COVER SHEET

A S O 9 4 0 0 2 7 3 3

S.E.C. Registration Number

E A S T W E S T B A N K I N G C O R P O R A T I O N

(Company's Full Name)

T H E B E A U F O R T , 5TH A V E N U E C O R .

2 3RD S T . B O N I F A C I O G L O B A L C I T Y ,

T A G U I G C I T Y

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

ATTY. AMY BELEN R. DIO	**8575-3888**
Contact Person	Company Telephone Number

1 2	3 1	**EW-Integrated Annual Corporate Governance Report**	0 5	3 0
Month	Day	FORM TYPE	Month	Day

S

Secondary License Type, if Available

M S R D

Dept. Requiring this Doc.

Amended Articles Number/Section

Total Amount of Borrowings

Total No. of Stockholders	Domestic	Foreign

To be accomplished by SEC Personnel concerned

File Number

LCU

Document I.D.

Cashier

S T A M P S

Remarks = pls. Use blank ink for scanning purposes

SEC FORM – I-ACGR

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

1. For the fiscal year ended 2024

2. SEC Identification Number AS094-002733 3. BIR Tax Identification No. 003-921-057

4. Exact name of issuer as specified in its charter EAST WEST BANKING CORPORATION

5. METRO MANILA, PHILIPPINES
Province, Country or other jurisdiction of incorporation or organization

6. (SEC Use Only)
Industry Classification Code:

7. The Beaufort, 5th Avenue cor. 23rd St., Bonifacio Global City, Taguig City
Address of principal office

1630
Postal Code

8. (632) 8575-3829
Issuer's telephone number, including area code

9. ....
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	The Bank's Board of Directors is composed of eleven (11) directors with diverse knowledge, professional experience, expertise, skills, background, and moral standing in the community. Please refer to the Corporate Governance Manual Section 2.2 Composition of the Board of Directors on page 5 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to List and profile of the Board of Directors: https://www.eastwestbanker.com/about Please also refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-	
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		

		stockholders-meeting-on-april-24,-2025.pdf	
Recommendation 1.2			
1. Board is composed of a majority of non-executive directors.	Compliant	The Board of Directors is composed of eleven (11) directors, two of whom are executive directors and the rest are non-executive directors, including the Chairman. Please refer to the Corporate Governance Manual Section 2.2 Composition of the Board of Directors on pages 5 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please refer to the List and profile of the Board of Directors: https://www.eastwestbanker.com/about Please also refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
Recommendation 1.3			
1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	Compliant	The Board Charter is embedded in the Bank's Corporate Governance Manual as the Manual provides among others, the composition, duties and responsibilities, meetings	

		and quorum requirements, including training of the Board. Please refer to the Corporate Governance Manual Section VI. Training on Corporate Governance on page 49-50 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
2. Company has an orientation program for first time directors.	Compliant	First time directors are given an orientation/briefing about the Bank including among others, its products and services, the organization structure including the Committees. Kits are also distributed containing, among others, the latest Annual Report, the Corporate Governance Manual, and the relevant Committee Charters. Please refer to the Corporate Governance Manual Section 3.2 Corporate Governance and Compliance Committee on pages 14-17 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
3. Company has relevant annual continuing training for all directors.	Compliant	The Bank held the annual Corporate Governance Seminar on December 10, 2024 conducted by Center for Global Best Practices (CGBP). As part of EWBC's initiative to have a competent Board of Directors and Senior Management effectively	

		instilling a clear strategy in protecting the rights of its stakeholders at the same time operating the business profitably. The CGBP Corporate Governance Training includes: 1. Strategic Thinking for Board and Management - Covers the fundamentals of strategic thinking, its distinction from critical thinking, leadership styles that foster strategic growth, and real-world applications. 2. Corporate Governance in the Digital Era - Explores the impact of digitalization, AI, blockchain, cybersecurity, and regulatory considerations on corporate governance. 3. Updates on Anti-Money Laundering Laws and Regulations - Provides insights on AMLA (RA 11521), FATF Grey List status, AMLC issuances, targeted financial sanctions, and BSP regulations. 4. Enterprise Risk Management (ERM) aligned with ISO 31000:2018 - Shifts the focus from risk avoidance to strategic value creation, covering risk measurement techniques, key risk indicators, and governance alignment with organizational objectives. Please see Annex A - 2024 Corporate Governance Seminar	

Recommendation 1.4			
1. Board has a policy on board diversity.	Compliant	Part 2 Section 2.2 of the Bank's Corporate Governance Manual states that, "The Bank recognizes increasing diversity at the Board level as an essential element in maintaining a competitive advantage and achieving long-term growth and profitability. In determining the appropriate Board composition, Board diversity shall consider professional experience, skills, knowledge, background, moral standing in the community and other distinctions between Directors. The Bank does not discriminate against gender, age, and ethnic, political, religious, or cultural backgrounds." In 2024, the Board has five (5) female Directors out of the 11 Board members. Please refer to the Corporate Governance Manual Section 2.2 Composition of Board of Directors on page 5 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please refer to the profiles of the Board of Directors in this link: https://www.eastwestbanker.com/about	
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.	Compliant	Part 2 Section 2.2 of the Bank's Corporate Governance Manual states that, "The Bank recognizes increasing diversity at the Board level as an essential element in maintaining a competitive advantage and achieving long-term growth and profitability. In determining the appropriate Board composition, Board diversity shall consider professional experience, skills, knowledge, background, moral standing in the community and other distinctions between Directors. The Bank does not discriminate against gender, age, and ethnic, political, religious, or cultural backgrounds." The board diversity is annually presented in the Annual and Sustainability Report and Definitive Information Statement available on EW website. Links: https://www.eastwestbanker.com/about-us/corporate-governance https://www.eastwestbanker.com/about-us/investor-relations/annual-report https://www.eastwestbanker.com/about-us/investor-relations/sec-filings	
Recommendation 1.5			
1. Board is assisted by a Corporate Secretary.	Compliant	The Bank's Corporate Secretary is Atty. Benedicto M. Valerio, Jr. while the Bank's Chief Compliance Officer	
2. Corporate Secretary is a separate individual from the Compliance Officer.	Compliant		

3. Corporate Secretary is not a member of the Board of Directors.	Compliant	is Atty. Amy Belen R. Dio. Atty. Valerio is not part of the Board of Directors of EW. Please refer to the Corporate Governance Manual Section 6 Corporate Secretary on pages 36-37 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the Profile of the Corporate Secretary in the following link: https://www.eastwestbanker.com/about Please also refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
4. Corporate Secretary attends training/s on corporate governance.	Compliant	The Corporate Secretary attended Corporate Governance Training on December 10, 2024. Annex B - Certificate of Attendance	
Optional: Recommendation 1.5			
1. Corporate Secretary distributes materials for board meetings at least five business days before scheduled meeting.	Compliant	The materials are uploaded in the sharepoint link which is available to the Board of Directors at least five (5)	

		business days before the scheduled meeting.	
Recommendation 1.6			
1. Board is assisted by a Compliance Officer.	Compliant	The Bank's Chief Compliance Officer is Atty. Amy Belen R. Dio. She has the rank of First Vice President appointed by the Board. The Bank's Chief Compliance Officer is the lead senior officer appointed by the Bank's Board whose principal function is to oversee and coordinate the implementation of the Compliance Program on a full-time basis and whose responsibility includes the identification, monitoring and controlling of Compliance Risks. The CCO functionally reports to the Board of Directors through the Corporate Governance and Compliance Committee. Please refer to the Corporate Governance Manual Section G. Chief Compliance Officer on pages 37-38 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-	

		stockholders-meeting-on-april-24,-2025.pdf	
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	Compliant	The Bank has appointed Atty. Amy Belen R. Dio, First Vice President as Chief Compliance Officer effective December 1, 2021. She was confirmed by the Bangko Sentral on February 23, 2022. In the Bank's corporate structure, officers with ranks AVP and above are considered as senior officers of the bank. The CCO, and other heads of the governance units, are all considered senior officers of the bank. The CCO has a direct reporting line to the Board through the Corporate Governance and Compliance Committee. She is the lead senior officer appointed by the Bank's Board whose principal function is to oversee and coordinate the implementation of the Compliance Program on a full-time basis and is primarily responsible for the identification, monitoring and controlling of Compliance Risks. Consistent with the regulations of the Bangko Sentral on Qualifications of Officers and Chief Compliance Officer, the Bank subjected Atty. Dio to the fit and proper rule, and took into consideration her qualifications, experience, and professional background, and her sound understanding of relevant laws and	

		regulations with potential impact on the Bank's operations.	
3. Compliance Officer is not a member of the board.	Compliant	The Chief Compliance Officer is not a member of the Board of Directors. Please refer to the Corporate Governance Manual Section 2.2 Composition of Board of Directors (last paragraph) on page 5 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the Profiles of the Board of Directors: https://www.eastwestbanker.com/about	
4. Compliance Officer attends training/s on corporate governance.	Compliant	The Chief Compliance Officer attended Corporate Governance Training on December 10, 2024. Annex C - Certificate of Attendance	
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	Under the Bank's Corporate Governance Manual, a Director's office is one of trust and confidence. He shall act in a manner characterized by transparency, accountability and fairness, and in the best interest of the Bank. He shall exercise	

		leadership, prudence and integrity in directing the Bank towards sustained progress. The Directors shall have the following duties and responsibilities: a. Remain fit and proper for the position for the duration of his term b. Conduct fair business transactions with the bank and to ensure that personal interest does not conflict with Board decisions c. Act honestly and in good faith, with loyalty and in the best interest of the institution, its stockholders, regardless of the amount of their stockholdings, and other stakeholders such as its depositors, investors, borrowers, other clients and the general public d. Devote time and attention necessary to properly discharge their duties and responsibilities e. Act judiciously and exercise independent judgment f. Contribute significantly to the decision-making process of the Board g. Have a working knowledge of the statutory and regulatory requirements affecting the Bank, including the content of its Articles of Incorporation and By-laws, the requirements of the BSP, SEC and where applicable, the requirements of other regulatory agencies h. Keep himself informed of the industry developments and business trends in order to safeguard the institution's competitiveness; and i. Observe confidentiality Please refer to the Corporate Governance Manual Section 4.7 Duties and	

		Responsibilities of a Director on pages 34 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
Recommendation 2.2			
1. Board oversees the development, review and approval of the company's business objectives and strategy.	Compliant	As stated in the Manual on Corporate Governance, the Board is the highest governing body of the Bank, elected from and among the stockholders of the Bank who exercises corporate powers of the Bank, conducts all its businesses and controls and holds all its properties. It provides stewardship, sets the Bank's over-all direction and approves and oversees the implementation of the strategic objectives, risk strategy, corporate governance and compliance, corporate values and the code of conduct. It is primarily responsible for approving and overseeing the implementation of the Bank's strategic objectives and business plans, risk strategy, corporate governance and corporate values. It shall hold regular and special meetings to discuss senior management's performance vis-a-vis the Bank's strategic plan and annual budget, as well as policies and developments in the areas of risk management, corporate governance, compliance, and relevant operational functions. Please refer to the Corporate Governance Manual Section 2.1 Definition of Board of Directors on page 4; Section 2.6 General Responsibilities of Board of Directors on page 7; Section 2.7 Specific Duties and Functions of Board of Directors on pages 7-9 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
2. Board oversees and monitors the implementation of the company's business objectives and strategy.	Compliant		

Supplement to Recommendation 2.2			
1. Board has a clearly defined and updated vision, mission and core values.	Compliant	Please refer to the link for the Vision, mission and core values of the Bank: https://www.eastwestbanker.com/about	
2. Board has a strategy execution process that facilitates effective management performance and is attuned to the company's business environment, and culture.	Compliant	Please refer to the Corporate Governance Manual Section 2.1 Definition of Board of Directors on page 4; Section 2.6 General Responsibilities of Board of Directors on page 7; Section 2.7 Specific Duties and Functions of Board of Directors on pages 7-9 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
Recommendation 2.3			
1. Board is headed by a competent and qualified Chairperson.	Compliant	The Chairman of the Bank is Mr. Jonathan T.Gotianun. Please refer to the Corporate Governance Manual Section 2.9 Chairperson of the Board of Directors on page 11 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the profile of the Chairman of the Board in this link: https://www.eastwestbanker.com/about Please also refer to the Definitive Information Statement for Annual	

		Stockholders Meeting on April 24, 2025 in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
Recommendation 2.4			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	Compliant	The Bank ensures compliance with the SEC's recommendations on Board succession planning and the adoption of a retirement policy for directors and key officers through a combination of structured governance practices and formal policies. The Corporate Governance and Compliance Committee (CGCC) plays a central role in overseeing both nomination and succession planning for the Board. The Committee operates within a broader succession framework designed to: (1) Maintain structured and ongoing governance processes to identify, assess, and monitor the future leadership needs of the Board; (2) Promote continuity and the transfer of institutional knowledge, ensuring that the Board remains capable of fulfilling its oversight and strategic responsibilities as the Bank evolves; (3) Manage succession risk in a prudent, forward-looking manner, maintaining a pool of qualified and competent candidates aligned with regulatory and governance standards. For directors, the Bank follows a capability-based retirement approach, as set forth in the Corporate Governance Manual. Directors' continuation in office is based on their ongoing ability to effectively discharge their duties. The Corporate Governance and	
2. Board adopts a policy on the retirement for directors and key officers.	Compliant		

