by the lead independent director.	NON-COMPLIANT		See explanation above.
Optional: Principle 5			
1. None of the directors is a former CEO of the company in the past 2 years.			
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.	COMPLIANT	Principle 6 is embodied in Section 6 [Training and Assessment] of the Manual. https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf The undersigned Compliance Officer hereby attests that self-assessments were conducted for the Board and individual members, and the Audit and Risk Oversight Committee through the annual submission of a self-rating form.	
2. The Chairman conducts a self-assessment of his performance.	NON-COMPLIANT		The self-assessment of the Chairman is subsumed in his self-assessment as a member of the Board.
3. The individual members conduct a self-assessment of their performance.	COMPLIANT		
4. Each committee conducts a self-assessment of its performance.	COMPLIANT		

		<p>With respect to the Corporate Governance Committee and Related Party Transactions Committee, each of which were created on 13 June 2017, the said Committees have yet to conduct such self-assessment.</p> <p>The Sustainability Committee, recently created on 06 July 2023, is likewise yet to conduct its self-assessment.</p>	
5. Every three years, the assessments are supported by an external facilitator.	NON-COMPLIANT		<p>Pursuant to Section 6.1 of the Manual, every three (3) years, the assessment may be supported by an external facilitator.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final_.pdf</p> <p>The members of the Board of Directors continue to conduct their respective individual self-assessments and have determined that such self-assessments continue to be reflective of the efficient and competent functioning of their respective duties as directors of the Company, without need for the engagement of an external facilitator. Moreover, the Company complies with the Manual which prescribe a permissive use of an external facilitator to support any such assessment.</p>

Recommendation 6.2			
1. Board has in place a system that provides, at the minimum, criteria and process to determine the performance of the Board, individual directors and committees.	COMPLIANT	The process of self-assessment of the Board, its Committees and individual directors are set out in Annex "B" hereof.	
2. The system allows for a feedback mechanism from the shareholders.	COMPLIANT	<p>Shareholders may send their feedback to the Company through Ms. Nina Frances Therese B. Tenorio, Head of Financial Planning and Analysis, Investor Relations and Training, whose contact information is published on the website of the Company.</p> <p>https://www.sanmiguel.com.ph/corporate/investor-relations/smc-investor-relations</p>	
Principle 7: Members of the Board are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.			
Recommendation 7.1			
1. Board adopts a Code of Business Conduct and Ethics, which provide standards for professional and ethical behavior, as well as articulate acceptable and unacceptable conduct and practices in internal and external dealings of the company.	COMPLIANT	<p>Principle 7 and Recommendation 7.1 are embodied in Sections 2.2.1.1 [General Responsibility] and 2.2.1.2 [Specific Duties and Functions] of the Manual, respectively.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final_.pdf</p> <p>The Company has existing policies on proper business conduct, as follows:</p>	

		<ul style="list-style-type: none"> (i) Policy on Solicitation or Acceptance of Gifts; (ii) Whistle-blowing Policy; (iii) Conflict of Interest Policy; (iv) Policy on Dealings in Securities; (v) Related Party Transactions Policy and Material Related Party Transactions Policy; (vi) Health and Safety Policy; (vii) Personal Data Privacy Policy; (viii) Anti-Corruption and Sanctions Compliance Policy; (ix) Anti-Sexual Harassment Policy; (x) Board Diversity Policy; (xi) Code of Conduct and Ethical Business Policy; (xii) Diversity, Equity and Inclusion Policy; (xiii) Policy on Child and Forced Labor; (xiv) Environment Policy; (xv) Freedom of Association Policy; and (xvi) Supplier Code of Conduct <p>The foregoing policies may be viewed on the Company's website at:</p> <p>https://www.sanmiguel.com.ph/corporate/corporate-governance/companys-policies</p>	
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		<p>Moreover, the Code of Ethics and Conduct sets out the Company's policies with respect to conduct of business and fair dealings, prohibition against granting of undue personal favors, respect for trade secrets and confidential information, use of Company funds and assets, among others.</p> <p>https://www.sanmiguel.com.ph/corporate/corporate-governance/companys-policies</p> <p>The Code of Conduct and Ethical Business Policy (hereinafter, together with the Code of Ethics, the "Code") likewise mandates the fair, honest, impartial and good faith conduct of business affairs and prohibits: (i) any act which may raise questions as to the honesty, integrity, impartiality or reputation of the San Miguel Group; or (ii) activities that could cause embarrassment to the San Miguel Group or damage to its reputation.</p> <p>https://www.sanmiguel.com.ph/storage/page-assets/30/2/tnvVG7G2fZamyp4V9UJMF5Tepq6JXysazLZh73oZ5nj94oFGlgGMWgWFGH9e/orig/SMC_Code_of_Conduct_and_Ethical_Business_Policy_Final.pdf</p>	
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<p>2. The Code is properly disseminated to the Board, senior management and employees.</p>	<p>COMPLIANT</p>	<p>The undersigned Compliance Officer hereby attests that the Code was properly disseminated to all directors, senior management and employees. All employees of the Company are provided a copy of the San Miguel Corporation Employee Handbook and are required to acknowledge receipt of the same. The acknowledgement states that the employee understood its contents and commits themselves to comply with the items contained therein, the core purpose and values sought to be achieved and the policies governing the Company's activities.</p>	
<p>3. The Code is disclosed and made available to the public through the company website.</p>	<p>COMPLIANT</p>	<p>The Code is available on the Company's website at:</p> <p>https://www.sanmiguel.com.ph/corporate/corporate-governance/companys-policies</p> <p>https://www.sanmiguel.com.ph/storage/page-assets/30/2/tnvVG7G2fZamyp4V9UJMF5Tepq6JXysazLZh73oZ5nj94oFGlgGMWgWFGH9e/orig/SMC Code of Conduct and Ethical Business Policy Final.pdf</p>	
<p>Supplement to Recommendation 7.1</p>			
<p>1. Company has clear and stringent policies and procedures on curbing and penalizing</p>	<p>COMPLIANT</p>	<p>The undersigned Compliance Officer hereby attests that:</p>	

<p>company involvement in offering, paying and receiving bribes.</p>		<p>(a) The Code mandates that the employee should uphold the corporate interest and not grant undue personal favors, especially in matters of awarding dealership and contracts or in hiring and similar activities. The employee must exercise utmost discretion in accepting personal favors or gifts from individuals or entities seeking or doing business with the Company and refuse any gift that might be considered as bribery in any form.</p> <p>(b) The Company believes that the objective of achieving superior business results is consistent with the commitment to conduct business in a lawful, sustainable and responsible manner. All employees are expected and directed to comply with all laws and applicable regulations, and to conduct business in accordance with the highest standards of business ethics. This includes compliance with applicable laws, rules and regulations on bribery and corruption. It is every employee's responsibility to know and to understand legal and policy requirement as they</p>	
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		apply the same to their task, and to notify management when they believe a violation of law or a Company policy has been committed.	
Recommendation 7.2			
1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	COMPLIANT	The undersigned Compliance Officer hereby attests that all employees of the Company are provided a copy of the San Miguel Corporation Employee Handbook and are required to acknowledge receipt of the same. The acknowledgement states that the employee understood its contents and commits themselves to comply with the items contained therein, the core purpose and values sought to be achieved and the policies governing the Company's activities.	
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	COMPLIANT	As stated in the Employee Handbook of the Company, the Company believes that the highest form of discipline is self-discipline. Discipline is not merely a restraint on one's behavior but a total conditioning of oneself for the highest achievable levels of performance. The Company aims to create an environment wherein excellent performance and exemplary behavior are the preoccupation of all its employees. Each employee is expected to actively live the Company values. Consistent with the values of the Company, the Company believes in	

		<p>discipline as an exercise in reform rather than punishment. Employees who violate policies, rules and regulations will be given the opportunity to be heard and given due process. Corrective actions are designed to provide the employee maximum opportunity to reform and desist from further violation. However, the Company acknowledges rules may need to be enforced with authority. Thus the Company stipulates that employees violating principles, rules and regulations are given disciplinary actions in progressively increasing severity. This excludes grave offenses for which an employee may be discharged immediately following a lawful investigation.</p> <p>Discipline is guided by the following principles and policies:</p> <ul style="list-style-type: none"> • Rules must be clearly documented and communicated to all affected. • Rules should clearly state the standards of personal behavior and conduct as well as define the acts as forms of behavior prohibited and punishable. • Corresponding penalties for each violation shall also be spelled out and defined. • Investigations and proceedings shall be expeditious, transparent, and consistent with 	
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		<p>requirements of law. Disciplinary action shall be imposed immediately upon judgment.</p> <ul style="list-style-type: none"> • Discipline must be imposed consistently. 	
Disclosure and Transparency			
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			
<p>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.</p>	COMPLIANT	<p>Principle 8 is embodied in Section 4 [Disclosure and Transparency Of Corporation's Corporate Governance Policies] of the Manual.</p> <p>All reports and material information disclosures of the Company made to the regulators and the public are available on the website of the Company at:</p> <p>https://www.sanmiguel.com.ph/disclosures/all</p>	
Supplement to Recommendations 8.1			

<p>1. Company distributes or makes available annual and quarterly consolidated reports, cash flow statements, and special audit revisions. Consolidated financial statements are published within ninety (90) days from the end of the fiscal year, while interim reports are published within forty-five (45) days from the end of the reporting period.</p>	<p>COMPLIANT (as to the Quarterly Reports)</p> <p>NON-COMPLIANT (as to the Annual Report)</p>	<p>The quarterly unaudited consolidated financial statements of the Company and its subsidiaries (SEC Form 17-Q) were filed and disclosed on the following dates:</p> <p>(a) SEC Form 17-Q (1st quarter): 15 May 2024 (45 days from March 31, 2024) https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-Q (1st Quarter 2024) (05.15.2024) - Final 2.pdf</p> <p>(b) SEC Form 17-Q (2nd quarter): 14 August 2024 (45 days from June 30, 2024) https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-Q%20(2nd%20Quarter%202024)%20(08.14.2024)-Final%20(1).pdf</p> <p>(c) SEC Form 17-Q (3rd quarter): 14 November 2024 (45 days from 30 September 2024) https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-Q%20(3rd%20Quarter%202024)%20(11.14.2024)-Final%20(3).pdf</p>	<p>The Company files its consolidated financial statements and interim reports in accordance with the periods required by the Securities Regulation Code.</p> <p>The annual report of the Company (SEC Form 17-A, including its Consolidated Financial Statements for December 31, 2024, 2023 and 2022, was filed with the Commission and disclosed to the public through the Philippine Stock Exchange ("PSE"), the Philippine Dealing & Exchange Corp. ("PDEX") and the Company's website, on 15 April 2025, in compliance with Memorandum Circular No. 1, Series of 2023.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p>
<p>2. Company discloses in its annual report the principal risks associated with the identity of the company's controlling shareholders; the degree of ownership concentration;</p>	<p>COMPLIANT</p>	<p>The principal risk of the exercise of controlling shareholders' voting power is the denial of pre-emptive rights to any</p>	