		Compliance Committee (CGCC) conducts annual evaluations of each director's performance and suitability to continue serving on the Board. In addition, Independent Directors are subject to the maximum cumulative term limit of nine (9) years in accordance with regulatory requirements. For key officers, the Bank enforces a retirement plan administered by the Human Resources Group. This plan outlines retirement eligibility criteria, age guidelines, and post-retirement benefits, thereby supporting a structured leadership transition and preserving institutional stability. Please refer to the Corporate Governance Manual Section 2.3 Board Nomination and Election on pages 5-6; Section 2.7 Specific Duties and Functions of Board of Directors Item "g" on page 8; Section 4.6 Tenure. of Directors on page 33: https://www.eastwestbanker.com/about-us/corporate-governance	
Recommendation 2.5			
1. Board aligns the remuneration of key officers and board members with long-term interests of the company.	Compliant	Please refer to the Corporate Governance Manual Section 4.9 Remuneration of Directors (which shall also apply to Officers of the Bank) on page 35 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
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		
Optional: Recommendation 2.5			

1. Board approves the remuneration of senior executives.	Compliant	The Board approves remuneration of Senior Executives upon hiring or promotion which based on the Salary Structures of the Bank thru the Rewards and Talent Management Committee. Please refer to the Corporate Governance Manual, Section 3.6, Rewards and Talent Management Committee on pages 24 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
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.	Compliant		
Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	Compliant	The Manual on Corporate Governance outlines the process for nominating and electing Directors, including Independent Directors. All nominations must be submitted in writing to the Corporate Governance and Compliance Committee (CGCC), through any of its members or the Corporate Secretary, as provided in the year's Rules on Nomination and Election of Directors. Each nomination must be signed by the nominating stockholder or their authorized representative, include the nominee's written acceptance, and indicate if the nominee is for Independent Director. It must also disclose the nominee's age, education, and work or business experience and affiliations.	
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		
5. Board nomination and election policy includes an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.	Compliant		

6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	Compliant	The CGCC shall pre-screen the qualifications of all nominees and prepare a final list of candidates, identifying those for Independent Director positions. If no nominees are designated as Independent Directors, the CGCC may, by majority vote, endorse qualified individuals who meet regulatory criteria. If there are insufficient nominees, the CGCC may nominate additional candidates to complete the list. Only stockholders are eligible for election as Directors or Independent Directors. The Notice of Stockholders' Meeting includes the official call for nominations from all shareholders. Please refer to the Corporate Governance Manual Section 2.3 Board Nomination and Election on pages 5-6 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to Notice of Stockholders Meeting in this link: https://www.eastwestbanker.com/about-us/investor-relations/notice-of-stockholders-meetings	
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.		Identify the professional search firm used or other external sources of candidates	
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	Please refer to the Corporate Governance Manual Section 2.7 Specific Duties and Functions of Board of Directors on pages 7-9 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please refer to Related Party Transaction Manual Section III.E. Review and Approval of Related Party Transactions on pages 25-28. https://www.eastwestbanker.com/about-us/corporate-governance/company-policies Please refer to Related Party Transaction Manual Section II.A. Definition of Related Party on pages 17-20. https://www.eastwestbanker.com/about-us/corporate-governance/company-policies	
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		
Supplement to Recommendations 2.7			
1. Board clearly defines the threshold for disclosure and approval of RPTs and categorizes such transactions according to those that are considered *de minimis* or transactions that need not be reported or	Compliant	Please refer to the Related Party Transaction Manual Section III.C. Materiality Threshold for Related Party Transactions on pages on pages 22-25.	

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.		Section III.E. Review and Approval of Related Party Transactions on pages 25-28. Section III.I. Disclosure and Reporting on pages 31-32. https://www.eastwestbanker.com/about-us/corporate-governance/company-policies	
2. Board establishes a voting system whereby a majority of non-related party shareholders approve specific types of related party transactions during shareholders' meetings.	Compliant	As a Bank, the Board ensures compliance with BSP Circular No. 895, Guidelines on Related Party Transactions. Section 132 (d) (7) (a) of MORB 2018, on Specific Duties and Responsibilities of the Board of Directors which provides that the Board shall approve all material RPTs, those that cross the materiality threshold, and write-off of material exposures to related parties, and submit the same for confirmation by majority vote of the stockholders in the annual stockholders' meeting. In the Bank's RPT Manual, Section E.9 (page 12), all material RPTs and write-offs of material exposures to related parties shall be submitted for confirmation by at least majority vote of the stockholders constituting a quorum at the annual stockholders meeting of the Bank. During the Annual Stockholders' Meeting, material RPTs are presented together with the other acts of the Board for ratification by stockholders whereby effectively, the majority of non-related party shareholders are also	

		included in the voting. Their corresponding votes will be counted and reflected in the voting tabulation. As additional controls and to ensure compliance with the regulations, the Bank has five (5) independent directors, higher than the minimum requirement of four(4). The Board also constituted a Related Party Transactions Committee, with three (3) members majority of whom are independent directors, including the Chairman. This allows more thorough review and checks on the Bank's management and activities with regard to related party transactions.	
Recommendation 2.8			
1. Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	The Board maintains oversight function over all actions of the Board-level Committee where it could assess the performance of these senior officers. Minutes of these Committees are submitted to the Board. Please refer to the Corporate Governance Manual Chief Executive Officer - Section 2.7 Specific Duties and Function of the Board of Directors Item "j" on page 8; Chief Compliance Officer - Section 3.2 Corporate Governance and Compliance Committee General	
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).	Compliant		

		Responsibility on Compliance Item "6" on page 16; Chief Risk Officer - Section 3.3 Risk Management Committee Duties and Responsibilities Item "11" on page 18; Chief Audit Executive - Section 3.4 Audit Committee General Responsibilities on Internal Audit Item "9" on page 21 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
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	Please refer to the Corporate Governance Manual Section 2.6 General Responsibilities of the Board on page 7 and Section 3.6 Rewards and Talent Management Committee on pages 24 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
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		
Recommendation 2.10			
1. Board oversees that an appropriate internal control system is in place.	Compliant	Please refer to the Corporate Governance Manual Section 3.4 External Audit and Section 2.8 Internal Control Responsibilities of the Board on pages 10-11 and Section III.2 Conflict of Interest in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	Compliant		

3. Board approves the Internal Audit Charter.	Compliant	Please see attached Internal Audit Charter. Annex D - Internal Audit Charter	
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	Please refer to the Corporate Governance Manual Section 2.7 Specific Duties and Functions of Board of Directors Item "e" on page 8 and Section 3.3 Risk Management Committee on pages 17-18 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf Please also refer to the Bank's Audited Financial Statements Disclosure Note 4 - Financial Risk Management Objectives and Policies, under the Risk Management Structure subsection, item (a.) Board of Directors (BOD) in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/sec_form-17-a_2024.pdf	
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		

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.	Compliant	The Board Charter is embedded in the Bank's Corporate Governance Manual as the Manual provides, among others, the composition, duties and responsibilities, meetings quorum requirement and training of the Board. Please refer to the Corporate Governance Manual Section I. Board Governance on pages 4-14 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
2. Board Charter serves as a guide to the directors in the performance of their functions.	Compliant		
3. Board Charter is publicly available and posted on the company's website.	Compliant		
Additional Recommendation to Principle 2			
1. Board has a clear insider trading policy.	Compliant	Please refer to the Corporate Governance Manual Section III.3 Insider Trading on pages 46-47 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
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.			
2. Company discloses the types of decision requiring board of directors' approval.			
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	Please refer to the Corporate Governance Manual Section 2.7 Specific Date and Functions of the Board of Directors Item "i" on page 8; Section 3 Board Committees on pages 14 to 26 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
Recommendation 3.2			
1. Board establishes an Audit Committee to enhance its oversight capability over the company's financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations.	Compliant	Please refer to the Corporate Governance Manual Section 3.4 Audit Committee on pages 18-22 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitiv	

		e-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.	Compliant	Please refer to the Corporate Governance Manual Section 3.4 Audit Committee on pages 18-22 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf Please also refer to the following link for the profiles of the members of the committees: https://www.eastwestbanker.com/about https://www.eastwestbanker.com/about-us/corporate-governance	
3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.	Compliant	Please refer to the Corporate Governance Manual Section 3.4 Audit Committee on page 17in this link: https://www.eastwestbanker.com/about-us/corporate-governance	

		Please also refer to the following link for the profiles of the members of the committees: https://www.eastwestbanker.com/about	
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	Compliant	The Chairman of the Audit Committee is Mr. Gregorio Kilayko and the Chairman of the Board is Mr. Jonathan Gotianun. The Chairman of the Audit Committee is not a chairman of the other Board Committees. Please also refer to below link for the members of the Audit Committees: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
Supplement to Recommendation 3.2			
1. Audit Committee approves all non-audit services conducted by the external auditor.	Compliant	Please refer to the Corporate Governance Manual Section 3.4 External Audit Item "6" on page 20 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	Compliant	Provide proof that the Audit Committee conducted regular meetings and dialogues with the external audit team without anyone from management present.	
Optional: Recommendation 3.2			

1. Audit Committee meet at least four times during the year.	Compliant	The Audit Committee, which consists of five (5) members, four of whom are independent directors, including the Chairman, meets once a month. In 2024, the Audit Committee had twelve (12) regular meetings and an executive session with the external auditor, without any executive director or senior management present. All Committee members, including the Chairman, attended these meetings, with the exception of one instance when a member was absent. Please refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 (Board Committees on pages 55-58) https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
2. Audit Committee approves the appointment and removal of the internal auditor.	Compliant	Please refer to the Corporate Governance Manual Section 3.4 Internal Audit. https://www.eastwestbanker.com/about-us/corporate-governance	
Recommendation 3.3			
1. Board establishes a Corporate Governance Committee tasked to assist the Board in the performance of its corporate governance responsibilities,	Compliant	Please refer to the Corporate Governance Manual Section 3.2 Corporate Governance and	

including the functions that were formerly assigned to a Nomination and Remuneration Committee.		Compliance Committee on pages 15-17 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 (Board Committees on pages 55-58) https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	Compliant	As a bank, the Board ensures compliance with BSP Circular No. 969, Enhanced Corporate Governance Guidelines for BSP-Supervised Financial Institutions. Section 133 of the MORB 2018 states on the Corporate Governance Committee that "The committee shall be composed of at least three (3) members of the board of directors who shall all be non-executive directors, majority of whom shall be independent directors, including the chairperson." The Bank's CGCC is composed of four members, three of whom are independent director, including the Chairman. The independence is not diminished since majority of the	

		members, including the Chairman, are independent directors. Members of the CGCC: Chairman: Armando L. Suratos (ID) Mermbers: Cristina Orbeta (ID) Jose Maria G. Hofilena (ID) Jonathan T. Gotianun (NED)	
3. Chairman of the Corporate Governance Committee is an independent director.	Compliant	The Chairman of the Committee is an independent director. Please refer to the Corporate Governance Manual Section 3.2 Corporate Governance and Compliance Committee on pages 15-17 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 (Board Committees on pages 55-58) https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
Optional: Recommendation 3.3.			
1. Corporate Governance Committee meet at least twice during the year.	Compliant	In 2024, twelve (12) regular meetings were conducted and attended by Corporate Governance and Compliance Committee members.	

		Please refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 (Compliance with Governance Practices - Corporate Governance and Compliance Committee) https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf Please also refer to the Corporate Governance and Compliance Committee Charter Section V. Meetings on page 3. https://www.eastwestbanker.com/about-us/corporate-governance	
Recommendation 3.4			
1. Board establishes a separate Board Risk Oversight Committee (BROC) that should be responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness.	Compliant	Please refer to Corporate Governance Manual Section 3.3 Risk Management Committee on pages 15-17 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 (Board Committees) https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	

2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	Compliant	Please refer to Corporate Governance Manual Section 3.3 Risk Management Committee on pages 15-17 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 (Board Committees) https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Compliant	The Chairman of the Risk Management Committee is Cristina Que-Orbeta and the Chairman of the Board is Mr. Jonathan T. Gotianun. The Chairman of the Risk Management Committee is not a chairman of any Board Committee. Please refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 (Board Committees) https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	

4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.	Compliant	Please refer to the Corporate Governance Manual Section 3.3 Risk Management Committee on pages 15-17 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the following links for the Profile of the members of the Risk Management Committee https://www.eastwestbanker.com/about	
Recommendation 3.5			
1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related party transactions of the company.	Compliant	Please refer to the Corporate Governance Manual Section 3.7 Related Party Transaction Committee on pages 24-26 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to PSE Disclosure on April 24, 2025 on results of Annual Stockholder's Meeting and Organizational Meeting (creation of Board Committees) https://edge.pse.com.ph/openDiscViewer.do?edge_no=eaa5c267bbb29245ec6e1601ccee8f59	
2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.	Compliant		
Recommendation 3.6			
1. All established committees have a Committee Charter stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.	Compliant	Please refer to Committee Charters: https://www.eastwestbanker.com/about-us/corporate-governance Performance evaluation of Committees as indicated in all	

2. Committee Charters provide standards for evaluating the performance of the Committees.	Compliant	Committee Charters shall be conducted in accordance with the Corporate Governance Manual. Please refer to the Corporate Governance Manual Section X. Governance and Self Rating System on page 52 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
3. Committee Charters were fully disclosed on the company's website.	Compliant	Please refer to Committee Charters: https://www.eastwestbanker.com/about-us/corporate-governance	
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 through tele-/videoconferencing conducted in accordance with the rules and regulations of the Commission.	Compliant	The minutes of the meeting of the Board and its Committees would show that the directors are actively involved and they participate in the discussion of the agenda items. Please refer to the Corporate Governance Manual Section 2.4 Board Meetings on page 6 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to SEC Form 20-IS (Definitive) Part I.B Item 5 Directors ad Executive Officers on the	

		attendance of Directors in the Board meetings on page 14: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
2. The directors review meeting materials for all Board and Committee meetings.	Compliant	Please refer to the Corporate Governance Manual Section 6.2 Duties and Responsibilities Item "f" on page 35 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	Compliant	Please refer to the Corporate Governance Manual Section 4.8 Interlocking Directorship on page 33 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to Profiles of the Directors https://www.eastwestbanker.com/about	
Recommendation 4.2			
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.	Compliant	Please refer to the Corporate Governance Manual Section 4.8 Interlocking Directorship on page 33 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to Profiles of the Directors	

		https://www.eastwestbanker.com/about	
Recommendation 4.3			
1. The directors notify the company's board before accepting a directorship in another company.	Compliant	Please refer to the Corporate Governance Manual Section 4.8 Interlocking Directorship on pages 34-35 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
Optional: Principle 4			
1. Company does not have any executive directors who serve in more than two boards of listed companies outside of the group.	Compliant	Please refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 (Part I.B. Item 5 Directors and Executive Officers on pages 11-13. https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
2. Company schedules board of directors' meetings before the start of the financial year. 3.	Compliant	The schedule for the regular meetings have already been agreed before the start of the financial year.	
4. Board of directors meet at least six times during the year.	Compliant	The Bank held twelve (12) Regular Board Meetings from January to December 2024; two (2) Special Board Meeting; and one (1) Organizational Meeting of the Board held on April 19, 2024, or a total of Fifteen (15) Board Meetings.	