<p>cross-holdings among company affiliates; and any imbalances between the controlling shareholders' voting power and overall equity position in the company.</p>		<p>issuance of common and preferred shares under Article VII of the Company's amended Articles of Incorporation.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-Approved%20Amended%20Articles%20of%20Incorporation%20(02.27.2025).pdf</p> <p>In addition, the Offer Supplement of the Company relating to the offer of up to 20,000,000,000 fixed-rate peso bonds, which was filed with the Commission on 13 June 2024 (the "Prospectus"), specifically page 66 to 121 thereof, discusses the major risks relating to the Company and its subsidiaries, which includes the ability of the largest shareholders to influence corporate actions that require Board and shareholder approval.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/Annex A - Final Offer Supplement compressed.pdf</p> <p>Owners of more than 5% of the Company's voting securities as of 31 December 2024, and their respective shareholdings, are disclosed on pages 50 to 51 of SEC Form 17-A.</p>	
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		https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf The cross-holdings or ownership of the Company in both listed and non-listed subsidiaries are likewise disclosed in SEC Form 17-A, specifically in Note 2 of the Notes to the Consolidated Financial Statements (Annex "B" of SEC Form 17-A) and the conglomerate map (Annex "C" of SEC Form 17-A). The controlling shareholders' voting power are proportionate to their overall equity position in the Company. https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf	
Recommendation 8.2			
1. Company has a policy requiring all directors to disclose/report to the company any dealings in the company's shares within three business days.	COMPLIANT	Section 4.4 of the Manual provides that all directors and officers shall disclose to the Company any dealings in the Company's shares within three (3) business days.	
2. Company has a policy requiring all officers to disclose/report to the company any dealings in the company's shares within three business days.	COMPLIANT	https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf	

		<p>Effective 01 February 2025, Mr. Bryan U Villanueva was appointed as Senior Vice President – Chief Finance Officer of the Company, replacing Mr. Ferdinand K. Constantino as Chief Finance Officer. Mr. Villanueva filed his initial statement of beneficial ownership on 01 February 2025.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/San%20Miguel%20Corporation%20Current%20Report%20Initial%20Statement%20of%20Beneficial%20Ownership%20of%20Securities%20(SEC-FORM-23-A%20of%20Mr.%20Bryan%20U%20Villanueva%20(2).pdf</p> <p>Effective 01 February 2025, Mr. Joseph N. Pineda was appointed as Treasurer of the Company in addition to his position as Senior Vice President - Deputy Chief Finance Officer, replacing Mr. Constantino as Treasurer. Mr. Pineda filed his statement of beneficial ownership on 01 February 2025 comprising 62,715 common shares of the Company.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/San%20Miguel%20Corporation%20Current%20Report%20Statement%20of%20Changes%20in%20Beneficial%20Ownership%20of%20Securities%20(SEC-FORM-23-A%20of%20Mr.%20Joseph%20N.%20Pineda%20(2).pdf</p>	
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		B%20of%20Mr.%20Joseph%20N.%20(1).pdf	
Supplement to Recommendation 8.2			
1. Company discloses the trading of the corporation's shares by directors, officers (or persons performing similar functions) and controlling shareholders. This includes the disclosure of the company's purchase of its shares from the market (e.g. share buy-back program).	COMPLIANT	<p>The number of shares comprising the Company's capital stock (all of which are voting shares) owned of record by the Chairman and Chief Executive Officer, the President and Chief Operating Officer, the directors, key officers of the Company, and nominees for election as director, as of 31 December 2024 are set out on pages 49 to 51 of the SEC Form 17-A.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p> <p>The conglomerate map of the Company and its subsidiaries is set out in Annex "C" of SEC Form 17-A.</p>	

		https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf	
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	<p>The directors' academic qualifications, share ownership in the Company, membership in other boards, other executive positions, professional experiences, and expertise are set out on Part III, Items 9 and 11 of SEC Form 17-A</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p> <p>and pages 6 to 13 of the Definitive Information Statement.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf</p>	
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	<p>The officers' academic qualifications, share ownership in the Company, membership in other boards, other executive positions, professional experiences, and expertise are set out on Part III, Items 9 and 11 of SEC Form 17-A</p>	

		https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf and pages 5 to 7 and 15 to 16 of the Definitive Information Statement. https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf	
Recommendation 8.4			
1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same.	COMPLIANT	<p>Article III, Section 10 of the By-laws provides that: "As compensation, the Board of Directors shall receive no more than two percent (2%) of the profits obtained during the year after deducting therefrom general expenses, remuneration to officers and employees, depreciation on buildings, machineries, transportation units, furniture and other properties. Such compensation shall be apportioned among the directors in such manner as the Board, duly assembled as a board, may deem proper."</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-SEC%20Approved%20By-Laws%202024(12.26.2024).pdf</p> <p>Moreover, under Section 2.2.1.2 [<i>Specific Duties and Functions</i>] of the</p>	

		<p>Manual, the Board shall “[a]lign the remuneration of key Officers and Board members with the long-term interests of the Corporation and, in doing so, formulate and adopt a policy specifying the relationship between remuneration and performance.”</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final .pdf</p> <p>Under Section 2.2.2.1.2 of the Manual and Section 4 (i)(j) and (l) of the Corporate Governance Committee Charter, the Corporate Governance Committee shall:</p> <ul style="list-style-type: none"> ○ Establish a formal and transparent procedure to develop a policy for determining the remuneration of directors and officers, and provide oversight over remuneration of senior management and other key personnel, ensuring that compensation is consistent with the culture, strategy and business environment of the Company; ○ Designate amount of remuneration, which shall be in a sufficient level to attract and retain directors and officers who are needed to run the Company successfully; and 	
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		<p>o Disallow any director to decide his or her own remuneration.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-Corporate-Governance-Committee-Charter-10-Aug-2017.pdf</p> <p>Fixed Remuneration is based on industry standards, and variable remuneration is based on the financial performance of the Company.</p> <p>As a matter of policy, the Corporation has been giving variable remuneration much lower than 2%, which is the upper limit.</p> <p>The Company provides each director with reasonable per diem of P50,000 and P20,000 for each Board and Committee meeting attended, respectively.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p>	
2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.	COMPLIANT	Kindly refer to the response to Recommendation 8.4 (1) above.	

<p>3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.</p>	<p>COMPLIANT</p>	<p>Part III, Item 10 [Executive Compensation] of the SEC Form 17-A sets out the aggregate compensation paid or incurred during the last two (2) fiscal years and estimated to be paid in the ensuing fiscal year to the Chief Executive Officer and senior executive officers of the Company.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p> <p>Moreover, the Company complies with Section 29 of the Revised Corporation Code which provides that corporations vested with public interest shall submit to their shareholders and the Commission, an annual report of the total compensation of each of their directors or trustees. Page 20 of the Definitive Information Statement provides for the total per diems and director's fees received by each of the Company's directors.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf</p>	
<p>Recommendation 8.5</p>			
<p>1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring</p>	<p>COMPLIANT</p>	<p>Under Section 2.2.1.2 [Specific Duties and Functions] of the Manual, the Board shall formulate and implement</p>	

<p>transactions in their Manual on Corporate Governance.</p>		<p>policies and procedures that would ensure the integrity and transparency of related party transactions and other unusual or infrequently occurring transactions, particularly those which pass certain thresholds of materiality. Such policies shall include the appropriate review and approval of material or significant related party transactions, which guarantee fairness and transparency of the transactions, and encompass all entities within the group, taking into account their size, structure, risk profile and complexity of operations.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>The Related Party Transactions policy and Material Related Party Transactions policy of the Company is published on the website of the Company at:</p> <p>https://www.sanmiguel.com.ph/corporate/corporate-governance/companys-policies</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-Related Party Transactions Policy 10.03 .19 .pdf</p>	
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		<p>The RPT Committee is tasked with reviewing all material related party transactions of the Company. The duties and responsibilities thereof are set forth in Section 2.2.2.5.2 of the Manual and Section 4 of the RPT Committee Charter.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-Related-Party-Transactions-Committee-Charter-10-Aug-2017.pdf</p> <p>In compliance with SEC Memorandum Circular No. 10, series of 2019, the Company adopted a Policy on Material Related Party Transactions which was unanimously approved by the Board of Directors on 08 August 2019 (the "Material RPT Policy").</p> <p>Part B of the Material RPT Policy defines related party transactions that are considered material and covered by the Material RPT Policy.</p> <p>Part F and G of the Material RPT Policy sets out the review process for Material RPTs, including, where relevant, obtaining shareholder approval as may be appropriate.</p>	
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		<p>Part J of the Material RPT Policy sets out the necessary disclosures for Material RPTs.</p> <p>A copy of the Material RPT Policy can be accessed at the Company's website:</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-Related Party Transactions Policy 10.03 .19 .pdf</p> <p>The undersigned Corporate Secretary hereby attests that directors with conflict of interest in transactions affecting the Company have abstained from taking part in the deliberations for the same during the Board meetings.</p>	
2. Company discloses material or significant RPTs reviewed and approved during the year.	COMPLIANT	<p>Note 33 of the Notes to the Consolidated Financial Statements of the Company as of the year 31 December 2024 sets out the related party transactions of the Company and outstanding balances as of the said date.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p>	
Supplement to Recommendation 8.5			
1. Company requires directors to disclose their interests in transactions or any other conflict of interests.	COMPLIANT	Pursuant to the Company's Conflict of Interest Policy, all officers shall	