		Please refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025. https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
5. Company requires as minimum quorum of at least 2/3 for board decisions.	Compliant	While the quorum of the company based on its articles of incorporation is a simple majority, records of the meetings would show 80% to 100% percent attendance of the members in each meeting.	
Principle 5: The board should endeavor to exercise an objective and independent judgment on all corporate affairs			
Recommendation 5.1			
1. The Board has at least 3 independent directors or such number as to constitute one-third of the board, whichever is higher.	Compliant	Please refer to the Corporate Governance Manual Section 2.2 Composition of Board of Directors on pages 4-5 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 (Part I.B. Item 5 Directors and Executive Officers on pages 10-13) https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-	

		stockholders-meeting-on-april-24,-2025.pdf	
Recommendation 5.2			
1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.	Compliant	Please refer to the Corporate Governance Manual Section 4.2 Item "c" Types of Directors - Independent Director on pages 27-28 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the following link for the Profiles of Independent Directors: https://www.eastwestbanker.com/about Please also refer to the following link for the Certification on Qualification of Independent Directors which can be viewed in the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025. https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-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	There are no shareholder agreements, by-law provisions, or other arrangements that constrain the directors' ability to vote independently.	

		Please refer to the Corporate Governance Manual Section 4.7 Duties and Responsibilities of Directors Item "e" on page 34 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
Recommendation 5.3			
1. The independent directors serve for a cumulative term of nine years (reckoned from 2012).	Compliant	Please refer to the Annual and Sustainability Report for 2024 on page 73 for the number of years the Independent Directors has served as such. https://www.eastwestbanker.com/sites/default/files/pdf/annualreport/eastwest-banking-corporation-2024-annual-report-web.pdf	
2. The company bars an independent director from serving in such capacity after the term limit of nine years.	Compliant	Please refer to the Corporate Governance Manual Section 4.6 Tenure of Directors on page 33 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
3. In the instance that the company retains an independent director in the same capacity after nine years, the board provides meritorious justification and seeks shareholders' approval during the annual shareholders' meeting.	Compliant	The Bank's Corporate Governance Manual does not provide for instances of retention of an independent director after 9 years in the same capacity as an independent director. Independent directors shall serve up for a maximum amount of the cumulative term of nine (9) years, after which he	

		can no longer be re-elected as such in the Bank. Please refer to the Corporate Governance Manual Section 4.6 Tenure of Directors on page 33 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
Recommendation 5.4			
1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	Compliant	The Chairman of the Board is Jonathan T. Gotianun and the Chief Executive Officer is Jerry G. Ngo. Please refer to the Profiles of Chairman of the Board and Chief Executive Officer: https://www.eastwestbanker.com/about	
2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	Compliant	Please refer to the Corporate Governance Manual in this link: https://www.eastwestbanker.com/about-us/corporate-governance Chairman of the Board Section 2.9 Chairperson of the Board of Directors on page 11. Section 2.10 Duties and Responsibilities of Chairman on pages 11-12. Chief Executive Officer Section 2.9 Chairperson of the Board of Directors on page 11	

		Section 2.11 Duties and Responsibilities of the CEO on pages 12-13.	
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	The Bank's lead independent director is Mr. Gregorio U. Kilayko. Please refer to Corporate Governance Manual Section 2.12 Duties and Responsibilities of a Lead Independent Director on page 13 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
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	Please refer to the minutes of Board meetings which shows that all directors that have material interest in a transaction do not participate in the deliberation and abstain from voting on the transaction. https://www.eastwestbanker.com/about-us/investor-relations/minutes-of-annual-stockholders-meetings Please also refer to the Corporate Governance Manual Section III.2 Conflict of Interest on pages 46 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
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		In 2024, the Management Letter (ML) was thoroughly discussed during two Audit Committee meetings held in March and April. Given the comprehensive discussions already conducted in the presence of the external auditor and key control functions, the Bank, deemed it sufficient and opted not to hold a separate meeting exclusively between the Non-Executive Directors (NEDs) and the external auditor. As such, no NED meeting was convened during the year.	
2. The meetings are chaired by the lead independent director.	Non-compliant			
Optional: Principle 5				
1. None of the directors is a former CEO of the company in the past 2 years.	Compliant	Please refer to this link for the Profiles of Directors and Chief Executive Officer: https://www.eastwestbanker.com/about		
				Comp
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.				Comp
Recommendation 6.1				Comp
1. Board conducts an annual self-assessment of its performance as a whole.	Compliant	The Individual Directors, the Board, and all Board-Level Committees conducted their respective 2024 performance self-assessments. The consolidated results were presented to the Corporate Governance and Compliance Committee (CGCC) on March 20, 2025, and subsequently to the Board on March 27, 2025. Annex E - Agenda of the CGCC Meeting dated March 20, 2025		
2. The Chairman conducts a self-assessment of his performance.	Compliant			
3. The individual members conduct a self-assessment of their performance.	Compliant			
4. Each committee conducts a self-assessment of its performance.	Compliant			

		(showing discussion of 2024 self-assessment results) Annex F - Agenda of the Board Meeting dated March 27, 2025 Please refer to the Corporate Governance Manual Section X. Governance and Self Rating System on page 55 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to this link on the Committee Charters: https://www.eastwestbanker.com/about-us/corporate-governance	
5. Every three years, the assessments are supported by an external facilitator.	Non-compliant		The BSP conducts assessment with Bank's compliance on corporate governance and compliance rules in course of its regular examination. The Bank has been subjected to the regular examination last 2024. The Corporate Governance and Compliance Committee oversees the annual performance evaluation of the Board, its committees, and individual directors and conducts an annual self-evaluation of its performance as prescribed under and in accordance with the BSP Manual of Regulations for Banks(MORB). The Bank's Corporate Governance Manual in Section X.

			Governance and Self Rating System (page51) states that "If deemed needed by the Board, an external facilitator may be engaged to assist the Board in assessing its performance, individual directors, and Committees." For 2024, the Board deemed that it was not necessary to engage an external facilitator to assist in the conduct of the assessment. Please refer to the Corporate Governance Manual Section X. Governance and Self Rating System on page 51 in this link: https://www.eastwestbanker.com/about-us/corporate-governance
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	Please refer to the Corporate Governance Manual Section X. Governance and Self Rating System on page 55 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
2. The system allows for a feedback mechanism from the shareholders.	Compliant	Please refer to the following links for the feedback mechanism of the Bank: Mode of Communication to Investor Relations: https://www.eastwestbanker.com/about-us/investor-relations	

		Answers to the Questions Asked by the Shareholder during the Stockhoder's meeting are included in the Minutes of the Shareholders' Meeting: https://www.eastwestbanker.com/about-us/investor-relations/minutes-of-annual-stockholders-meetings	
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	The Bank's Code of Business Conduct and Ethics is discussed to all employees upon onboarding. Learning materials are also available in the Bank's internal portal. Please refer to the Code of Business Conduct and Ethics in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
2. The Code is properly disseminated to the Board, senior management and employees.	Compliant	The Bank's Code of Business Conduct and Ethics is discussed to all employees upon onboarding. Learning materials are also available in the Bank's internal portal. Please refer to the Code of Business Conduct and Ethics in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
3. The Code is disclosed and made available to the public through the company website.	Compliant	Please refer to this link for the Code of Business Conduct and Ethics	

		https://www.eastwestbanker.com/about-us/corporate-governance	
Supplement to Recommendation 7.1			
1. Company has clear and stringent policies and procedures on curbing and penalizing company involvement in offering, paying and receiving bribes.	Compliant	The Bank has established that bribery is a serious offense under the Bank's Code of Discipline and Ethics (CODE), provided as follows: There are a number of provisions penalizing all forms of bribery involving employees of the Bank under the Bank's CODE, to wit: 3. Conflict of Interest Examples by way of illustration but not limited to: 3.1 Offering or accepting anything of value in exchange for a job, work assignment or favorable conditions of employment. 3.2 Favoring suppliers, clients, media or other entities which have official transactions with the Bank for consideration in the form of kickbacks or personal rebates. 3.3 Performing work for a competitor company whether or not it resulted in prejudice to the Bank. 3.4 Offering, soliciting or accepting bribes, commissions, referral fees, kickbacks, whether in money or in kind. 3.5 Rendering services for another employer engaged in a similar business or in competition with the	

		Bank during Bank's time or employee's personal time and/or without approval from the Bank's Management. 3.6 Receiving of gifts, percentage and commission in exchange for a favor to a client, supplier, vendor or other third party with whom the employee has a dealing in relation to his work. 3.7 Borrowing from or lending to bank clients or customers and/or co-employees.	
		3.8 Committing an acts, whether in a private capacity or in representation of the Bank, whether within or outside Company time and premises, and whether personally or through another, which puts the bank in bad light or which jeopardizes its reputation or goodwill or acts 3.9 Entering into transactions with third parties or engaging in practices which may result into a situation/s that has/have potential to undermine the impartiality of an employee because of the possibility of a clash between his self-interests and that of the Bank or situations in which an employee's dealing or personal interest limits his ability to discharge his responsibility to the Bank. Serious Misconduct:	

		4.4 Commission of a crime involving dishonesty or breach of trust such as , but not limited to, estafa, embezzlement, extortion, forgery, malversation, swindling, theft, robbery, falsification, bribery , violation of BP Blg. 22 , violation of Anti-Graft and Corrupt Practices Act In penalizing employees involved in bribery or any corrupt acts, the standard CODE procedures applied to normal administrative cases shall be also be applied.	
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 Bank's Code of Business Conduct and Ethics is posted in the Bank's website and discussed to all employees upon onboarding. Please refer to the Corporate Governance Manual Section 2.7 Specific Duties and Function of the Board of Directors on pages 7-10 in this link: https://www.eastwestbanker.com/about-us/corporate-governance The Code Committee has been created to review, deliberate, and render fair assessment of alleged administrative violation(s) and provide a recommendation on the appropriate sanction against erring	
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	Compliant		

		employees proven to have committed violation(s).	
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			
1. Board establishes corporate disclosure policies and procedures to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair and complete picture of a company's financial condition, results and business operations.	Compliant	Please refer to the Corporate Governance Manual Section V Communication Process on page 49 and Section VII Reportorial and Disclosure System on page 50 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer Bank's website, Investors Relations tab that contains comprehensive information to shareholders and other stakeholders: https://www.eastwestbanker.com/about-us/investor-relations Please also refer to SEC Form 20-IS (Definitive) Audited Financial Statement starting page 78. https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
Supplement to Recommendations 8.1			
1. Company distributes or makes available annual and quarterly consolidated reports, cash flow statements, and special audit	Compliant	Annual and quarterly consolidated reports are available in the Bank's	

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.		website that can be viewed in this link: https://www.eastwestbanker.com/about-us/investor-relations	
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; cross-holdings among company affiliates; and any imbalances between the controlling shareholders' voting power and overall equity position in the company.	Compliant	Disclosures can be viewed in the following link: https://www.eastwestbanker.com/about-us/investor-relations	
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	Please refer to the Corporate Governance Manual Section III.3 Insider Trading on page 45 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
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		
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	The Bank discloses the trading of the Bank shares by directors and principal officers in the PSE (Template name is Change in Shareholdings of Directors and Principal Officers) which can be viewed in this link: https://edge.pse.com.ph/companyDisclosures/form.do?cmpy_id=634	
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	Please refer to the profile of Directors in the following link: https://www.eastwestbanker.com/about Please also refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 (Part I.B. Item 5 Directors and Executive Officers on pages 11-14. https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
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	Please also refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 (Part I.B. Item 5 Directors and Executive Officers on pages 11-14. https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-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	Please refer to the Corporate Governance Manual Section 4.9 Remuneration of Directors on page 35 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the By-Laws Section 5 Compensation and Per	