		<p>accomplish and submit the Full Business Interest Disclosure (FBID) Form within thirty (30) days after their appointment. If a potential conflict of interest arises at any time after submission of the initial FBID Form, the officer concerned shall report it immediately to his immediate superior by filing an Amended FBID Form within thirty (30) days from such time as the conflict of interest arises. The officer concerned shall indicate the new or additional conflict of interest situation in the Amended FBID Form.</p> <p>https://www.sanmiguel.com.ph/storage/smc_files/pdfs/SMCPolicyonConflictofInterest.pdf</p>	
Optional : Recommendation 8.5			
<p>1. Company discloses that RPTs are conducted in such a way to ensure that they are fair and at arms' length.</p>	COMPLIANT	<p>The Company's RPT Policy and Note 33 of the Notes to the Consolidated Financial Statements of the Company as of the year 31 December 2024 states that:</p> <p>"The Parent Company, certain subsidiaries and their shareholders, associates and joint ventures purchase products and services from one another in the normal course of business. The Parent Company requires approval of the Board of Directors for related party transactions amounting to at least ten percent (10%) of the total consolidated assets based on its latest</p>	

		<p>audited financial statements. Amounts owed by/owed to related parties are collectible/will be settled in cash. An assessment is undertaken at each financial year by examining the financial position of the related party and the market in which the related party operates."</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p> <p>Part C of the Material RPT Policy sets out the guidelines to ensure that all RPTs are entered into on an arm's length basis.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-Related Party Transactions Policy 10.03 .19 .pdf</p> <p>In the review of Material RPTs, the RPT Committee and the Board of Directors shall consider such factors to ensure that no preferential treatment shall be given to Related Parties that are not extended to non-related parties under similar circumstances.</p>	
Recommendation 8.6			
1. Company makes a full, fair, accurate and timely disclosure to the public of every material fact or event that occur, particularly on the acquisition or disposal	COMPLIANT	Pursuant to Section 4 [Disclosure And Transparency Of Corporation's Corporate Governance Policies] of the	

of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders.		<p>Manual, the undersigned Compliance Officer hereby attests that all material information about the Company which could adversely affect its viability or the interest of its stockholders and other stakeholders, are fully, fairly, accurately and timely disclosed to the public. Such information includes earnings results, acquisition or disposal of significant assets, Board changes, RPTs, shareholdings of directors and changes to ownership.</p> <p>All disclosures made by the Company may be viewed at its website at:</p> <p>https://www.sanmiguel.com.ph/disclosures/all</p>	
2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.	COMPLIANT	<p>The undersigned Compliance Officer hereby attests that the Company engages the services of Investment Banks or independent valuation experts to provide advice on the fairness of transaction price, under circumstances when they are required.</p>	
Supplement to Recommendation 8.6			
1. Company discloses the existence, justification and details on shareholder agreements, voting trust agreements, confidentiality agreements, and such other agreements that may impact on the control, ownership, and strategic direction of the company.	COMPLIANT	<p>The undersigned Compliance Officer hereby attests that there are no shareholder agreements, voting trust agreements or other agreements that may impact the control, ownership, and strategic direction of the Company.</p>	

Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	COMPLIANT	The Manual may be downloaded from the website of the Company at: https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf	
2. Company's MCG is submitted to the SEC and PSE.	COMPLIANT		
3. Company's MCG is posted on its company website.	COMPLIANT		
Supplement to Recommendation 8.7			
1. Company submits to the SEC and PSE an updated MCG to disclose any changes in its corporate governance practices.	COMPLIANT	<p>The Company's Manual, as amended on 10 May 2017, was filed with the Commission on 26 May 2017, as evidenced by the stamp of the Commission on the first page thereof indicating receipt.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>The adoption of the amended Manual was likewise disclosed to the PSE on 10 May 2017.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-Adoption of New Manual on Corpora</p>	

		te Governance and Reorganization of Board Committees 05.10 .17 .pdf	
Optional: Principle 8			
1. Does the company's Annual Report disclose the following information:		a. Corporate Objectives See discussion on Business and General Information on pages 2 to 37 of the SEC Form 17-A.	
a. Corporate Objectives	COMPLIANT		
b. Financial performance indicators	COMPLIANT	b. Financial performance indicators	
c. Non-financial performance indicators	COMPLIANT	See the Audited Consolidated Financial Statements as of 31 December 2024 and Management's Discussion and Analysis of Financial Position and Financial Performance, attached as Annex "B" and Annex "A", respectively, of the SEC Form 17-A, and the Supplementary Schedules attached as Annex "C" thereof.	
d. Dividend Policy	COMPLIANT		
e. Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and other directorships in listed companies) of all directors	COMPLIANT		
f. Attendance details of each director in all directors meetings held during the year	NON-COMPLIANT	c. Non-financial performance indicators See discussion on Business and General Information on pages 2 to 37 of the SEC Form 17-A. d. Dividend Policy The undersigned Corporate Secretary hereby attests that dividends may be declared at the discretion of the Board of Directors and will depend upon the future	The SEC Form 17-A submitted by the Company conforms to the information required to be contained in SEC Form 17-A (Annual Report) or required by the Commission on the foregoing information. The record of attendance of the meetings of the Board of Directors and stockholders held in 2024 was reported to the Commission on 09 December 2024 https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-Advisement%20Letter%20on%20the%20Board%20Meetings%20Attendance%20for

		<p>results of operations and general financial condition, capital requirements, its ability to receive dividends and other distributions and payments from its subsidiaries, foreign exchange rates, legal, regulatory and contractual restrictions, loan obligations and other factors the Board of Directors may deem relevant.</p> <p>Details on the declaration and payment of cash dividends to holders of common and preferred shares are found on pages 38 to 40 of the SEC Form 17-A.</p> <p>e. Biographical details of all directors</p> <p>See pages 41 to 46 of the SEC Form 17-A.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p>	<p>%20the%20year%202024%20(12.09.2024).pdf</p> <p>Page 14 of the Definitive Information Statement likewise contains the record of attendance of the meetings of the Board of Directors and stockholders held in 2024.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf</p>
a. Total remuneration of each member of the board of directors	COMPLIANT	<p>Part III, Item 10 [<i>Executive Compensation</i>] of the SEC Form 17-A sets out the aggregate compensation paid or incurred during the last two (2) fiscal years and estimated to be paid in the ensuing fiscal year to the Chief Executive Officer and senior executive</p>	

		<p>officers and all other officers and directors as a group unnamed.</p> <p>The Company complies with the requirement under the Securities Regulation Code Rule 12 (Annex C), which provides that: (i) the information on compensation of the Chief Executive Officer and four (4) most highly compensated officers may be provided in the aggregate; and (ii) the information on compensation for all directors and officers as a group shall be provided in the aggregate (without naming the individuals and irrespective of the amount of their individual compensation).</p> <p>Moreover, the Company complies with Section 29 of the Revised Corporation Code which provides that corporations vested with public interest shall submit to their shareholders and the Commission, an annual report of the total compensation of each of their directors or trustees. Page 20 of the Definitive Information Statement provides for the total per diems and director's fees received by each of the Company's directors.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf</p>	
2. The Annual Report contains a statement confirming the company's full compliance	NON-COMPLIANT		In the Definitive Information Statement, specifically page 45 thereof, the

with the Code of Corporate Governance and where there is non-compliance, identifies and explains reason for each such issue.			Compliance Officer has certified that the Company has substantially adopted all the provisions of the Manual, which has been revised in compliance with SEC Memorandum Circular No. 19, Series of 2016 which adopted the Code of Corporate Governance for Publicly Listed Companies.
3. The Annual Report/Annual CG Report discloses that the board of directors conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems.	NON-COMPLIANT		<p>The SEC Form 17-A submitted by the Company conforms to the information required to be contained in SEC Form 17-A (Annual Report) or required by the Commission on the foregoing information.</p> <p>The undersigned Corporate Secretary hereby attests that, as stated in the Report of the Audit and Risk Oversight Committee for the year ended December 31, 2024, the Audit and Risk Oversight Committee reviewed the effectiveness and sufficiency of the Company's financial and internal controls, risk management systems, and control and governance process, and ensured that, where applicable, necessary measures are taken to address any concern or issue arising therefrom.</p>
4. The Annual Report/Annual CG Report contains a statement from the board of directors or Audit Committee commenting on the adequacy of the company's internal controls/risk management systems.	NON-COMPLIANT		The SEC Form 17-A submitted by the Company conforms to the information required to be contained in SEC Form 17-A (Annual Report) or required by the

			<p>Commission on the foregoing information.</p> <p>The undersigned Corporate Secretary hereby attests that, as stated in the Report of the Audit and Risk Oversight Committee for the year ended December 31, 2024, the Audit and Risk Oversight Committee reviewed the effectiveness and sufficiency of the Company's financial and internal controls, risk management systems, and control and governance process, and ensured that, where applicable, necessary measures are taken to address any concern or issue arising therefrom.</p>
5. The company discloses in the Annual Report the key risks to which the company is materially exposed to (i.e. financial, operational including IT, environmental, social, economic).	COMPLIANT	<p>A discussion of the major business risks faced by the Company and its subsidiaries, the measures it undertakes to address or manage the same, is found on pages 34 to 37 of the SEC Form 17-A.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</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	COMPLIANT	<p>Principle 9 is embodied in Section 2.2.5 [External Auditor] of the Manual.</p>	

<p>appointment, reappointment, removal, and fees of the external auditors.</p>		<p>Pursuant to Section 2.2.2.2.2 of the Manual https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>and Section 4(d) of the Audit and Risk Oversight Committee Charter, https://www.sanmiguel.com.ph/storage/files/reports/SMC-Audit-and-Risk-Oversight-Committee-Charter-10-Aug-2017.pdf</p> <p>the appointment, reappointment, and removal of the External Auditor shall be recommended by the Audit and Risk Oversight Committee and approved by the Board and ratified by the shareholders. The said Manual and Charter likewise states that the Audit and Risk Oversight Committee evaluates and determines any non-audit work performed by the External Auditor, and periodically reviews the non-audit fees paid to the External Auditor in relation to the total fees paid to him and to the Company's overall consultancy expenses.</p>	
<p>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.</p>	<p>COMPLIANT</p>	<p>The undersigned Corporate Secretary hereby attests that stockholders representing 80.504% of the total outstanding common stock of the</p>	

		Company approved the appointment of the auditing firm of R.G. Manabat & Co., CPAs as the External Auditor of the Company for the year 2024.	
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	This is not applicable because the Company did not remove or change its External Auditor in the preceding year.	
Supplement to Recommendation 9.1			
1. Company has a policy of rotating the lead audit partner every five years.	COMPLIANT	<p>As disclosed on page 36 of the Company's Annual Report, the External Auditor is selected and appointed by the shareholders upon the recommendation of the Board and subject to rotation every five years or earlier in accordance with the regulations of the Commission.</p> <p>https://sanmiguel.com.ph/storage/page-assets/59/1/OFfkkB6dDdMMCFqwQypNk7OaFJiXU3Id3v67O6fogVGeI0PXEXRZoL90a8WP/orig/SMC_AR2025.pdf</p>	
Recommendation 9.2			
<p>1. Audit Committee Charter includes the Audit Committee's responsibility on:</p> <p>i. assessing the integrity and independence of external auditors;</p>	COMPLIANT	<p>Please refer to Section 4(e) of the Audit and Risk Oversight Committee Charter.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-Audit-and-Risk-</p>	

<p>ii. exercising effective oversight to review and monitor the external auditor's independence and objectivity; and</p> <p>iii. exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.</p>		<p>Oversight-Committee-Charter-10-Aug-2017.pdf</p>	
<p>2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.</p>	<p>COMPLIANT</p>	<p>Please refer to Section 4(e) of the Audit and Risk Oversight Committee Charter. https://www.sanmiguel.com.ph/storage/files/reports/SMC-Audit-and-Risk-Oversight-Committee-Charter-10-Aug-2017.pdf</p>	
<p>Supplement to Recommendations 9.2</p>			
<p>1. Audit Committee ensures that the external auditor is credible, competent and has the ability to understand complex related party transactions, its counterparties, and valuations of such transactions.</p>	<p>COMPLIANT</p>	<p>The Audit and Risk Oversight Committee has a robust process for approving and recommending the appointment or reappointment of the External Auditor, which includes a determination that the External Auditor is duly accredited by the Commission and is competent to undertake an independent audit of the Company and its related party transactions. Please refer to Section 4(d) of the Audit and Risk Oversight Committee Charter. https://www.sanmiguel.com.ph/storage/files/reports/SMC-Audit-and-Risk-</p>	

		Oversight-Committee-Charter-10-Aug-2017.pdf	
2. Audit Committee ensures that the external auditor has adequate quality control procedures.	COMPLIANT	<p>The Audit and Risk Oversight Committee has a robust process for approving and recommending the appointment or reappointment of the External Auditor, which includes a determination of whether the External Auditor has adequate quality control procedures. Please refer to Section 4(d) of the Audit and Risk Oversight Committee Charter.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-Audit-and-Risk-Oversight-Committee-Charter-10-Aug-2017.pdf</p>	
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	<p>The Definitive Information Statement, specifically page 41 thereof, discloses the amount of fees paid by the Company to the External Auditor, which include compensation for audit services and other related services such as audit review and research work. There were no fees paid to the external auditor for tax accounting, compliance, advice, planning, and any other form of tax services. There were no other fees paid to the auditors other than the above-described services.</p>	

		https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf	
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	<p>Section 4(g) of the Audit and Risk Oversight Committee Charter states that the Committee shall: "evaluate and determine any non-audit work performed by the External Auditor, and periodically review the non-audit fees paid to the External Auditor in relation to the total fees paid to him and to the Corporation's overall consultancy expenses. The Committee shall disallow any non-audit work that will conflict with his duties as an External Auditor or may pose a threat to his independence. The non-audit work, if allowed, shall be disclosed in the Corporation's Annual Report and Annual Corporate Governance Report. The Committee shall be 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 and independence."</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-Audit-and-Risk-Oversight-Committee-Charter-10-Aug-2017.pdf</p>	
Supplement to Recommendation 9.3			
1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	COMPLIANT		

		<p>The Definitive Information Statement, specifically page 41 thereof, discloses as follows: "The Parent Company paid the external auditor the amount of P11 million and P8 million, respectively, for its services rendered in 2024 and 2023." Said fees include compensation for audit services and other related services such as audit review and research work. There were no fees paid to the external auditor for tax accounting, compliance, advice, planning, and any other form of tax services. There were no other fees paid to the auditors other than the above-described services.</p> <p>In 2024, the Company paid the external auditor the amount of Php11 Million entirely for audit services.</p>	
Additional Recommendation to Principle 9			
1. Company's external auditor is duly accredited by the SEC under Group A category.	COMPLIANT	<p>1. Name of the audit engagement partner: Darwin P. Virocel</p> <p>2. SEC Accreditation No.: 94495-SEC, Group A</p> <p>3. Date Accredited: 04 April 2025</p> <p>4. Expiry date of accreditation: valid up to audit of annual financial statements for the year ended 31 December 2025, pursuant to SEC Notice dated 04 April 2025</p>	

		<p>5. Name, address, contact number of the audit firm:</p> <p>R.G. Manabat & Co. The KPMG Center, 6/F 6787 Ayala Avenue, Makati City Philippines 1209 Telephone: 8885-7000</p>	
2. Company's external auditor agreed to be subjected to the SEC Oversight Assurance Review (SOAR) Inspection Program conducted by the SEC's Office of the General Accountant (OGA).	COMPLIANT	As a Group A audit firm accredited by the Commission, R.G. Manabat & Co. is required to, and shall comply with, the requirements of the Commission in relation to the SOAR Inspection Program.	
Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.			
Recommendation 10.1			
1. Board has a clear and focused policy on the disclosure of non-financial information, with emphasis on the management of economic, environmental, social and governance (EESG) issues of its business, which underpin sustainability.	COMPLIANT	Section 4.9 of the Manual states that: "The Corporation should ensure that the material and reportable non-financial and sustainability issues are disclosed. The Board should have a clear and focused policy on the disclosure of non-financial information, with emphasis on the management of economic, environmental, social and governance issues of its business, which underpin sustainability. The Corporation shall endeavor to adopt a globally recognized standard or framework in	

		<p>reporting sustainability and non-financial issues.</p> <p>Other information that shall always be disclosed includes corporate strategy and off balance sheet transactions.”</p> <p>In compliance with SEC Memorandum Circular No. 4, Series of 2019, the Company submitted a Sustainability Report to the Commission disclosing therein the Company's non-financial performance across economic, environmental and social aspects of the Company. The Sustainability Report was submitted together with SEC Form 17-A as Annex “I” on 15 April 2025. The full text of the Sustainability Report may be accessed at the Company's website at:</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p>	
2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	COMPLIANT	<p>In the preparation of its Sustainability Report, the Company adopted globally recognized standards/framework in determining materiality for purposes of reporting sustainability and non-financial issues.</p> <p>In this respect, the Company was guided by reporting principles of the Sustainability Accounting Standards</p>	

		<p>Board (SASB) as well as integrated globally applicable and sector-specific disclosures. The Company likewise adopted reporting standards aligned with the Global Reporting Initiative's (GRI) Sustainability Reporting Standards as prescribed by the Commission. Finally, the Company was also guided by the Greenhouse Gas Protocol Corporate Standard in accounting for and reporting the Company's greenhouse gas emissions.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p>	
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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

<p>1. Company has media and analysts' briefings as channels of communication to ensure the timely and accurate dissemination of public, material and relevant information to its shareholders and other investors.</p>	COMPLIANT	<p>Principle 11 and Recommendation 11.1 are embodied in Sections 3.1 and 3.2 of the Manual.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>The Company utilizes the following mode/s of communication for disseminating information:</p> <ul style="list-style-type: none"> • Company disclosures 	
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		<p>All disclosures made by the Company may be viewed at its website at:</p> <p>https://www.sanmiguel.com.ph/disclosures/all</p> <ul style="list-style-type: none"> Quarterly Investors' Briefings <p>The invitation and materials of the quarterly Investors' Briefings are uploaded to the Company's website.</p> <p>https://www.sanmiguel.com.ph/disclosures/analysts-briefing-presentations</p> <ul style="list-style-type: none"> Reports on Financial Performance <p>This includes the following reports available on the website of the Company:</p> <p>(i) Annual Reports https://www.sanmiguel.com.ph/disclosures/17-a</p> <p>(ii) Quarterly Financial Statements (SEC Form 17-Q) https://www.sanmiguel.com.ph/disclosures/17-q</p> <p>(iii) Quarterly Financial Highlights</p>	
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		<p>https://www.sanmiguel.com.ph/corporate/investor-relations/financial-performance/financial-highlights</p> <ul style="list-style-type: none"> • One-on-one meetings • Email • Telephone calls • Written correspondence <p>Investors, shareholders and other stakeholders may contact the following:</p> <ol style="list-style-type: none"> 1) San Miguel Corporation 2) Investor Relations (through Ms. Nina Frances Therese B. Tenorio, Head of Financial Planning and Analysis, Investor Relations and Training) 3) SMC Stock Transfer Service (for shareholder services and assistance) 4) San Miguel Customer Care Hotline <p>The respective addresses and contact information of the foregoing are published on the website of the Company at:</p> <p>http://www.sanmiguel.com.ph</p>	
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Supplemental to Principle 11			
1. Company has a website disclosing up-to-date information on the following:	COMPLIANT	a. Financial statements/reports (latest quarterly)	
a. Financial statements/reports (latest quarterly)	COMPLIANT	SEC Form 17-A https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf SEC Form 17-Q 1) 1 st Quarter https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-Q_(1st_Quarter_2024)_(05.15.2024)_-Final_2.pdf 2) 2 nd Quarter https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-Q)%20(2nd%20Quarter%202024)%20(08.14.2024)-Final%20(1).pdf 3) 3 rd Quarter https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-Q%20(3rd%20Quarter%202024)%20(11.14.2024)-Final%20(3).pdf	
b. Materials provided in briefings to analysts and media	COMPLIANT		
c. Downloadable annual report	COMPLIANT		
d. Notice of ASM and/or SSM	COMPLIANT		
e. Minutes of ASM and/or SSM	COMPLIANT		
f. Company's Articles of Incorporation and By-Laws	COMPLIANT	b. Materials provided in briefings to analysts and media	