		Diems of Directors and Corporate Secretary on page 9 https://www.eastwestbanker.com/sites/default/files/2024-10/by-laws.pdf	
2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.	Compliant	Please refer to the Corporate Governance Manual Section 4.9 Remuneration of Directors (which is also applicable to all officers of the Bank) on page 35 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Compliant	The Bank discloses the remuneration of the directors, except executive directors, on an individual basis. However, disclosure of remuneration of officers is on an aggregate basis. This includes the aggregate compensation of the CEO and the four most highly compensated executive officers. This approach to disclosure addresses privacy concerns and security risks associated with executive officers.	
Recommendation 8.5			Comp
1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions in their Manual on Corporate Governance.	Compliant	Please refer to the Corporate Governance Manual Section III.1 Related Party Transactions Policy on pages 43-44 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	

2. Company discloses material or significant RPTs reviewed and approved during the year.	Compliant	Please refer to RPT Manual, Section I. Disclosure and Reporting to Section N. Policy Review on pages 29-32. https://www.eastwestbanker.com/sites/default/files/2024-10/rpt_manual_%28september_2021%29.pdf Please also refer to SEC Form 20-IS (Definitive) Item 5. Directors and Executive Officers, letter f Relationships and Related Transactions on pages 19-24 on this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
Supplement to Recommendation 8.5			
1. Company requires directors to disclose their interests in transactions or any other conflict of interests.	Compliant	Please refer to the Corporate Governance Manual Section III. Key Governance Policies on RPT Policy, Conflict of Interest and Insider Trading on pages 45-48 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
Optional : Recommendation 8.5			
1. Company discloses that RPTs are conducted in such a way to ensure that they are fair and at arms' length.	Compliant	Please refer to the Corporate Governance Manual Section III. Key Governance Policies on RPT Policy, Conflict of Interest and Insider Trading on pages 45-48 in this link:	

Comp
Comp

		https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to RPT Manual Section III. A. Guidelines on Arm's Length Terms on page 19. https://www.eastwestbanker.com/sites/default/files/2024-10/rpt_manual_%28september_2021%29.pdf	
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 of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders.	Compliant	Please refer to the Corporate Governance Manual Section VII Reportorial and Disclosure System on pages 47-48 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to RPT Manual Section III. I. Disclosure and Reporting on pages 27-28 in this link: https://www.eastwestbanker.com/sites/default/files/2024-10/rpt_manual_%28september_2021%29.pdf	
2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.	Compliant	Please refer to the Corporate Governance Manual Section 2.7 Specific Duties and Functions of the Board Item "p" on page 9 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
Supplement to Recommendation 8.6			

Comp
Comp

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	There is no agreement on these matters. Please refer to Definitive Information Statement for Annual Stockholders' Meeting on April 24, 2025 Part I.B, Item 4.d Security Ownership of Certain Beneficial Owners and Management on page 9 as posted in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	Compliant	Please refer to the link below for the Bank's Corporate Governance Manual: https://www.eastwestbanker.com/about-us/corporate-governance	
2. Company's MCG is submitted to the SEC and PSE.	Compliant	Please refer to Annex G Proof of Submission of the Corporate Governance Manual to SEC Please refer to the link below for the Bank's Corporate Governance Manual submitted to PSE: https://edge.pse.com.ph/openDiscViewer.do?edge_no=962f01bab7c3056e5d542af6f1e997b9	
3. Company's MCG is posted on its company website.	Compliant	Please refer to the link below for the Bank's Corporate Governance Manual:	

Comp

		https://www.eastwestbanker.com/about-us/corporate-governance	
Supplement to Recommendation 8.7				Comp
1. Company submits to the SEC and PSE an updated MCG to disclose any changes in its corporate governance practices.	Compliant	Please refer to Annex E Proof of Submission of the Corporate Governance Manual to SEC Please refer to the link below for the Bank's Corporate Governance Manual submitted to PSE: https://edge.pse.com.ph/openDiscViewer.do?edge_no=962f01bab7c3056e5d542af6f1e997b9	
Optional: Principle 8				Comp
1. Does the company's Annual Report disclose the following information:	Compliant	Please refer to the 2024 Annual and Sustainability Report https://www.eastwestbanker.com/sites/default/files/pdf/annualreport/eastwest-banking-corporation-2024-annual-report-web.pdf	
a. Corporate Objectives	Compliant		
b. Financial performance indicators	Compliant		
c. Non-financial performance indicators	Compliant		
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	Compliant		
g. Total remuneration of each member of the board of directors	Compliant		
2. The Annual Report contains a statement confirming the company's full compliance with the Code of Corporate Governance and where there is non-compliance, identifies and explains reason for each such issue.	Compliant	Please refer to the 2024 Annual and Sustainability Report https://www.eastwestbanker.com/sites/default/files/pdf/annualreport/eastwest-banking-corporation-2024-annual-report-web.pdf	
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.	Compliant	Please refer to the 2024 Annual and Sustainability Report https://www.eastwestbanker.com/sites/default/files/pdf/annualreport/eastwest-banking-corporation-2024-annual-report-web.pdf	
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.	Compliant	Please refer to the 2024 Annual and Sustainability Report https://www.eastwestbanker.com/sites/default/files/pdf/annualreport/eastwest-banking-corporation-2024-annual-report-web.pdf	
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	Please refer to the 2024 Annual and Sustainability Report https://www.eastwestbanker.com/sites/default/files/pdf/annualreport/eastwest-banking-corporation-2024-annual-report-web.pdf	

Principle 9: The company should establish standards for the appropriate selection of an external auditor, and exercise effective oversight of the same to strengthen the external auditor's independence and enhance audit quality.

Recommendation 9.1

1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.	Compliant	Please refer to the Corporate Governance Manual in this link: https://www.eastwestbanker.com/about-us/corporate-governance Section 3.4 General Responsibilities of Audit Committee on External Audit on page 21 Section 9 External Auditor on page 39	
2. The appointment, reappointment, removal, and fees of the external auditor is recommended by the Audit Committee, approved by the Board and ratified by the shareholders.	Compliant	The re-appointment of the Bank's external auditor was recommended by the Audit Committee, approved by the Board of Directors and subsequently ratified by the stockholders during the Annual Stockholders' Meeting on April 24, 2025. Minutes of the 2024 Annual Stockholders' Meeting https://www.eastwestbanker.com/about-us/investor-relations/minutes-of-annual-stockholders-meetings	
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	In the event of a removal or change of external auditor, the Bank, as a publicly listed company, shall disclose the reasons for such to its regulators and the public.	
Supplement to Recommendation 9.1			
1. Company has a policy of rotating the lead audit partner every five years.	Compliant	Please refer to the Corporate Governance Manual Section 9.2 External Auditor on page 39. https://www.eastwestbanker.com/about-us/corporate-governance	

Recommendation 9.2			
1. Audit Committee Charter includes the Audit Committee's responsibility on: i. assessing the integrity and independence of external auditors; ii. exercising effective oversight to review and monitor the external auditor's independence and objectivity; and iii. exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.	Compliant	Please refer to the Audit Committee Charter, Section E.4. Annex H - Audit Committee Charter	
2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.	Compliant	Please refer to the Audit Committee Charter, Section E.4. Annex H - Audit Committee Charter	
Supplement to Recommendations 9.2			
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.	Compliant	Please refer to the Corporate Governance Manual Section 3.4 General Responsibilities of Audit Committee on External Audit. https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to Audit Committee Charter Section E.4.	

		Annex H - Audit Committee Charter	
2. Audit Committee ensures that the external auditor has adequate quality control procedures.	Compliant	Please refer to Definitive Information Statement, on page 26 in this link https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
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	Please refer to Definitive Information Statement, on page 26 in this link https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-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	The Audit Committee reviews and confirms the independence of the external auditors on relationships by obtaining statements from the auditors on the relationships between the auditors and the bank, including non-audit services, and discussing the relationships with the auditors. On an annual basis, the Audit Committee should review and discuss with the external auditors all significant relationships they have with the bank that could impair the auditors' independence.	
Supplement to Recommendation 9.3			

1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	Compliant	Please refer to Definitive Information Statement, on page 26 in this link https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
Additional Recommendation to Principle 9			
1. Company's external auditor is duly accredited by the SEC under Group A category.	Compliant	Information on company's external auditor: 1. Name of the audit engagement partner - Juan Carlo B. Maminta 2. Name, address, contact number of the audit firm. - Sycip Gorres Velayo & Co./6760 Ayala Avenue, 1266 Makati City Philippines 891-0307 The Supreme Court of the Philippines declared unconstitutional the Securities and Exchange Commission 's (SEC) directives requiring accreditation of Certified Public Accountants (CPAs) acting as external auditors, ruling that the SEC's actions usurp the authority of the Professional Regulations Board of Accountancy (PRB) under Republic Act No. 9298. The SC decision was made public on January 27, 2023.	
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	1. Date it was subjected to SOAR inspection, if subjected - August 1 to 12, 2022 2. Name of the Audit firm - SGV & Co.	

		3. Members of the engagement team inspected by the SEC - The names of the members of the engagement team were provided to the SEC during the SOAR inspection.	
Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.			
Recommendation 10.1			
1. Board has a clear and focused policy on the disclosure of non-financial information, with emphasis on the management of economic, environmental, social and governance (EESG) issues of its business, which underpin sustainability.	Compliant	Please see Annual and Sustainability Report in this link: https://www.eastwestbanker.com/sites/default/files/pdf/annualreport/eastwest-banking-corporation-2024-annual-report-web.pdf	
2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	Compliant		
Principle 11: The company should maintain a comprehensive and cost-efficient communication channel for disseminating relevant information. This channel is crucial for informed decision-making by investors, stakeholders and other interested users.			
Recommendation 11.1			
1. 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.	Compliant	Analyst briefing section can be viewed in this link: https://www.eastwestbanker.com/about-us/investor-relations	
Supplemental to Principle 11			
1. Company has a website disclosing up-to-date information on the following:		Please refer to this link:	

		https://www.eastwestbanker.com/about-us/investor-relations	
a. Financial statements/reports (latest quarterly)	Compliant	https://www.eastwestbanker.com/about-us/investor-relations/annual-report	
b. Materials provided in briefings to analysts and media	Compliant		
c. Downloadable annual report	Compliant	https://www.eastwestbanker.com/about-us/investor-relations/notice-of-stockholders-meetings	
d. Notice of ASM and/or SSM	Compliant		
e. Minutes of ASM and/or SSM	Compliant	https://www.eastwestbanker.com/about-us/investor-relations/minutes-of-annual-stockholders-meetings	
f. Company's Articles of Incorporation and By-Laws	Compliant	Articles of Incorporation: https://www.eastwestbanker.com/sites/default/files/2024-10/articles-of-incorporation.pdf By-Laws: https://www.eastwestbanker.com/sites/default/files/2024-10/by-laws.pdf	
Additional Recommendation to Principle 11			
1. Company complies with SEC-prescribed website template.	Compliant	Please refer to this link https://www.eastwestbanker.com/about-us/corporate-governance	
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	Please refer to the Corporate Governance Manual Section 2.8 Internal Control Responsibilities of the Board on pages 10-11 and Section 3.4 Audit Committee on pages 18-22 in this link: https://www.eastwestbanker.com/about-us/corporate-governance On an annual basis, Internal Audit prepares an Audit Work Plan based on a 3-year cycle, which is reviewed and approved by the Audit Committee, with whom the Internal Audit functionally reports. The annual audit work plan is developed based on the results of the risk assessment conducted by Internal Audit. The risk assessment methodology is also being reviewed and confirmed/approved by the Audit Committee on an annual basis. Internal Audit reports the results of audit reviews during the committee's regular meeting. Internal Audit also reports the status of corrective/remedial measures undertaken on high and medium risk issues. Internal Audit also monitors the accomplishments of the work plan and reports the same to the Audit Committee on a monthly basis.	
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	Compliant	Please refer to the Corporate Governance Manual Section 2.7 Specific Duties and Functions of	

		Board of Directors Item "e" on page 8 Section 3.3 Risk Management Committee on pages 17-18 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the Bank's Audited Financial Statements Disclosure Note 4 - Financial Risk Management Objectives and Policies - subsections for each major risk Credit (including Credit Concentration), Market (Trading and Banking Books), Operational, and Liquidity that summarizes each risk's identification, measurement, and control tools and measures, as well as the current risk profile of the Bank as at year-end in this link: https://www.eastwestbanker.com/sites/default/files/pdf/annualreport/eastwest-banking-corporation-and-subsidiaries-2024-audited-financial-statements.pdf	
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, acceptance and compliance with the said issuances.	Compliant	The Bank's Compliance Program, duly approved by its Board of Directors, serves as its reference in complying with the provisions of the relevant laws and regulations. It operates parallel to and is part of the Bank's Internal Control and Audit Program and the Risk Management Program. The Compliance Program contains the guidelines to: (1)	

		Identify, assess and mitigate Compliance Risks which may erode the franchise value of the Bank; (2) Enable the Bank to identify the relevant and applicable laws, rules, regulations, codes of conduct and standards of good practice, analyze the corresponding risks of non-compliance, and prioritize the Compliance Risks for mitigation and monitoring; (3) Establish the duties and responsibilities of the Chief Compliance Officer (CCO) and the personnel involved in the compliance function; (4) Promote compliance awareness and the right compliance culture across the organization; (5) Enable the Compliance Division to conduct periodic independent testing with applicable legal and regulatory requirements, report findings and significant breaches of laws, rules and standards and recommend appropriate resolutions to such findings and breaches to Senior Management (SM) and the Corporate Governance and Compliance Committee (CGCC). Said Compliance Program is updated on an annual basis.	
Optional: Recommendation 12.1			
1. Company has a governance process on IT issues including disruption, cyber security, and disaster recovery, to ensure that all	Compliant	The Bank has a Technology Steering Committee, a senior management committee, that meets on a monthly basis, to discuss and review IT	

key risks are identified, managed and reported to the board.		Performance and significant IT/IS issues. TSC also oversees and ensures that technology is implemented properly across the Bank , and that related risks are adequately addressed, managed. TSC discussions and oversight reports are elevated 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	Please refer to the Corporate Governance Manual Section 10.1 Definition and Function of the Chief Audit Executive on page 47 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the Organizational Chart reflecting the Internal Audit Division https://www.eastwestbanker.com/sites/default/files/2025-02/ewb-macro-corporate-to-as-of-february-2025.pdf	
Recommendation 12.3			
1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	Compliant	The Bank's Chief Audit Executive is Atty. Emma B. Co. Please refer to the Corporate Governance Manual Section 10.1 Definition and Function of the Chief Audit Executive on page 41 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	

		Please also refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 (Part I.B. Item 5 Directors and Executive Officers on page 17) for the Profile of the Chief Audit Executive. https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
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	Please see Annex D Internal Audit (IA) Charter which the Accountability and Responsibility of the Chief Audit Executive. Moreover, IA Policy on Outsourcing of IA Activities states: E. Oversight and Responsibility for Outsourced Audit Activity 1. The CAE or designate must have oversight and responsibility for the outsourced audit activity, and must ensure that the details of the engagement contract are fully adhered to.	
3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.	Compliant	The Bank's internal audit activity is conducted by an in-house internal audit division headed by a Chief Audit Executive. Should there be a fully outsourced internal audit activity, a senior management	

		personnel shall be assigned to manage the activity.	
Recommendation 12.4			
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	Compliant	Please refer to the Corporate Governance Manual Section IV. Risk Management Function on pages 48-49 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the Organizational Chart reflecting the Risk Management Division of the Bank https://www.eastwestbanker.com/sites/default/files/2025-02/ewb-macro-corporate-to-as-of-february-2025.pdf	
Supplement to Recommendation 12.4			
1. Company seeks external technical support in risk management when such competence is not available internally.	Compliant	The Bank seeks the expertise of external experts when necessary. The Model Risk Framework that sets the policy on model development that employs technical expertise on mathematics and statistics in principle acknowledges the limitations in data, development, and/or validation resources within the Bank, which assumes participation of independent external parties in the process.	
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	The Chief Risk Officer (CRO) is Ms. Grace Ang. Please refer to the Corporate Governance Manual Section 8 Chief Risk Officer on page 38-39 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 (Part I.B. Item 5 Directors and Executive Officers on page 17) for the Profile of the Chief Risk Officer. https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	Compliant		
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.	Compliant	The Chief Audit Executive (CAE) attests annually to the Board Audit Committee and to the Chairperson of the Board that a sound independent control system is in place and functioning well.	
Cultivating a Synergic Relationship with Shareholders			
Principle 13: The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.			
Recommendation 13.1			
1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance.	Compliant	Please refer to the Corporate Governance Manual in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	Compliant		
Supplement to Recommendation 13.1			

1. Company's common share has one vote for one share.	Compliant	Please refer to the Definitive Information Statement for Annual Stockholders Meeting on April 24, 2025 Meeting Item 4c Nomination and Election of Directors and Independent Directors and manner of voting on page 8 as posted in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
2. Board ensures that all shareholders of the same class are treated equally with respect to voting rights, subscription rights and transfer rights.	Compliant	Please refer to the Corporate Governance Manual Section VIII Stakeholders' Benefits on pages 50-53 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the SEC Form 20-IS (Definitive) Item 4c Nomination and Election of Directors and Independent Directors and manner of voting on page 8 as posted in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
3. Board has an effective, secure, and efficient voting system.	Compliant	Please refer to the Corporate Governance Manual Section 2.3 Board Nomination and Election pages 5-6 in this link:	

		https://www.eastwestbanker.com/about-us/corporate-governance The voting procedure is found in the Notice of Stockholders' Meeting: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
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.	Compliant	The Bank provides the minority shareholders rights provided under the law and in the Bank's Manual of the Corporate Governance. Such rights include voting rights, pre-emptive rights, power of inspection, right to information, right to dividends, appraisal right and alternative dispute resolution. In addition, safeguards are in place to protect minority shareholders thru the 5 Independent Directors sitting in the Board.	
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	Please refer to Article II, Section 3 of the Bank's By-Laws https://www.eastwestbanker.com/sites/default/files/2024-10/by-laws.pdf Please refer to the Corporate Governance Manual Section VIII.4 Right to Information on page 50 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	

6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	Compliant	Please refer to the Corporate Governance Manual Section VIII Stakeholders' Benefits on pages 50-53 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
7. Company has a transparent and specific dividend policy.	Compliant	Please refer to the Bank's By-laws Article X.Section 2 https://cms.eastwestbanker.com/sites/default/files/2024-02/EWBC%20Amended%20By-Laws_0.pdf Please refer to the Corporate Governance Manual Section VIII.5 Rights to Dividends on page 52 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
Optional: Recommendation 13.1			
1. Company appoints an independent party to count and/or validate the votes at the Annual Shareholders' Meeting.	Compliant	The Office of the Corporate Secretary, with the assistance of representatives of the Company's stock transfer agent, Stock Transfer Service, Inc. (STSI), will count and tabulate the votes cast in absentia together with the votes cast by proxy. Please refer to SEC Form 20-IS Definitive Information Statement in this link (II. Electronic Voting In Absentia on page 34): https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitiv	

		e-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
Recommendation 13.2			
1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant information at least 28 days before the meeting.	Compliant	Please refer to the Notice of Stockholder's Meeting that can be viewed in this link: https://www.eastwestbanker.com/about/investorrelations/noticeofstockholdersmeetings	
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	Please refer to the profile of Board of Directors in the SEC Form 20-IS (Definitive) Part I.B. Item 5.Directors and Executive Officers pages 11-14 as posted in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf Such Definitive Information Statement is submitted together with the Notice of Annual Stockholders Meeting	
b. Auditors seeking appointment/re-appointment	Compliant	Please refer to SEC Form 20-IS (Definitive) Item 15 No.5 on page 26 as posted in this link:	

		https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf Such Definitive Information Statement is submitted together with the Notice of Annual Stockholders Meeting.	
c. Proxy documents	Compliant	Please refer to the SEC Form 20-IS (Definitive) Item 4c Nomination and Election of Directors and Independent Directors and manner of voting on page 8 as posted in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf Such Definitive Information Statement is submitted together with the Notice of Annual Stockholders Meeting.	
Optional: Recommendation 13.2			
1. Company provides rationale for the agenda items for the annual stockholders meeting	Compliant	Please refer to SEC Form 20-IS (Definitive) on Explanation on Agenda Items on page 4 as posted in this link: https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-	

		stockholders-meeting-on-april-24,-2025.pdf Such Definitive Information Statement is submitted together with the Notice of 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	Please refer to PSE Disclosure on April 24, 2025 on results of Annual Stockholder's Meeting and Org anizational Meeting (creation of Board Committees) https://edge.pse.com.ph/openDiscViewer.do?edge_no=eaa5c267bbb29245ec6e1601ccee8f59	
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	Minutes of the Annual and Special Shareholders' Meetings were available on the company website within five business days from the end of the meeting. https://edge.pse.com.ph/companyDisclosures/form.do?cmpy_id=634 Please refer to the Minutes of the Stockholders' Meetings posted in the website https://www.eastwestbanker.com/about-us/investor-relations/minutes-of-annual-stockholders-meetings	
Supplement to Recommendation 13.3			
1. Board ensures the attendance of the external auditor and other relevant	Compliant	The external auditor and senior management were present during	

individuals to answer shareholders questions during the ASM and SSM.		the 2025 Annual Stockholders' Meeting. https://www.eastwestbanker.com/about-us/investor-relations/minutes-of-annual-stockholders-meetings	
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	The Bank's Corporate Governance Manual includes the establishment of an alternative dispute mechanism. It shall be the duty of the directors to promote shareholder rights, remove impediments to the exercise of shareholders' rights and allow possibilities to seek redress for violation of their rights. They shall encourage the exercise of shareholders' voting rights and the solution of collective action problems through appropriate mechanisms. The Office of the Corporate Secretary shall address concerns of stockholders and potential disputes between the Corporation and its stockholders. Please refer to the the Corporate Governance Manual Section VII. Stakeholders' Benefits on page 53 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Compliant		

Recommendation 13.5			
1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.	Compliant	Please refer to this link for the modes of communication to the investing public: https://www.eastwestbanker.com/about-us/investor-relations Investor Relations Office Vincent A. Villanueva Email Address at ir@eastwestbanker.com	
2. IRO is present at every shareholder's meeting.	Compliant	The IRO was present during the 2025 Annual Stockholders Meeting. https://www.eastwestbanker.com/about-us/investor-relations/minutes-of-annual-stockholders-meetings	
Supplemental Recommendations to Principle 13			
1. Board avoids anti-takeover measures or similar devices that may entrench ineffective management or the existing controlling shareholder group	Compliant	There are no measures or any similar devices that enable the Board to entrench an ineffective management or the existing controlling shareholder group.	
2. Company has at least thirty percent (30%) public float to increase liquidity in the market.	Non-Compliant		As of December 2024, the Bank has a public float of 19.15%. This is above 10% which is the minimum regulatory requirement for public float for existing publicly listed companies under Supplemental Rule 6.1 of the Philippine Stock Exchange.
Optional: Principle 13			
1. Company has policies and practices to encourage shareholders to engage with	Compliant	While the policies are not documented, it is the Bank's practice to have an open communication	

the company beyond the Annual Stockholders' Meeting		policy with its stockholders. For instance, the Chairman and the CEO entertain all comments and suggestions of sharehokders raised thru phone or email. In addition, the Bank encourages engagement through the Investor Relations Office and the channels of communication with the Bank is found in this link: ir@eastwestbanker.com Please also refer to Mode of Comminucation to Investor Relations in this link: https://www.eastwestbanker.com/about-us/investor-relations	
2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.	Compliant	Please refer to SEC Form 20-IS Definitive Information Statement in this link (II. Electronic Voting In Absentia on page 34): https://www.eastwestbanker.com/sites/default/files/pdf/secfilings/definitive-information-statement-for-annual-stockholders-meeting-on-april-24,-2025.pdf	
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	Please refer to the Corporate Governance Manual Section II Board Governance on page 4 in this link:	

		https://www.eastwestbanker.com/about-us/corporate-governance	
Recommendation 14.2			
1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.	Compliant	Please refer to the Corporate Governance Manual Section VIII Stakeholders' Benefits on pages 50-53 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
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	The Bank's different channels of communication with the Bank is found in this link: https://www.eastwestbanker.com/ In addition, please refer to Whistle-Blowing Policy under this link: https://www.eastwestbanker.com/about-us/corporate-governance/company-policies	
Supplement to Recommendation 14.3			
1. Company establishes an alternative dispute resolution system so that conflicts and differences with key stakeholders is settled in a fair and expeditious manner.	Compliant	Please refer to the Corporate Governance Manual Section 2.7 Specific Duties and Functions of Board of Directors Item "m" on page 8 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
Additional Recommendations to Principle 14			
1. Company does not seek any exemption from the application of a law, rule or regulation especially when it refers to a	Compliant	The Bank has not sought any exemption from the application of a law, rule or regulation especially	

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.		when it refers to a corporate governance issue.	
2. Company respects intellectual property rights.	Compliant	The Bank has no pending case filed against it for violation of intellectual property rights.	
Optional: Principle 14			
1. Company discloses its policies and practices that address customers' welfare	Compliant	The Bank remains guided by the principles and standards of Consumer Protection which are articulated in its Financial Consumer Protectin Policy. https://www.eastwestbanker.com/about-us/investor-relations/annual-report	
2. Company discloses its policies and practices that address supplier/contractor selection procedures	Compliant	The Bank has a Third Party Risk Management Framework (TPRM), which is a structured approach used by the Bank to identify, assess, and mitigate risks associated with third-party relationships, such as vendors, suppliers, partners, service providers, including any dealings associated with outsourced activities. The TPRM Framework helps the Bank ensure that third parties meet security, compliance, and performance standards, reducing	

		the likelihood of disruptions or breaches. By implementing a robust TPRM Framework, the Bank can safeguard its operations and franchise value while maintaining strong, productive relationships with third parties. The TPRM Framework and related program shall feed into the Bank's overall risk management strategy.	
Principle 15: A mechanism for employee participation should be developed to create a symbiotic environment, realize the company's goals and participate in its corporate governance processes.			
Recommendation 15.1			
1. Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company's goals and in its governance.	Compliant	Please refer to the Corporate Governance Section III.5 Empowering and Engaging Employees on page 47 in this link: https://www.eastwestbanker.com/about-us/corporate-governance Through the performance management system, each employee is required to develop a Key Result Area (KRAs) that is in line with the Bank's objectives and strategies. The Bank believes that the organization's success starts with its People – "People at the Center". That is, it depends on how effective and fast we can make our talent the source of our competitive advantage.	