		<p>https://www.sanmiguel.com.ph/disclosures/analysts-briefing-presentations</p> <p>c. Downloadable annual report</p> <p>https://www.sanmiguel.com.ph/corporate/investor-relations/financial-performance/annual-reports</p> <p>d. Notice of ASM and/or SSM</p> <p>https://www.sanmiguel.com.ph/disclosures/stockholders-meeting-notices</p> <p>e. Minutes of ASM and/or SSM</p> <p>https://www.sanmiguel.com.ph/disclosures/minutes-of-all-general-or-special-stockholders-meeting</p> <p>f. Company's Articles of Incorporation and By-Laws</p> <p>Articles of Incorporation</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-Approved%20Amended%20Articles%20of%20Incorporation%20(02.27.2025).pdf</p> <p>By-Laws</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-</p>	
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		SEC%20Approved%20By-Laws%202024(12.26.2024).pdf	
Additional Recommendation to Principle 11			
1. Company complies with SEC-prescribed website template.	COMPLIANT	http://www.sanmiguel.com.ph	
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	<p>Principle 12 and Recommendation 12.1 are embodied in Section 2.2.1.3. [Internal Controls and Enterprise Risk Management] of the Manual.</p> <p>Page 3 of the Charter of Internal Audit states that:</p> <p>“San Miguel Group Audit will maintain a quality assurance and improvement program that covers all aspects of the internal audit activity. The program will include an evaluation of the internal audit activity's conformance with the Definition of Internal Auditing and the <i>Standards</i> and an evaluation of whether internal auditors apply the Code of Ethics. The program also assesses the efficiency and effectiveness of the internal audit activity and identifies opportunities for improvement.</p> <p>The CAE will communicate to Senior Management and the Audit</p>	

		<p>Committee on the internal audit activity's quality assurance and improvement program, including results of ongoing internal assessments, and external assessments conducted at least every five years."</p> <p>Page 2 of the Charter of Internal Audit states that at least annually, the Chief Audit Executive will submit to Senior Management and the Audit and Risk Oversight Committee, which Committee shall endorse to the Board an internal audit plan for review and approval. The internal audit plan will consist of a work schedule as well as budget and resource requirements for the next year.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/San%20Miguel%20Corporation (SEC%20FORM%2017-C-Amended%20Internal%20Audit%20Charter) 17March2025.pdf</p>	
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	COMPLIANT	<p>Pursuant to Section 2.2.1.3.2 [<i>Enterprise Risk Management</i>] of the Manual, the Board shall oversee that a sound enterprise risk management ("ERM") framework is in place to effectively identify, monitor, assess and manage key business risks, which will guide the Board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.</p>	

		<p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>The Company's existing risk management policies are established to identify and analyze the risks faced by the Company and its subsidiaries, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. A discussion of the major business risks is found on pages 34 to 37 of the SEC Form 17-A.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p> <p>As stated in the Report of the Audit Committee for the year ended December 31, 2024, the Audit and Risk Oversight Committee reviewed and found adequate the effectiveness and sufficiency of the internal control system, specifically, reviewed and discussed the findings and assessment of the Company's internal controls, risk management systems, control and governance process, and financial reporting systems.</p> <p>Moreover, the Company formalized its enterprise risk management framework as set out in its ERM Manual which contains the Company's policy that will</p>	
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		<p>provide guidance to concerned company personnel in making appropriate actions and decisions in the management of the Company's portfolio of risks. The policy, framework, processes, risk appetite, risk dictionary and forms/templates to be used in the assessment are discussed in detail in the ERM Manual which may be accessed in the Company's website.</p> <p>https://sanmiguel.com.ph/storage/files/reports/SMC_ERM_Manual.pdf</p> <p>Aligned with international standards, the Company's ERM framework is anchored on the leadership and commitment of the Board of Directors and Senior Executive Management to implement the ERM process throughout the organization. It is envisioned to be robust and shall be continuously assessed and amended to cater to the needs of the Company.</p>	
Supplement to Recommendations 12.1			
1. Company has a formal comprehensive enterprise-wide compliance program covering compliance with laws and relevant regulations that is annually reviewed. The program includes appropriate training and awareness initiatives to facilitate understanding,	NON-COMPLIANT		The Company's Code of Ethics states that an employee should exercise corporate citizenship and protect the corporate interest by conducting business affairs in fairness, honesty and in compliance with the law.

acceptance and compliance with the said issuances.			The Company believes that the objective of achieving superior business results is consistent with the commitment to conduct business in a lawful and responsible manner. All employees are expected and directed to comply with all laws and applicable regulations, and to conduct business in accordance with the highest standards of business ethics. It is every employee's responsibility to know and to understand legal and policy requirement as they apply the same to their task, and to notify management when they believe a violation of law or a Company policy has been committed.
Optional: Recommendation 12.1			
1. Company has a governance process on IT issues including disruption, cyber security, and disaster recovery, to ensure that all key risks are identified, managed and reported to the board.			
Recommendation 12.2			
1. Company has in place an independent internal audit function that provides an independent and objective assurance, and consulting services designed to add value and improve the company's operations.	COMPLIANT	<p>The San Miguel Group Audit is an in-house function providing independent and objective assurance and consulting services.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SEC_Form-17_SMC-Charter-of-Internal-Audit-03.16_17_1.pdf</p>	
Recommendation 12.3			

1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	COMPLIANT	<p>Mr. Ramon R. Bantigue is the Company's Chief Audit Executive. His duties and responsibilities are set out in Sections 2.2.1.3.1 [Internal Control System] and 2.2.6.2 of the Manual https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p> <p>and the Charter of Internal Audit. https://www.sanmiguel.com.ph/storage/files/reports/SEC Form-17 SMC-Charter-of-Internal-Audit-03.16 .17 1 .pdf</p>	
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	<p>Section 2.2.6.2 of the Manual states that the Internal Audit Group Head shall oversee and be responsible for the internal audit activity of the organization, including that portion that is outsourced to a third party service provider.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p>	
3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the responsibility for	COMPLIANT	This is not applicable since the San Miguel Group Audit is an in-house function.	

managing the fully outsourced internal audit activity.			
Recommendation 12.4			
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	COMPLIANT	<p>The Company has in place a Risk Management Executive Committee (RMEC) which functions as the Company's ERM think tank, and is tasked with defining risk priorities and aligning risk policies and strategies with the Company's overall plan. The RMEC provides its inputs to the President and COO as well as to the Company's Board of Directors.</p> <p>https://sanmiguel.com.ph/storage/files/reports/SMC_ERM_Manual.pdf</p>	
Supplement to Recommendation 12.4			
1. Company seeks external technical support in risk management when such competence is not available internally.	NON-COMPLIANT		The undersigned Compliance Officer hereby attests that the Company has available internal technical support in risk management. As such, there was no need to outsource the same to an external provider.
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).	COMPLIANT	<p>Section 2.2.1.3.2.2 of the Manual states that "[i]n managing the Corporation's ERM system, the Corporation shall consider having a Chief Risk Officer (CRO)..."</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_17-Final_.pdf</p>	

		The position of Chief Risk Officer is concurrently occupied by the Chief Finance Officer of the Company. The CRO is tasked to develop and implement risk management processes, tools and methodologies; analyze, develop and execute policies and report risks; provide a risk report to the Risk Management Executive Committee and monitor the implementation of risk management strategies and action plans.	
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	COMPLIANT	<p>The CRO is concurrently a Senior Vice President and the Chief Finance Officer of the Company. Effective 01 February 2025, Mr. Bryan U. Villanueva was appointed as Senior Vice President and Chief Finance Officer of the Company. Mr. Villanueva's qualifications are set out on page 13 of the Definitive Information Statement.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Defintive Information Statement 05.16.2025.pdf</p>	
Additional Recommendation to Principle 12			
1. Company's Chief Executive Officer and Chief Audit Executive attest in writing, at least annually, that a sound internal audit, control and compliance system is in place and working effectively.	NON-COMPLIANT		The undersigned Corporate Secretary hereby attests that, as stated in the Report of the Audit and Risk Oversight Committee for the year ended December 31, 2024, the Audit and Risk Oversight Committee reviewed the

			effectiveness and sufficiency of the Company's financial and internal controls, risk management systems, and control and governance process, and ensured that, where applicable, necessary measures are taken to address any concern or issue arising therefrom.
Cultivating a Synergic Relationship with Shareholders			
Principle 13: The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.			
Recommendation 13.1			
1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance.	COMPLIANT	Section 5 [Shareholders And Other Stakeholders] of the Manual discusses the rights of the shareholders of the Company. https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	COMPLIANT	Please see response above.	
Supplement to Recommendation 13.1			
1. Company's common share has one vote for one share.	COMPLIANT	Page 34 of the Annual Report provides that "Each common share in the name of the shareholder entitles such shareholder to one vote, which may be exercised in person or by proxy at shareholders' meetings, including the Annual General Stockholders' Meeting (AGSM). Common shareholders have the right to elect, remove, and replace	

		<p>directors, as well as vote on certain corporate acts specified in the Revised Corporation Code.”</p> <p>https://sanmiguel.com.ph/storage/page-assets/59/1/OFfkkB6dDdMMCFqwQypNk7OaFJiXU3Id3v67O6fogVGel0PXEZRZoL90a8WP/orig/SMC_AR2025.pdf</p>	
2. Board ensures that all shareholders of the same class are treated equally with respect to voting rights, subscription rights and transfer rights.	COMPLIANT	<p>The Company’s common shares carry one vote per share. Series “2” preferred shares are not entitled to vote except in those cases expressly provided by law. The terms and features of the preferred shares of the Company are set out in Article VII of the Amended Articles of Incorporation.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-Approved%20Amended%20Articles%20of%20Incorporation%20(02.27.2025).pdf</p>	
3. Board has an effective, secure, and efficient voting system.	COMPLIANT	<p>A discussion of the voting procedure of the Company is found on page 5 of the Definitive Information Statement, to wit:</p> <p>“A stockholder entitled to vote during the meeting has the right to vote in person or by proxy. Only stockholders of record at the close of business on 15</p>	

		<p>May 2025 will be entitled to vote during the meeting."</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Definitive_Information_Statement_05.16.2025.pdf</p> <p>The undersigned Corporate Secretary hereby attests that the voting procedure is by poll.</p>	
4. Board has an effective shareholder voting mechanisms such as supermajority or "majority of minority" requirements to protect minority shareholders against actions of controlling shareholders.	NON-COMPLIANT		<p>The existing shareholder voting mechanism of the Company respects the rights of shareholders and minority interests. Section 5.1.2 [Voting Right] of the Manual sets out the right of shareholders to nominate, elect, remove and replace directors and states that a director shall not be removed without cause if it will deny minority shareholders representation in the Board.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10.17-Final_.pdf</p>
5. Board allows shareholders to call a special shareholders' meeting and submit a proposal for consideration or agenda item at the AGM or special meeting.	COMPLIANT	<p>Article II, Section 1 of the By-laws states that "Special meetings [of the stockholders]... may also be called by the Board of Directors, or at the written request of stockholders representing a majority of the subscribed capital stock entitled to vote."</p>	

		https://www.sanmiguel.com.ph/storage/files/reports/PSE-SMC-SEC%20Approved%20By-Laws%202024(12.26.2024).pdf	
6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	COMPLIANT	<p>Section 5.1.1 [<i>Commitment to Respect Rights of Investors/Minority Interests</i>] of the Manual states that: "The Board is committed to respect the rights of the shareholders and minority interests."</p> <p>Such policy is further implemented by the following provisions of the Manual:</p> <ul style="list-style-type: none"> • Section 5.1.2 [<i>Voting Right</i>] • Section 5.1.3 [<i>Pre-emptive Right</i>] • Section 5.1.4 [<i>Power of Inspection</i>] • Section 5.1.5 [<i>Right to Information</i>] • Section 5.1.6 [<i>Right to Dividends</i>] • Section 5.1.7 [<i>Appraisal Right</i>] • Section 5.1.9 [<i>Promotion of Shareholders' Rights</i>] <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p>	
7. Company has a transparent and specific dividend policy.	COMPLIANT	The undersigned Corporate Secretary hereby attests that dividends may be declared at the discretion of the Board of Directors and will depend upon the	

		<p>future results of operations and general financial condition, capital requirements, its ability to receive dividends and other distributions and payments from its subsidiaries, foreign exchange rates, legal, regulatory and contractual restrictions, loan obligations and other factors the Board of Directors may deem relevant. See also page 263 of the Prospectus.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/Annex A - Final Offer Supplement compressed.pdf</p> <p>Details on the declaration and payment of cash dividends to holders of common and preferred shares, including the dates thereof, are found on pages 38 to 40 of the SEC Form 17-A. https://www.sanmiguel.com.ph/storage/files/reports/SMC-SEC-FORM-17-A%20(04.15.2025).pdf</p>	
Optional: Recommendation 13.1			
1. Company appoints an independent party to count and/or validate the votes at the Annual Shareholders' Meeting.		Identify the independent party that counted/validated the votes at the ASM, if any.	
Recommendation 13.2			
1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant	COMPLIANT	For the 2024 AGSM (11 June 2024), page 4 of the 2024 Definitive Information Statement ("2024 DIS") provide that the Information Statement	

<p>information at least 28 days before the meeting.</p>	<p>and Proxy are first to be sent to stockholders of record approximately on May 16, 2024, or at least 28 days before the meeting.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-Definitive_Information_Statement_(05.16.2024)-Final-(Part1_).pdf</p> <p>The Notice for the 2024 AGSM, which includes the agenda therefor, may be accessed via:</p> <p>https://www.sanmiguel.com.ph/disclosures/stockholders-meeting-notice</p> <p>Moreover, the notice and agenda for the 2024 AGSM are set out on the first page of the 2024 DIS which was filed with the Commission on 16 May 2024 and published on the Company's website.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-Definitive_Information_Statement_(05.16.2024)-Final-(Part1_).pdf</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC-Definitive_Information_Statement_(05.16.2024)-Final-(Part2).pdf</p>	
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Supplemental to Recommendation 13.2			
1. Company's Notice of Annual Stockholders' Meeting contains the following information:			
a. The profiles of directors (i.e., age, academic qualifications, date of first appointment, experience, and directorships in other listed companies)	COMPLIANT	See pages 8 to 13 of the 2024 DIS. https://www.sanmiguel.com.ph/storage/files/reports/SMC-Definitive Information Statement (05.16.2024)-Final-(Part1).pdf	
b. Auditors seeking appointment/re-appointment	COMPLIANT	See page 41 of the 2024 DIS. https://www.sanmiguel.com.ph/storage/files/reports/SMC-Definitive Information Statement (05.16.2024)-Final-(Part1).pdf	
c. Proxy documents	COMPLIANT	See second page of the 2024 DIS. https://www.sanmiguel.com.ph/storage/files/reports/SMC-Definitive%20Information%20Statement%20(05.16.2024)-Final-(Part1%20)%20(4).pdf	
Optional: Recommendation 13.2			
1. Company provides rationale for the agenda items for the annual stockholders 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	<p>The results of the vote taken during the 2024 Annual Stockholders' Meeting of the Company was disclosed on the same day of the meeting or on 11 June 2024.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/2024 Draft Minutes of the Annual Stockholders' Meeting of SMC.pdf</p>	
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	<p>The draft Minutes of the 2024 Annual Stockholders' Meeting of the Company was disclosed by the Company on 11 June 2024 or within 5 business days from the date of the said meeting.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/2024 Draft Minutes of the Annual Stockholders' Meeting of SMC.pdf</p> <p>The voting results for 2024 Annual Stockholders' Meeting are as follows:</p> <p>1) The directors of the Company were elected by a vote representing 79.66% of the total outstanding common stock of the Company.</p>	

		<p>2) Approval of the Minutes of the 2023 Annual Stockholders' Meeting In favor: 80.490% Against: 0.000% Abstain: 0.014%</p> <p>3) Approval of the Annual Report of the Company for the year ended 31 December 2023 In favor: 80.439% Against: 0.020% Abstain: 0.045%</p> <p>4) Ratification of all acts of the Board of Directors and officers since the 2023 Annual Stockholders' Meeting In favor: 80.439% Against: 0.000% Abstain: 0.064%</p> <p>5) Approval of Directors Fees for 2023 In favor: 80.444% Against: 0.046% Abstain: 0.014%</p> <p>6) Appointment of R.G. Manabat & Co., CPAs as external auditors of the Company for the year 2024 In favor: 80.470% Against: 0.001% Abstain: 0.033%</p>	
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		<p>The undersigned Corporate Secretary hereby attests that voting on the resolutions was done by poll.</p> <p>As stated in the draft Minutes of the 2024 Annual Stockholders' Meeting of the Company, there was an open forum wherein the President, Chief Finance Officer and Corporate Secretary entertained questions from stockholders.</p>	
Supplement to Recommendation 13.3			
1. Board ensures the attendance of the external auditor and other relevant individuals to answer shareholders questions during the ASM and SSM.	COMPLIANT	<p>The undersigned Corporate Secretary hereby attests that the external auditor, R.G. Manabat & Co., CPAs, and other relevant individuals were present during the 2024 Annual Stockholders' Meeting of the Company.</p>	
Recommendation 13.4			
1. Board makes available, at the option of a shareholder, an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.	COMPLIANT	<p>Section 5.1.8 [<i>Alternative Dispute Resolution for Intra-Corporate Disputes</i>] of the Manual states that: "The Office of the Corporate Secretary addresses concerns of stockholders and potential disputes between the Corporation and stockholders."</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p>	

2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	COMPLIANT	<p>Provide link/reference to where it is found in the Manual on Corporate Governance</p> <p>Section 5.1.8 [<i>Alternative Dispute Resolution for Intra-Corporate Disputes</i>] of the Manual.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p>	
Recommendation 13.5			
1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.	COMPLIANT	<p>Ms. Nina Frances Therese B. Tenorio is the Head of Financial Planning and Analysis, Investor Relations and Training of the Company. Her contact information are as follows:</p> <p>Telephone No.: 8 632-3742 Fax No.: 8 632-3313 / 8 632-3749 E-mail address: SMCInvestorRelations@sanmiguel.com.ph</p>	
2. IRO is present at every shareholder's meeting.	COMPLIANT	<p>The undersigned Corporate Secretary hereby attests that the IRO was present during the 2024 Annual Stockholders' Meeting of the Company.</p>	
Supplemental Recommendations to Principle 13			
1. Board avoids anti-takeover measures or similar devices that may entrench	COMPLIANT	<p>The undersigned Corporate Secretary hereby attests that there are no anti-</p>	

ineffective management or the existing controlling shareholder group		<p>takeover measures employed by the Company and no shareholder agreements, voting trust agreements or other agreements that may impact the control, ownership, and strategic direction of the Company are in place.</p> <p>Moreover, the existing shareholder voting mechanism of the Company respects the rights of shareholders and minority interests. Section 5.1.2 [Voting Right] of the Manual sets out the right of shareholders to nominate, elect, remove and replace directors and states that a director shall not be removed without cause if it will deny minority shareholders representation in the Board.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Manual on Corporate Governance 05.10 .17-Final .pdf</p>	
2. Company has at least thirty percent (30%) public float to increase liquidity in the market.	NON-COMPLIANT		The percentage of public ownership of the Company as of March 31, 2025 is 20.54%. The Company complies with the current Minimum Public Ownership requirement of the Commission and the Philippine Stock Exchange.
Optional: Principle 13			
1. Company has policies and practices to encourage shareholders to engage with the company beyond the Annual Stockholders' Meeting		Disclose or provide link/reference to policies and practices to encourage shareholders' participation beyond ASM	