		Under the Bank's Talent Advantage Agenda, the aim is to position EastWest employees where they are BEST suited, individually and collectively, by enabling growth in a work environment that is designed fit to purpose. The Intention is to bring out the BEST version of our employees at a professional and personal level and to also ensure that the organization is sticky for them. Further, as part of the Bank's Talent Advantage Agenda, the Bank strives for a unifying culture to accomplish the Bank's growth ambition. The Bank and its People need to be united in beliefs, standards, and norms while still capitalizing on diversity and standing by the right of each one to speak their views to bring the best out of the Bank's employees, as one family.	
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	Please refer to the Corporate Governance Manual Section 3.6 Rewards and Talent Management Committee on page 24 and Section 4.9 Remuneration of Directors on page 35 in this link: https://www.eastwestbanker.com/about-us/corporate-governance The Bank's rewards programs are generally hinged on performance.	

		The three major components of the rating system recognize the basic premises for the Bank to be able to achieve its business objectives. These are Key Result Areas/Key Performance Indicators which pertain to the execution of the direct business-related mandate of the unit and the individuals within the units; Customer Service believing that in the long run, providing excellent customer service is the defining variable for business sustainability and Leadership, Values, and Governance.	
2. Company has policies and practices on health, safety and welfare of its employees.	Compliant	Please refer to the Corporate Governance Section III.5 Empowering and Engaging Employees on page 48 in this link: https://www.eastwestbanker.com/about-us/corporate-governance	
3. Company has policies and practices on training and development of its employees.	Compliant	Please refer to the Corporate Governance Section III.5 Empowering and Engaging Employees on page 48 in this link: https://www.eastwestbanker.com/about-us/corporate-governance The Learning and Development programs are anchored on the competencies required for employees to perform effectively in	

		their current and future roles. The different programs cover items that provide employees a common foundation knowledge of the company and its business to establish a strong culture of customer service, safety, risk management and legal compliance; programs that will address required competencies for employees to perform their respective job functions; and developmental programs to make employees more effective in performing their roles.	
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	Please refer to the Code of Business Conducts and Ethics - Trust and Confidence and Business and Personal Conducts https://www.eastwestbanker.com/about-us/corporate-governance Furthermore, the Bank has a Board-approved "Whistle-blowing Policy" that encourages all personnel to disclose any wrongdoing or wrongful acts that may adversely impact the Bank and its stakeholders and be protected from any possible reprisals. Under the same policy, one of the reportable whistle-blowing matters is "Indulgence in corruption".	

2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	Compliant	EW Academy receives direction from the Board and Sr. Management about the competencies required to meet Bank goals and targets for the year. These are prioritized and included in the EW Academy's training calendar. EW Academy performs Training Needs Analysis across the Bank's Business Units to determine the competencies needed by the workforce to enable it to meet the respective targets. These are prioritized and included in the EW Academy training calendar. Employees identify their Individual Development Plans once their targets are set. These are geared towards meeting individual performance requirements and development goals. These are rationalized along with the Bank and BU's needs and included in the EW Academy training calendar.	
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	Bribery is a serious offense under the Bank's Code of Discipline and Ethics (CODE). There are a number of provisions penalizing all forms of bribery involving employees of the Bank under the Bank's CODE, to wit:	

		3. Conflict of Interest Examples by way of illustration but not limited to: 3.1 Offering or accepting anything of value in exchange for a job, work assignment or favorable conditions of employment. 3.2 Favoring suppliers, clients, media or other entities which have official transactions with the Bank for consideration in the form of kickbacks or personal rebates. 3.3 Performing work for a competitor company whether or not it resulted in prejudice to the Bank. 3.4 Offering, soliciting or accepting bribes, commissions, referral fees, kickbacks, whether in money or in kind. 3.5 Rendering services for another employer engaged in a similar business or in competition with the Bank during Bank's time or employee's personal time and/or without approval from the Bank's Management. 3.6 Receiving of gifts, percentage and commission in exchange for a favor to a client, supplier, vendor or other third party with whom the employee has a dealing in relation to his work. 3.7 Borrowing from or lending to bank clients or customers and/or co-employees.	

		3.8 Committing acts, whether in a private capacity or in representation of the Bank, whether within or outside Company time and premises, and whether personally or through another, which puts the bank in bad light or which jeopardizes its reputation or goodwill or acts 3.9 Entering into transactions with third parties or engaging in practices which may result into a situation/s that has/have potential to undermine the impartiality of an employee because of the possibility of a clash between his self-interests and that of the Bank or situations in which an employee's dealing or personal interest limits his ability to discharge his responsibility to the Bank. Serious Misconduct: 4.4 Commission of a crime involving dishonesty or breach of trust such as , but not limited to, estafa, embezzlement, extortion, forgery, malversation, swindling, theft, robbery, falsification, bribery , violation of BP Blg. 22 , violation of Anti-Graft and Corrupt Practices Act In penalizing employees involved in bribery or any corrupt acts, the standard CODE procedures applied to normal administrative cases shall be also be applied.	

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	Please refer to the Corporate Governance Manual, Section 4, Whistle Blowing Policy on pages 46-47: https://www.eastwestbanker.com/about-us/corporate-governance Please also refer to the policy on whistleblowing: https://www.eastwestbanker.com/about-us/corporate-governance/company-policies	
2. Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.	Compliant		
3. Board supervises and ensures the enforcement of the whistleblowing framework.	Compliant		
Principle 16: The company should be socially responsible in all its dealings with the communities where it operates. It should ensure that its interactions serve its environment and stakeholders in a positive and progressive manner that is fully supportive of its comprehensive and balanced development.			
Recommendation 16.1			
1. Company recognizes and places importance on the interdependence between business and society, and promotes a mutually beneficial relationship that allows the company to grow its business, while contributing to the advancement of the society where it operates.	Compliant	Please refer to the 2024 Annual and Sustainability Report inm this link https://www.eastwestbanker.com/about-us/investor-relations/annual-report	
Optional: Principle 16			
1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development	Compliant	Please refer to the 2024 Annual and Sustainability Report inm this link https://www.eastwestbanker.com/about-us/investor-relations/annual-report	

2. Company exerts effort to interact positively with the communities in which it operates	Compliant	Please refer to the 2024 Annual and Sustainability Report inm this link https://www.eastwestbanker.com/about-us/investor-relations/annual-report	

CENTER FOR
GLOBAL BEST PRACTICES

"Enhancing Global Competitiveness Through Best Practices"

SEC-ACCREDITED CORPORATE GOVERNANCE

COURSE DETAILS

*Note: These outlines are what we usually upload in our website for our public run of the training. We will further customize the content especially **FILINVEST GROUP** based on its provided learning objectives, requirement and input.*

Topic 1: Strategic Thinking for Board and Management

This SEC-accredited training focuses on creating an understanding of exactly what strategic thinking is, why it is important to all decision makers (business owners, board directors, leaders and managers at all levels), and how to develop your strategic thinking competencies. This training aims to share insights into how board members can review and assess how effectively the management of their organizations are thinking strategically and how best to provide constructive feedback to executives regarding this important issue.

The world-class training will cover the definitions, contrasting strategic thinking with critical thinking, reviewing strategic thinking processes, and the value that can be created through strategic thinking. The second half of the training reviews the tools, theories, and key concepts associated with strategic thinking. It will also include the different kinds of leadership styles and organizational cultures that support and promote strategic thinking. This will also review how to develop one's strategic thinking competency -- focus both on strategic thinking theory, but also emphasize its application through case studies.

COURSE OUTLINE

A. Definitions of strategic thinking and how it is different from critical thinking.

B. The potential value of strategic thinking in your organization.

C. Process models of strategic thinking.

D. Competencies needed for effective strategic thinking.

E. The importance of research, primarily industry-related research, as a critical input to the strategic thinking process.

F. Case Study – Krispy Cream Donuts

G. The role and importance of a mission/vision statement.

H. The tools and models of strategic thinking.

I. Why do so many strategic thinking systems fail.

J. Which leadership and organizational culture characteristics promote strategic thinking.

K. The impact competency-based strategies and competency-based HR programs can have on strategic thinking.

L. Why understanding Infinite Game Theory and its implications is critical to strategic thinking.

M. How collaboration among a "critical mass" of strategic thinkers is important, and why so many organizations fail to achieve this "critical mass."

N. How to evaluate the levels and effectiveness of strategic thinking in your organization.

O. Question-and-Answer Segment

Topic 2: Corporate Governance in the Digital Era (1-hour session)

TRAINING OBJECTIVES

- Identify some IT-driven business models impacting on corporate governance
- How such advancements are impacting vis a vis some corporate governance principles
- What can be learned from it or can be done to leverage it

COURSE OUTLINE

I. Definition
II. Information Technological advancements
   - Digitalization
   - Internet (Web 1 and Web 2)
   - Internet (Web 3)

III. IT advancements and corporate governance
IV. Internal; Management/ Ownership
V. Remote communication
VI. Distributed Ledger Technology
VII. Decentralized Autonomous Organizations
VIII. Artificial Intelligence (AI)
IX. Datafication
X. Privacy risks
XI. Cybersecurity risks
XII. Data protection/ Fairness risks
XIII. External; regulatory
XIV. External; communications

Topic 3: Updates on Anti-Money Laundering Laws and Regulations

A. Roles and Responsibilities of Board of Directors & Key Management Officers
B. FATF Updates

   - FATF Updates for Philippines Grey List

C. AMLA Update

   - Summary of Republic Act No. 11521

D. AMLC Issuances
E. Requiring the Submission of Updated GIS from Corporate Customers (Advisory dated 30 November 2023)
F. IRR of the Expanded Anti-Trafficking in Persons Act of 2022 (ARI No. 4, Series of 2022)
G. Targeted Financial Sanctions
H. Potential Target Match
I. Guidelines for De-Listing and Unfreezing Procedures (ARI No. 5, Series of 2021)
J. Advisory on Disclosing Beneficial Ownership Information in STRs
K. Advisory on Implementation of Freeze Orders
L. BSP Issuances
M. Other Updates that May be Issued by AMLC up to September 2024

Topic 4: Executive Briefing on Enterprise Risk Management (Featuring ISO 31000:2018)

In this session, we are no longer just focusing on the ERM framework and its program implementation but more on the effectiveness and its alignment to the organizations Vision, Mission, Values and Objectives and key results.

It goes one step further. Risks are evaluated based on business materiality. A new understanding of the risks then emerges, and efficient controls can be implemented to tackle what really matters to the business. In short, the focus becomes strategic value creation instead of risk management & avoidance.

A. Taking Enterprise Risk Management (ERM) to the Next Level

B. Keeping Your Eye on the Ball

C. Exploring Enterprise Risk Management (ERM) Scenarios

D. The Enterprise Risk Management (ERM) Roadmap

E. Enterprise Risk Management (ERM) Risk Measurement Techniques

F. Key Risk Indicators (KRI's)

G. Risk Appetite and Risk Tolerance

H. Wider Aspects of Enterprise Risk Management (ERM)

Note: *10 to 15 minutes allocated on the Question-and-Answer Segment at the end of each topic.*

Annex B

CENTER FOR
GLOBAL BEST PRACTICES

(SEC Provider Accreditation Number CG2024-001)

presents this

CERTIFICATE OF COMPLETION

to

Benedicto M. Valerio

for completing the four-hour SEC-accredited

CORPORATE GOVERNANCE TRAINING

Strategic Thinking for Board and Management
Corporate Governance in the Digital Era
Anti-Money Laundering Act (AMLA) Updates
Executive Briefing on Enterprise Risk Management

held on Tuesday, December 10, 2024
from 8:00 am to 12:00 noon via Microsoft Teams

Dr. Henry Belleza Aquende, MBM
Founder & President
Center for Global Best Practices

Dr. Phillip R. Ash
Course Director & Lecturer
Center for Global Best Practices

Atty. Jay-R C. Ipac
Course Director & Lecturer
Center for Global Best Practices

Atty. Alphecca Adolfo-Madrid
Course Director & Lecturer
Center for Global Best Practices

Kama Neson Ganeson
Course Director & Lecturer
Center for Global Best Practices

Annex C

CENTER FOR
GLOBAL BEST PRACTICES

(SEC Provider Accreditation Number CG2024-001)

presents this

CERTIFICATE OF COMPLETION

to

Amy Belen R. Dio

for completing the four-hour SEC-accredited

CORPORATE GOVERNANCE TRAINING

Strategic Thinking for Board and Management
Corporate Governance in the Digital Era
Anti-Money Laundering Act (AMLA) Updates
Executive Briefing on Enterprise Risk Management

held on Tuesday, December 10, 2024
from 8:00 am to 12:00 noon via Microsoft Teams

Dr. Henry Belleza Aquende, MBM
Founder & President
Center for Global Best Practices

Dr. Phillip R. Ash
Course Director & Lecturer
Center for Global Best Practices

Atty. Jay-R C. Ipac
Course Director & Lecturer
Center for Global Best Practices

Atty. Alphecca Adolfo-Madrid
Course Director & Lecturer
Center for Global Best Practices

Kama Neson Ganeson
Course Director & Lecturer
Center for Global Best Practices

905 Richville Corporate Tower, 1107 Alabang- Zapote Road, Madrigal Business Park, Muntinlupa City, 1780 Philippines
Manila: (+63 2) 8842-7148 or 59 * (+63 2) 8556-8968 Cebu: (+63 32) 512-3106 or 07 * Website: www.cgbp.org

Title of Manual		
Internal Audit Manual		
Policy Expert: Internal Audit	Issue Date	Page No. 1 of 6

SECTION	DOCUMENT
1000	AUTHORITY, ORGANIZATION AND PROFESSIONAL STANDARDS
1100	AUTHORITY
1102	APPROVED INTERNAL AUDIT CHARTER

A. Introduction

An effective and efficient internal audit function constitutes the third line of defense in the system of internal control. Internal audit is an independent, objective assurance and consulting function established to examine, evaluate, and improve the effectiveness of internal control, risk management and governance systems and processes of an organization, which helps management and the board of directors in protecting the Bank and its reputation. Internal Audit shall both assess and complement risk management, compliance, and other control functions.