2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.		Disclose the process and procedure for secure electronic voting in absentia, if any.	
Duties to Stakeholders			
Principle 14: The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights and/or interests are at stake, stakeholders should have the opportunity to obtain prompt effective redress for the violation of their rights.			
Recommendation 14.1			
1. Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth and sustainability.	COMPLIANT	<p>Principle 14 and Recommendation 14.1 are embodied in Section 5.2 [<i>Duties to Stakeholders</i>] of the Manual.</p> <p>Section 5.2.1 of the Manual states that "Stakeholders in corporate governance include, but are not limited to, customers, employees, suppliers, shareholders, investors, creditors, the community the Corporation operates in, society, the government, regulators, competitors, external auditors, among others."</p> <p>Sections 5.2.2 to 5.29 of the Manual further discuss the Company's policies for its stakeholders.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_.17-Final_.pdf</p>	
Recommendation 14.2			
1. Board establishes clear policies and programs to provide a mechanism on the	COMPLIANT		

fair treatment and protection of stakeholders.		Sections 5.2.2 to 5.29 of the Manual further discuss the Company's policies for its stakeholders.	
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.	COMPLIANT	<p>Ms. Nina Frances Therese B. Tenorio, Head of Financial Planning and Analysis, Investor Relations and Training of the Company. Her contact information are as follows:</p> <p>Telephone No.: 8 632-3742 3706 Fax No.: 8 632-3313 / 8 632-3749 E-mail address: SMCInvestorRelations@sanmiguel.com.ph</p> <p>The Company's whistle-blowing policy may be viewed at its website at:</p> <p>https://www.sanmiguel.com.ph/corporate/corporate-governance/companys-policies</p> <p>Atty. Noel D. Balsicas is the Whistleblowing Relations Officer of the Company. His contact information are as follows:</p> <p>Telephone: 8 632 2976 Mobile No.: 0917-797 6762 Email address: smcwhistleblower@sanmiguel.com.ph</p>	
Supplement to Recommendation 14.3			

<p>1. Company establishes an alternative dispute resolution system so that conflicts and differences with key stakeholders is settled in a fair and expeditious manner.</p>	<p>COMPLIANT</p>	<p>Section 5.1.8 [<i>Alternative Dispute Resolution for Intra-Corporate Disputes</i>] of the Manual states that: "The Office of the Corporate Secretary addresses concerns of stockholders and potential disputes between the Corporation and stockholders."</p> <p>With respect to disputes between the Company and third parties, the Company, through the Office of the General Counsel, has adopted standard contracts some of which incorporate dispute resolution methods outside the courts, whether through mediation or arbitration, either local or international. The Board of Directors designated corporate officers to amicably settle disputes with third parties, who may or may not be counterparties to a contract.</p> <p>With respect to disputes between the Company and regulatory authorities, the Compliance Officer is tasked to appear before the Commission upon summons on relevant matters that need to be clarified. The Company as a matter of policy exhausts all possible means to amicably settle potential disputes with regulatory authorities by responding to official queries and complying with directives as may be necessary and appropriate.</p>	
<p>Additional Recommendations to Principle 14</p>			

1. Company does not seek any exemption from the application of a law, rule or regulation especially when it refers to a corporate governance issue. If an exemption was sought, the company discloses the reason for such action, as well as presents the specific steps being taken to finally comply with the applicable law, rule or regulation.	COMPLIANT	The undersigned Corporate Secretary hereby attests that the Company did not seek any exemption from the application of a law, rule or regulation relating to a corporate governance issue in the preceding year.	
2. Company respects intellectual property rights.	COMPLIANT	The undersigned Corporate Secretary hereby attests that the Company complies with the provisions of applicable laws, rules and regulations on intellectual property rights. The Company has not been the subject of suit or controversy where it has been alleged to infringe on the intellectual property rights of third parties.	
Optional: Principle 14			
1. Company discloses its policies and practices that address customers' welfare	COMPLIANT	<p>The Company has a corporate quality policy. The Company is committed to sustain business excellence and consistently improve shareholder value by providing products and services that delight and secure the loyalty of customers, and a working environment that reflects quality as a way of life.</p> <p>The Company has established a dedicated customer care hotline (the details of which are disclosed on its website) to ensure feedback from its customers and to immediately address</p>	

		any concern that they have on the quality of the products.	
2. Company discloses its policies and practices that address supplier/contractor selection procedures	COMPLIANT	<p>The Company has an established procurement cycle policy which ensures that purchasing synergies are optimized, business opportunity losses are avoided and materials and services are timely delivered.</p> <p>The selection of suppliers and contractors are subject to bidding with a minimum of three (3) accredited suppliers to be considered per transaction. In some instances, such as in case of strategic or recurring purchases, negotiated contracts are allowed. Adjustments in quotations after bidding must be countersigned but upward price adjustments are subject to stricter requirements.</p>	
Principle 15: A mechanism for employee participation should be developed to create a symbiotic environment, realize the company's goals and participate in its corporate governance processes.			
Recommendation 15.1			
1. Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company's goals and in its governance.	COMPLIANT	The Company has existing policies and programs for employees covering, among others, the following: (a) health, safety and welfare; (b) training and development; and (c) reward/compensation for employees, to encourage employees to perform better and motivate them to take a more dynamic role in the Company.	

<https://www.sanmiguel.com.ph/corporate/corporate-governance/companys-policies>

Supplement to Recommendation 15.1

1. Company has a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures.

COMPLIANT

The Company is guided by the following principles in the design of the salaries and wages of its employees:

Internal Equity

The principle creates a hierarchy where positions are valued or equated based on comparable work, responsibility and output. Jobs with more complex content and greater accountability receive commensurably higher pay. The Company utilizes a job evaluation system to ensure the foregoing.

External Competitiveness

The Company's pay scale is competitive with those of comparable companies in the business community. The objective of this principle is to attract external candidates and promote employee retention.

Business Affordability

Salary structures while affected by the need to be externally competitive are still anchored on the Company's financial capability to pay in order to achieve business performance and

		<p>continued operations. This principle reinforced the thinking that the Company's ability to improve salaries and wages is largely dependent on its bottom-line to which every employee has a personal contribution to make. The principle promotes a personal stake from each employee to improve the Company's business performance.</p> <p>Performance-based</p> <p>The Company believes that good performance must be appropriately rewarded. There is a tight link between the Company's Performance Management System and its rewards systems. This principle supports the value of teamwork since employees are measured not only in their individual performance but also in the performance of their team, encouraging them to have an active concern for those in the team.</p> <p>Non-financial Rewards</p> <p>The Company uses alternative forms of recognition to reward performance. The different business units are encouraged to develop programs such as citations, awards, performance feedback and mentoring to guide good performers.</p>	
2. Company has policies and practices on health, safety and welfare of its employees.	COMPLIANT	The Company's policy and data relating to health, safety and welfare of	

		<p>its employees are disclosed on its website at:</p> <p>https://www.sanmiguel.com.ph/corporate/corporate-governance/companys-policies</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Diversity Policy Final.pdf</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Anti-Sexual Harassment Policy Final.pdf</p>	
3. Company has policies and practices on training and development of its employees.	COMPLIANT	<p>The Company's policy and data relating to health, safety and welfare of its employees, including training, are disclosed on its website at:</p> <p>https://www.sanmiguel.com.ph/corporate/corporate-governance/companys-policies</p>	
Recommendation 15.2			
1. Board sets the tone and makes a stand against corrupt practices by adopting an anti-corruption policy and program in its Code of Conduct.	COMPLIANT	<p>The undersigned Compliance Officer hereby attests that:</p> <p>(a) The Code mandate that the employee should uphold the corporate interest and not grant undue personal favors, especially in matters of awarding dealership and</p>	

		<p>contracts or in hiring and similar activities. The employee must exercise utmost discretion in accepting personal favors or gifts from individuals or entities seeking or doing business with the Company and refuse any gift that might be considered as bribery in any form.</p> <p>(b) The Company believes that the objective of achieving superior business results is consistent with the commitment to conduct business in a lawful and responsible manner. All employees are expected and directed to comply with all laws and applicable regulations, and to conduct business in accordance with the highest standards of business ethics. This includes compliance with applicable laws, rules and regulations on bribery and corruption. It is every employee's responsibility to know and to understand legal and policy requirement as they apply the same to their task, and to notify management when they believe a violation of law or a Company policy has been committed.</p>	
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		https://www.sanmiguel.com.ph/storage/files/reports/SMC Code of Conduct and Ethical Business Policy Final.pdf https://www.sanmiguel.com.ph/storage/files/reports/SMC Anti-Corruption and Sanctions Policy Final.pdf	
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	COMPLIANT	The undersigned Compliance Officer hereby attests that the Code was properly disseminated to all directors, senior management and employees. All employees of the Company are provided a copy of the San Miguel Corporation Employee Handbook and are required to acknowledge receipt of the same. The acknowledgement states that the employee understood its contents and commits themselves to comply with the items contained therein, the core purpose and values sought to be achieved and the policies governing the Company's activities.	
Supplement to Recommendation 15.2			
1. Company has clear and stringent policies and procedures on curbing and penalizing employee involvement in offering, paying and receiving bribes.	COMPLIANT	The Company believes that the objective of achieving superior business results is consistent with the commitment to conduct business in a lawful and responsible manner. All employees are expected and directed to comply with all laws and applicable regulations, and to conduct business in	

		<p>accordance with the highest standards of business ethics. It is every employee's responsibility to know and to understand legal and policy requirement as they apply the same to their task, and to notify management when they believe a violation of law or a Company policy has been committed.</p> <p>Employees are prohibited from soliciting or accepting gifts in any form in connection with their work or employment with the Company especially if it concedes an implied obligation to grant a favor or was for a favor already made. The penalty for first offense is discharge.</p> <p>https://www.sanmiguel.com.ph/corporate/corporate-governance/companys-policies</p> <p>https://www.sanmiguel.com.ph/storage/page-assets/30/2/XtTUJM8bVvxCR6XufAzrTA0z2tE4hCckI7m1dhEj7hOM5GzVIUcyfna34wip/orig/1.2 Solicitation or Acceptance of Gifts 21 Nov 2023.pdf</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Code of Conduct and Ethical Business Policy Final.pdf</p>	
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		https://www.sanmiguel.com.ph/storage/files/reports/SMC Anti-Corruption and Sanctions Policy Final.pdf	
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	<p>The Company's amended whistle-blowing policy may be viewed at its website at:</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Whistleblowing Policy Final.pdf</p> <p>The said policy encourages any director, officer, employee or Business Partner to report any activity which he considers in good faith, to be fraudulent, corrupt or irregular and has the potential to cause losses and harm to the business, or any of the Company's employees and/or Business Partners. The policy affords protection to the whistle-blower from retribution or retaliation and assures confidentiality of any complaint or report to the extent permitted by law and the Company's ability to address the violations alleged to be committed. Moreover, the amended whistle-blowing policy provides for a specific governance mechanism by which reportable conduct shall be dealt with through: (i) the appointment of a Whistleblower Relations Officer; (ii) the constitution of</p>	

		<p>a Whistle-Blowing Committee; and (iii) the provision of a standard form for a Whistleblower Report.</p> <p>https://www.sanmiguel.com.ph/corporate/corporate-governance/companys-policies/whistle-blower-form</p>	
<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.</p>	COMPLIANT	<p>The amended whistle blowing policy provides for procedures for a whistleblower to communicate, even anonymously, concerns regarding any activity concerning the Company that he or she considers to be fraudulent, misconduct, malpractice, corrupt or irregular, and has potential to cause losses and harm to the business, or any of its employees and/or Business Partners to any one or more of the following individuals: (i) the Compliance Officer; (ii) the Whistleblower Relations Officer; (iii) any member of the Whistle-Blowing Committee; and /or (iv) the Head of the Internal Audit Group.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC Amended Whistleblowing Policy Final.pdf</p>	
<p>3. Board supervises and ensures the enforcement of the whistleblowing framework.</p>	COMPLIANT	<p>The Board supervises and ensures the enforcement of the whistle blowing framework through the Audit and Risk Oversight Committee.</p>	

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

<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>Principle 16 and Recommendation 16.1 are embodied in Sections 5.2.8 and 5.2.9 of the Manual.</p> <p>https://www.sanmiguel.com.ph/storage/files/reports/SMC_Amended_Manual_on_Corporate_Governance_05.10_.17-Final_.pdf</p> <p>The Company recognizes that it has a responsibility not just to its employees but also to the communities where its businesses operate. As a socially responsible corporate citizen, the Company believes that it must provide the employees' family and surrounding communities opportunities to develop values of self-reliance.</p> <p>The corporate social responsibility initiatives of the Company are disclosed on its website at:</p> <p>https://www.sanmiguel.com.ph/our-story/our-company/csr</p>	
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Optional: Principle 16

<p>1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development</p>	<p>COMPLIANT</p>	<p>The Company is committed to the protection, preservation and</p>	
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		<p>enhancement of the environment. The Company actively contributes toward a clean and healthy environment for the well-being of its employees, consumers and communities where it operates. The Company's Environmental Management System focuses on continual improvement, a key philosophy which reflects how the Company utilizes its resources and manufactures, packages, distributes and markets its wide range of products.</p> <p>Consistent with its mission of responsible stewardship of the environment, the Company adopts a holistic approach by exercising leadership in providing environmentally acceptable manufacturing processes, products and packaging, actively developing and implementing processes which involve the sustainable use of resources, pollution prevention and waste management, consistently meeting environmental standards, and influencing key stakeholders through the sharing of the Company's environmental policy.</p> <p>Please see also the environmental and other programs of the Company:</p> <p>https://www.sanmiguel.com.ph/page/environmental-and-other-programs</p>	
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<p>2. Company exerts effort to interact positively with the communities in which it operates</p>	<p>COMPLIANT</p>	<p>The corporate social responsibility initiatives of the Company are disclosed on its website at:</p> <p>https://www.sanmiguel.com.ph/our-story/our-company/csr</p> <p>https://www.sanmiguel.com.ph/sustainability/</p>	
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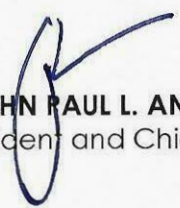
SIGNATURES

Pursuant to the requirements of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report (i-ACGR) for 2024 is signed on behalf of **SAN MIGUEL CORPORATION** by the undersigned, thereunto duly authorized, this MAY 29 2025 in the City of Mandaluyong, Metro Manila.



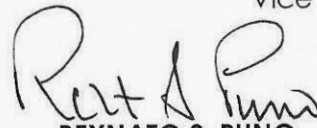
RAMON S. ANG

Chairman and Chief Executive Officer



JOHN PAUL L. ANG

Vice Chairman, President and Chief Operating Officer



REYNATO S. PUNO

Independent Director



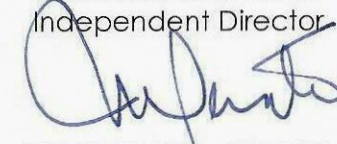
TERESITA J. LEONARDO-DE CASTRO

Independent Director



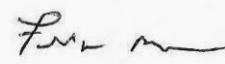
MARGARITO B. TEVES

Independent Director



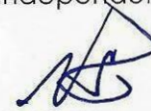
DIOSDADO M. PERALTA

Independent Director



FELIPE M. MEDALLA

Independent Director



VIRGILIO S. JACINTO

Corporate Secretary and Compliance Officer

SUBSCRIBED AND SWORN TO, before me this MAY 29 2025, affiants exhibiting to me their competent evidence of identity, as follows:

<u>NAME</u>	<u>PASSPORT NO.</u>	<u>EXPIRY DATE</u>	<u>PLACE OF ISSUE</u>
Ramon S. Ang	P2247867B	21 May 2029	DFA Manila
John Paul L. Ang	P2247864B	21 May 2029	DFA Manila
Reynato S. Puno	P7195336B	13 July 2031	DFA Manila
Margarito B. Teves	P4425969B	16 January 2030	DFA NCR South
Teresita J. Leonardo-de Castro	P3540390B	15 October 2029	DFA-Manila
Diosdado M. Peralta	P4945402B	25 February 2030	DFA-Manila
Felipe M. Medalla	P1085424C	26 July 2032	DFA-Manila
Virgilio S. Jacinto	P3157226B	11 September 2029	DFA-NCR East

Doc. No.: 371 ;
Page No.: 76 ;
Book No.: III ;
Series of 2025.



me
IRENE M. CIPRIANO
Commission No. 0221-24
Notary Public for Mandaluyong City
Until December 31, 2025
SMC, 40 San Miguel Ave., Mandaluyong City
Roll of Attorneys No. 45955
PTR No. 3272758; 01/08/2025; Mandaluyong City
IBP Lifetime Member No. 09482; 01/05/11; Q.C.
MCLE Compliance No. VIII-0008465; 05/17/24; Pasig City

Annex “A”

Summary of Corporate Governance Seminars attended by SMC Directors, Corporate Secretary and Compliance Officer and other senior executive officers (2024)

Directors	Seminar	Date	No. of Hours	Link to Disclosure
Ramon S. Ang John Paul L. Ang Joselito D. Campos, Jr. Teresita J. Leonardo-De Castro Felipe M. Medalla Diosdado M. Peralta Ernesto M. Pernia Alexander J. Poblador Reynato S. Puno Inigo U. Zobel Ferdinand K. Constantino Joseph N. Pineda Lorenzo G. Formoso III Bella O. Navarra Cecile Caroline U. de Ocampo Bryan U. Villanueva Ramon R. Bantigue Almira C. Dalusung Joseph Francis M. Cruz Nina Frances Therese B. Tenorio Mary Rose S. tan Reynabeth D. De Guzman Gelalyn V. Boquiren	Corporate Governance Training conducted by Center for Global Best Practices	15 November 2024	3	https://www.sanmiguel.com.ph/storage/files/reports/Letter%20to%20PSE-Compliance%20with%20the%20Corporate%20Governance%20Training%20Requirement-Attendance%20(11.20.2024)%20(1).pdf
Estelito P. Mendoza	Corporate Governance In-House Training Seminar conducted by SGV & Co.	01 October 2024	4	https://www.sanmiguel.com.ph/storage/files/reports/Letter%20to%20PSE-%20Compliance%20on%20Cor

				porate%20Governance%20Training%20Seminar%20Requirement-Attendance(EPMendoza)(11.13.2024).pdf
Margarito B. Teves Aurora T. Calderon Ferdinand K. Constantino Virgilio S. Jacinto Susan Y. Yu	Corporate Governance In-House Training Seminar conducted by SGV & Co.	26 September 2024	3	https://www.sanmiguel.com.ph/storage/files/reports/Letter%20to%20PSE-%20Compliance%20with%20the%20Corporate%20Governance%20Training%20Requirement-Attendance%20(10.03.2024).pdf
Menardo R. Jimenez	Corporate Governance In-House Training Seminar conducted by SGV & Co.	06 September 2024	3	https://www.sanmiguel.com.ph/storage/files/reports/Letter%20to%20PSE-%20Compliance%20on%20Corporate%20Governance%20Training%20Seminar%20Requirement-Attendance(MRJimenez)(09.13.2024).pdf

Annex “B”

Process of Self-Assessment of the Board of Directors, its Committees and individual Directors

	Process	Criteria
Board of Directors	Annual submission of self-rating form	<ul style="list-style-type: none"> a) Fulfillment of the Board's key responsibilities; b) Board-Management relationship; c) effectiveness of Board processes and meetings; and d) individual performance of Board members.
Board Committees	Annual submission of self-rating form for audit committee	<ul style="list-style-type: none"> a) Quality and integrity of the Corporation's financial statements and financial reporting process b) Effectiveness of the Corporation's internal control systems c) Independence and performance of its internal and external auditors d) Compliance by the Corporation with accounting standards, legal and regulatory requirements, including the Corporation's disclosure policies and procedures e) Evaluation of management's process to assess and manage the Corporation's enterprise risk issues
Individual Directors	Annual submission of self-rating form, on portion on	<ul style="list-style-type: none"> a) Understanding of the mission, values and strategies of the Corporation and awareness of expectations from the individual as a Board member.

	individual performance of board members	<ul style="list-style-type: none"> b) Awareness of the Corporation's By-laws and governing principles and policies. c) Consciousness of conflict of interest positions and the duty to disclose any such conflict d) Attendance at Board and Committee meetings e) Attendance at meetings on time, prepared and knowledgeable about the issues to be discussed. f) Participation in the Board discussions with independence and objectivity. g) Expression of opinions on matters presented to the Board and support all Board decisions once they are made even in case of disagreement with the decision. h) Promotion of work and the mission of the Corporation in the community.
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