This charter is a formal document that defines the purpose, stature and authority, and responsibilities of Internal Audit as well as its relations with other control function in the Bank. This establishes Internal Audit's position within the organization, including the nature of the Chief Audit Executive's functional reporting relationship with the board. It authorizes Internal Audit to initiate direct communication with any bank personnel; to examine any activity or entity; and to access any records, files, data, and physical properties of the bank, relevant to the performance of engagements; and defines the scope of internal audit activities.

The mandatory nature of the Core Principles for the Professional Practice of Internal Auditing, the Code of Ethics, the Standards, and the Definition of Internal Auditing must be recognized in the Internal Audit Charter.

B. Vision

To provide excellent service in the performance of our audit functions and consulting activities in the spirit of partnership with objectivity and fairness in accordance with the highest professional and ethical standards. We will be a support unit that provides value-added audit to assist in the achievement of the bank's goals and performance objectives.

To continually improve our auditing programs and strive towards achieving world class auditing practices. We will support the pursuit of professional advancement, sharing of knowledge, best practices, and experiences with our colleagues.

To assist the bank in instilling a culture of an effective risk management, control, and governance processes.

C. Purpose and Mission

The purpose of EastWest Bank's Internal Audit is to provide independent, objective assurance and consulting services designed to add value and improve the Bank's operations. The mission of internal audit is to enhance and protect organizational value by providing risk-based and objective assurance, advice, and insight. The Internal Audit helps EastWest Bank accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance risk, management, and control processes.

D. Standards for the Professional Practice of Internal Auditing

The Internal Audit will govern itself by adherence to the mandatory elements of The Institute of Internal Auditors' International Professional Practices Framework, including the Core Principles for the Professional Practice of Internal Auditing, the Code of Ethics, the *International Standards for the Professional Practice of Internal Auditing*, and the Definition of Internal Auditing. The Chief Audit Executive will report periodically to senior management and the Audit Committee regarding the Internal Audit's conformance to the Code of Ethics and the *Standards*.

E. Organization and Reporting Structure

The Chief Audit Executive will report functionally to the Audit Committee and administratively to the Chief Executive Officer (CEO).To establish, maintain, and assure that EastWest Bank's Internal Audit has sufficient authority to fulfill its duties, the Audit Committee will:

a. Review and recommend to the Board the approval of the:
   - Internal Audit Charter, which formally defines the responsibilities, powers and authority of Internal Audit.
   - Annual risk-based internal audit plan.

b. Approve the Internal Audit 's budget and resource plan

c. Receive communications from the Chief Audit Executive on Internal Audit 's performance relative to its plan and other matters.

d. Approve decisions regarding the appointment and removal of the Chief Audit Executive.

e. Approve the remuneration of the Chief Audit Executive.

f. Make appropriate inquiries of management and the Chief Audit Executive to determine whether there is inappropriate scope or resource limitations

The Chief Audit Executive will have unrestricted access to, and communicate and interact directly with, the Audit Committee, including in private meetings without management present.

F. Authority

The Audit Committee authorizes Internal Audit to:

a. Have full, free, and unrestricted access to all functions, records, property, and personnel pertinent to carrying out any engagement, subject to accountability for confidentiality and safeguarding of records and information.

b. Allocate resources, set frequencies, select subjects, determine scopes of work, apply techniques required to accomplish audit objectives, and issue reports.

c. Obtain assistance from the necessary personnel of EastWest Bank, as well as other specialized services from within or outside EastWest Bank, to complete the engagement.

G. Independence and Objectivity

Internal Audit shall remain free from all conditions that threaten the ability of internal auditors to carry out their responsibilities in an unbiased manner, including matters of audit selection, scope, procedures, frequency, timing, and report content. If the Chief Audit Executive determines that independence or objectivity may be impaired in fact or appearance, the details of impairment will be disclosed to appropriate parties.

Internal auditors will maintain an unbiased mental attitude that allows them to perform engagements objectively and in such a manner that they believe in their work product, that no quality compromises are made, and that they do not subordinate their judgment on audit matters to others.

Internal auditors will have no direct operational responsibility or authority over any of the activities audited. Accordingly, internal auditors will not implement internal controls, develop procedures, install systems, prepare records, or engage in any other activity that may impair their judgment, including:

a. Assessing specific operations for which they had responsibility within the previous year.

b. Performing any operational duties for EastWest Bank or its affiliates.
c. Initiating or approving transactions external to Internal Audit .
d. Directing the activities of any EastWest Bank employee not employed by Internal Audit , except to the extent that such employees have been appropriately assigned to auditing teams or to otherwise assist internal auditors.

Where the Chief Audit Executive has or is expected to have roles and/or responsibilities that fall outside of internal auditing, safeguards will be established to limit impairments to independence or objectivity.

Internal auditors will:

a. Disclose any impairment of independence or objectivity, in fact or appearance, to appropriate parties.
b. Exhibit professional objectivity in gathering, evaluating, and communicating information about the activity or process being examined.
c. Make balanced assessments of all available and relevant facts and circumstances.
d. Take necessary precautions to avoid being unduly influenced by their own interests or by others in forming judgments.

The Chief Audit Executive will confirm to the Audit Committee, at least annually, the organizational independence of Internal Audit .

The Chief Audit Executive will disclose to the Audit Committee any interference and related implications in determining the scope of internal auditing, performing work, and/or communicating results.

H. Scope of Internal Audit Activities

All processes, systems, units, and activities, including outsourced services, shall fall within the overall scope of Internal Audit. It encompasses objective examinations of evidence for the purpose of providing independent assessments to the Audit Committee, management, and outside parties on the adequacy and effectiveness of governance, risk management, and control processes for EastWest Bank. The scope of Internal Audit shall cover, among others, the following:

a. Evaluation of the adequacy, efficiency and effectiveness of internal control, risk management and governance systems in the context of current and potential future risks relating to the achievement of EastWest Bank's strategic objectives.
b. Review of the reliability, effectiveness and integrity of management and financial information systems, including the electronic information system and electronic banking services.
c. Evaluation whether resources and assets are acquired economically, used efficiently, and review of the systems and procedures of safeguarding the bank's physical and information assets.
d. Review of compliance of trading activities with relevant laws, rules, and regulations.
e. Review of the compliance system and the implementation of established policies, procedures, and governance standards.
f. Review of areas of interest to regulators such as, among others monitoring of compliance with relevant laws, rules and regulations that could significantly impact EastWest Bank, including but not limited to the assessment of the adequacy of capital and provisions; liquidity level; regulatory and internal reporting.
g. Evaluation whether the results of operations or programs are consistent with established goals and objectives.
h. Evaluation whether operations or programs are being carried out effectively and efficiently.

The Chief Audit Executive also coordinates activities, where possible, and considers relying upon the work of other internal and external assurance and consulting service providers as needed.

I. Criteria for Outsourcing of IA Activities to External Experts

Internal Audit may outsource certain activities or reviews, in accordance with existing BSP regulations on outsourcing, except for areas covered under existing statutes on deposit secrecy. Outsourcing shall be done on a limited basis to have access to certain areas of expertise that are not available to Internal Audit or to address resource constraints: *Provided*, That the internal audit activity shall not be outsourced to the bank's own external auditor/audit firm nor to internal audit service provider that was previously engaged by the bank in the same area intended to be covered by the internal audit activity that will be outsourced, without a one-year "cooling off" period: *Provided, further,* That the Chief Audit Executive shall ensure that the knowledge or inputs from the outsourced experts shall be assimilated into the bank to the greatest extent possible.

J. Guidelines for Consulting or Advisory Services of IA

The Internal Audit may perform consulting and advisory services, based on the engagement's potential to improve management of risks, add value, and improve the organization's operations, provided Internal Audit does not assume management responsibility. Accepted engagements must be included in the plan. Otherwise, a portion of resources shall be reserved to address changes in the audit plan that may arise from request for consulting engagements from Senior Management and the Audit Committee.

Opportunities for improving the efficiency of governance, risk management, and control processes may be identified during engagements. These opportunities will be communicated to the appropriate level of management.

K. Accountability

The Chief Audit Executive, in the discharge of his/her duties, shall be accountable to management and the Audit Committee to:

a. Issue an annual report summarizing results of audit activities including significant risk exposures and control issues.
b. Provide periodic assessment on the adequacy and effectiveness of the organization's processes for managing its risks and instituting controls in the areas set forth under the mission and scope of work.
c. Report significant issues related to the processes and control activities of the organization and its affiliates, including corrective actions, resolutions, and potential improvements, as necessary.
d. Periodically provide information on the status and results of the annual audit plan and the sufficiency of audit resources.
e. Coordinate with external auditor and other assurance units or those providing oversight on other control and monitoring functions (risk management, compliance, security, legal, ethics, and environmental.

L. Responsibility

The Chief Audit Executive (CAE) has responsibility to:

a. Develop a flexible annual risk-based internal audit plan, that includes inputs from the Board, Audit Committee, and Senior Management, to determine the priorities of internal audit activity, consistent with the EastWest Bank's objectives and adequately covers regulatory matters.
b. Review and adjust the internal audit plan, as necessary, in response to changes in EastWest Bank's business, risks, operations, programs, systems, and controls.
c. Communicate the audit plan, including any significant changes thereto, to senior management and the Audit Committee for review and recommendatory approval and endorsement to the Board for final approval.

d. Maintain adequate human resources who collectively possess the necessary knowledge, experience, skills, and other competencies to accomplish its mandate. The CAE shall periodically assess and monitor the skill set and development program for IAD personnel that shall enable them to meet the growing technical complexity of banking operations. If there is any resource limitation, its impact on the audit plan must be communicated to senior management and the Audit Committee.
e. Complement the skill set of the IA personnel with the use of appropriate tools and technology for audit analytics as well as sufficient knowledge of current auditing techniques or best practices in the conduct of internal audit activities. Further, the CAE shall demonstrate appropriate leadership and have the necessary skills to fulfill the responsibilities for maintaining the independence and objectivity of Internal Audit .
f. Establish and ensure adherence to policies and procedures designed to guide the Internal Audit, and that the principles of integrity, objectivity, confidentiality, competency, and due professional care are applied and upheld.
g. Ensure the internal audit plan is executed, including the establishment of objectives and scope; the assignment of appropriate and adequately supervised resources; the documentation of work programs and testing results; and the communication, either electronic or hard copies, of engagement results with applicable conclusions and recommendations to appropriate parties.
h. Maintain a follow-up process to monitor and ensure management actions on engagement findings, and report periodically to senior management and the Audit Committee any corrective actions not effectively implemented.
i. Report periodically to senior management and the Audit Committee on the IAG's purpose, authority, and responsibility, as well as performance relative to its plan, and on its conformance with the Code of Ethics and Standards. Further, significant risk and control issues, including fraud risks, governance issues, and other matters that require the attention of senior management and/or the Board shall be reported.
j. Consider trends and emerging issues that could impact EastWest Bank and communicate it to senior management and the Audit Committee, as appropriate.
k. Keep the Audit Committee abreast and informed of the emerging trends and successful practices in internal auditing.
l. Ensure adherence to EastWest Bank's relevant policies and procedures unless such policies and procedures conflict with the internal audit charter. Any such conflicts will be resolved or otherwise communicated to senior management and the Audit Committee.
m. Ensure conformance of the Internal Audit with the Standards, with the following qualifications:
    - If the Internal Audit is prohibited by law or regulation from conformance with certain parts of the *Standards*, the Chief Audit Executive will ensure appropriate disclosures and will ensure conformance with all other parts of the *Standards*.
    - If the *Standards* are used in conjunction with requirements issued by Bangko Sentral ng Pilipinas (BSP) and other regulatory bodies, the Chief Audit Executive will ensure that the Internal Audit conforms with the *Standards*, even if the Internal Audit also conforms with the more restrictive requirements of BSP and other regulatory bodies.

n. Conduct investigation of significant suspected fraudulent activities within the organization and notify Senior Management and the Audit Committee of the results. Internal Audit may obtain assistance from or coordinate with management, fraud unit, legal counsel, and other experts as appropriate throughout the investigation.
o. Consider the scope of work of the external auditors and regulators for providing optimal audit coverage to the organization at a reasonable overall cost. Collaborate with external auditors on planned internal and external activities to ensure adequate audit coverage and to minimize duplication of efforts.
p. Establish relationship with external auditors and supervisory authorities to facilitate effective communication.
q. Coordinate issues with other control and monitoring functions such as Risk Management, Compliance, Security, Legal, Automated System, Systems and Methods and external audit, as appropriate.

M. Quality Assurance and Improvement Program

The Internal Audit will maintain a quality assurance and improvement program that covers all aspects of the Internal Audit. The program will include an evaluation of the Internal Audit 's conformance with the Standards and an evaluation of whether internal auditors apply The IIA's Code of Ethics. The program will also assess the efficiency and effectiveness of the Internal Audit and identify opportunities for improvement.

The Chief Audit Executive will communicate to senior management and the Audit Committee on the Internal Audit's quality assurance and improvement program, including results of internal assessments (both ongoing and periodic) and external assessments conducted at least once every five years by a qualified, independent assessor or assessment team from outside EastWest Bank.

N. Disclosure of Nonconformance

When nonconformance with the Code of Ethics or the Standards impacts the overall scope or operation of Internal Audit, the Chief Audit Executive shall disclose the nonconformance and the impact to Senior Management, the Audit Committee, and the Board.

O. Review of Charter

The adequacy of the internal audit charter shall be reviewed and assessed, at least annually, by the Chief Audit Executive and any recommended changes thereto shall be approved by the Board of Directors.

Approval / Signatures

Gregorio U. Kilayko Chairman, Audit Committee	Date
Antonio C. Moncupa, Jr. President and Chief Executive Officer	Date

Annex E

AGENDA

REGULAR MEETING OF THE
CORPORATE GOVERNANCE AND COMPLIANCE COMMITTEE

Date : March 20, 2025
Time : 3:30 P.M.
Venue : Online via Microsoft Teams

Regular Session

I. Approval of the Minutes of the Previous Meeting

- Regular Meeting - February 20, 2025
- Special Meeting – February 26, 2025

II. Matters for Approval

[redacted]

III. Matters for Notation

[redacted]

IV. Other Matters

A. Results of the 2024 Performance Self-Assessment of the Board of Directors, Individual Directors and Board Committees

Annex F

THE BOARD OF DIRECTORS' MEETING
March 27, 2025
<u>A G E N D A</u>

I. Call to Order

II. Certification of Notice and Quorum

III. Approval of the Minutes of the Meeting of Regular Board held on February 27, 2025, and Minutes of the Special Board held on March 17, 2025

IV. Matters Arising from the Previous Meeting (for notation)

[redacted]

V. Operations Report - For information
A. Economic Update
B. Financial Performance as of February 28, 2025

VI. Loan Accounts - For approval

[redacted]

B. Treasury Account

[redacted]

C. Renewals with Change

[redacted]

[redacted]

VII. **Other Matters**

A. **Risk Management Committee**

[redacted]

B. **Human Resources Group – For approval**

[redacted]

C. **Operations Cluster – For approval**

[redacted]

D. **Consumer Loans - For approval**

[redacted]

E. **Customer Experience - For approval**

[redacted]

F. **Store Operations Group – For approval**

[redacted]

G. **Special Situation Asset Management – For approval**

[redacted]

H. **Controllership – For approval**

[redacted]

I. **Marketing and Cash Management Group – For approval**

[redacted]

J. **Information Technology Group – For approval**

[redacted]

K. **Trust and Asset Management Group – For approval**

[redacted]

L. **Financial Markets and Wealth Management Group – For approval**

[redacted]

M. **Legal Services Division – For notation**

[redacted]

N. **Corporate Governance and Compliance Committee**

1. **For Approval**

[redacted]

2. **For Notation**
   a. 2024 Performance Self-Assessment of Directors, Board and Committees

O. **Related Party Transactions Committee**

1. **For Approval**

[redacted]

2. **For Confirmation**

[redacted]

P. **Office of the Corporate Secretary**

[redacted]

VIII. ExCom Approved Accounts -For Confirmation

March 06, 2025 – Executive Committee

[redacted]

March 20, 2025 – Executive Committee

[redacted]

IX. Minutes of Committee Meetings -For information and notation by the Board

[redacted]

Annex G

Delete | Reply | Reply all | Forward | Zoom | Read / Unread | Categorize

CGFD_EastWest Banking Corporation_Manual on Corporate Governance (Revised as of June 2021)_7July2021

Manual ...2021).pdf

CO

Compliance Officer

To: ICTD Submission <ictdsubmission@sec.gov.ph>

Cc: Dela Cruz, Shiela M.; Rivera, Eleanor B.

Bcc: Lacsamana, Ma. Thea Angela R.

Reply | Reply all | Forward

Wed 7/7/2021 6:06 PM

Manual on Corporate Governan...
525 KB

Dear Ma'am/Sir,

Please see attached Corporate Governance Manual (Revised as of June 2021) of East West Banking Corporation.

The submitted document is true and we commit to submit the physical version of the submitted document to the SEC once the public health emergency is lifted.

Thank you.

Compliance Officer
EastWest Banking Corporation
Tel. + 63 (2) 575-3888 local 8694
EastWest Bank
www.eastwestbanker.com | Facebook | Twitter | LinkedIn

Reply | Reply all | Forward

AUDIT COMMITTEE CHARTER

A . Purpose

- To assist the board of directors in fulfilling its oversight responsibilities:
  - for the financial reporting process,
  - the system of internal control, and
  - the bank's process for monitoring compliance with laws and regulations and the code of conduct.
- To provide reasonable assurance to the board on the overall management of credit, market, liquidity, operational, legal and other risks of the bank.

B. Power and Authority

The audit committee has authority to conduct or authorize investigations into any matters within its scope of responsibility. It is empowered to:

- Appoint, compensate, and oversee the work of any registered public accounting firm employed by the organization.
- Oversee the resolution of disagreement between management and the external auditors, in the event they arise.
- Pre-approve all auditing and permitted non-audit services.
- Retain and compensate independent counsel, consultants and other experts and advisors (accounting, financial or otherwise) and may use the services of the corporation's regular counsel or other advisors to the bank. The bank will provide appropriate funding, as determined by the committee, for payment of compensation to the independent auditor for the purpose of preparing or issuing an audit report or performing other audit, review or attest services, for payment of compensation to any experts or advisors retained by the committee and for payment of ordinary administrative expenses of the committee.
- Seek any information it requires from employees (all of whom are directed to cooperate with the committee's request) or external parties.
- Meet with the company officers, external auditors, or outside counsel, as necessary.
- The powers and responsibilities delegated to the committee may be exercised in any manner the committee deems appropriate (including delegation to subcommittees) and without any requirement for board approval except as otherwise specified in this charter or the board's delegation. Any decision by the committee, including any decision to exercise or refrain from exercising any of its delegated powers, is at the committee's sole discretion. While acting within the scope of the powers and responsibilities delegated to it, the committee may exercise all the powers and authority of the board and, to the fullest extent permitted by law, has the authority to determine which matters are within the scope of its delegated authority.

C. Membership

- The Board of Directors shall determine the number of Audit Committee members in accordance with SEC and BSP regulations. The committee shall be composed of at least three (3) non-executive members of the board of directors, majority of whom shall be independent directors, including the Chairperson. The audit committee shall have accounting, auditing or related financial management expertise or experience, commensurate with the size, complexity of operations and risk profile of the bank.
- An independent director may serve as such for a maximum cumulative term of nine (9) years but may continue to serve as regular director.

D. Meetings

- The Audit Committee shall meet at least four times annually, or more frequently as circumstances dictate. To the extent practicable, each of the Audit Committee members shall attend each of the regularly scheduled meetings in person.
- A majority of the Audit Committee members currently holding office constitutes a quorum for the transaction of business. The Audit Committee shall take action by the affirmative vote of a majority of the Audit Committee members present at a duly held meeting.
- The Audit Committee shall meet periodically in separate executive sessions with management (including the chief executive officer, chief operating officer and chief finance officer), the internal auditors and the independent auditor, and have such other direct and independent interaction with such persons from time to time as the members of the Audit Committee deem appropriate.
- The Audit Committee may request any officer or employee of the bank or the bank's outside counsel or independent auditor to attend a meeting of the Committee or to meet with any members of, or consultants to, the Committee.

E. Duties and Responsibilities

The Audit Committee shall generally be responsible for the following:

1. <u>Oversight of the financial reporting framework.</u>

- Oversee the financial reporting process, accounting policies, practices, and controls
- Ensure that the reporting framework enables the generation and preparation of accurate and comprehensive information and reports.
- Monitor the integrity of the bank's financial statements and any formal announcements relating to the bank's financial performance.
- Review significant financial reporting judgments contained in the financial statements.
- Review with management and the external auditors, recent accounting, tax and regulatory pronouncements, and understand their impact on the financial statements.
- Discuss with the external auditor the report that the auditor is required to make to the committee regarding:
  - All accounting policies and practices to be used that the independent auditor identifies as critical.
  - All alternative treatments within generally accepted accounting principles for policies and practices related to material items that have been discussed among management and the independent auditor, including the ramifications of the use of such alternative disclosures and treatments, and the treatment preferred by the auditor.
  - Other material written communications between the independent auditor and management of the bank, such as any management letter, management representation letter, reports on observations and recommendations on internal controls, independent auditor's engagement and independence letters, schedule of unadjusted audit differences and any listing of adjustments and reclassifications not recorded.
- Review and discuss with management and the external auditor the annual audited financial statements, including the bank's specific disclosures made in management's discussion and analysis, and recommend to the Board whether the audited financial statements should be included in the bank's Annual Report.
- Review with management and the independent auditor: (1) major issues regarding accounting principles and financial statement presentation, including any significant changes in the bank's selection or application of accounting principles; and (2) major issues as to the adequacy of the bank's internal controls and any special audit steps adopted in light of material control deficiencies and the adequacy of disclosures about changes in internal control over financial reporting; and (3) the effect of regulatory and accounting initiatives, as well as off-balance sheet structures, on the financial statements of the bank.

- Discuss with management the bank's major risk exposures and the steps management has taken to monitor and control such exposures including the bank's risk assessment and risk management policies.
- Review disclosures made to the Audit Committee by the bank's CEO and CFO about any significant deficiencies in the design or operations of internal controls or material weaknesses therein and any fraud involving management or other employees who have a significant role in the bank's internal controls.
- Review procedures by which bank employees and other concerned parties may confidentially raise concerns or complaints about possible improprieties in matters of financial reporting.

2. **<u>Monitoring and evaluation of the adequacy and effectiveness of the internal control.</u>**

- Oversee the implementation of internal control policies and activities.
- Ensure that periodic assessment of the internal control system is conducted to identify the weaknesses and evaluate its robustness considering the bank's risk profile and strategic direction.
- Ensure that senior management establishes and maintains an adequate and effective internal control system and processes. The system and processes should be designed to provide assurance in areas including financial, operational and compliance controls, and risk management system.
- Consider the effectiveness of the bank's internal control system, including information technology security and control.
- Understand the scope of internal and external auditors' review of internal control over financial reporting and obtain reports on significant findings and recommendation.

3. **<u>Oversight of the internal audit function.</u>**

- Monitor and review the effectiveness of the internal audit function, including compliance with the Institute of Internal Auditors' Standards for the Professional Practice of Internal Auditing.
- Review and approve the charter, plans, activities, staffing, budget and organizational structure of the internal audit function annually. Ensure that the scope covers the review of the effectiveness of the bank's internal controls, including financial, operational and compliance controls, and risk management system.
- Report to the board of directors on the status of accomplishments of the outsourced internal audit activities, including significant findings noted during the conduct of the internal audit.
- Review significant findings contained in reports prepared by the internal audit together with management's response and follow-up for corrective action.
- Ensure that the internal audit function maintains open communication with senior management, external auditors, the supervisory authority, and the audit committee.
- Ensure there are no unjustified restrictions or limitations in the performance of the internal audit function.
- On a regular basis, meet separately with the Chief Audit Executive (CAE) to discuss any matters that the committee or internal audit believes warrant audit committee attention that should be discussed privately.
- Review all reports concerning significant fraud or regulatory non-compliance that occurred at the bank considering internal controls that should be strengthened to reduce the risk of a similar event in the future.
- Assess and report to the board the annual performance appraisal of the Chief Audit Executive (CAE).
- Approve, or recommend to the board for its approval, the annual remuneration of the Chief Audit Executive (CAE) and personnel of internal audit function.
- Review and approve the appointment, reappointment and replacement of the Chief Audit Executive (CAE) and key internal auditors.

4. Oversight of the external audit function.

- Responsible for the appointment, fees, and replacement of external auditor.
- Ensure that the scope of audit likewise cover areas specifically prescribed by the Bangko Sentral and other regulators.
- Ensure that senior management is taking necessary corrective actions to address the findings and recommendations of external auditors and regulatory authority in a timely manner.
- Review and confirm the independence of the external auditors on relationships by obtaining statements from the auditors on the relationships between the auditors and the bank, including non-audit services, and discussing the relationships with the auditors.
- Prior to publishing the year-end earnings, discuss the results of the audit with the external auditors.
- On an annual basis, the audit committee should review and discuss with the external auditors all significant relationships they have with the bank that could impair the auditors' independence.
- On a regular basis, meet separately with the external auditors to discuss any matters that the committee or auditors believe should be discussed privately.

5. Oversight of implementation of corrective actions

- Ensure the senior management is taking necessary corrective actions to address the findings and recommendations of internal auditors and external auditors in a timely manner.
- Addressing control weaknesses, non-compliance with policies, laws and regulations and other problems identified by internal auditors and external auditors.
- Ensuring the deficiencies identified by supervisory authorities related to the internal audit function are remedied within appropriate time frame and that progress of necessary corrective actions are reported to the board of directors.

6. Investigation of significant issues / concerns raised.

- Investigate any matter within its terms of reference,
- Have full access to and cooperation by management
- Have full discretion to invite any director or executive officer to attend its meetings.

7. Establishment of whistleblowing mechanism.

- Establish and maintain mechanisms by which officers and staff shall, in confidence, raise concerns about possible improprieties or malpractices in matters of financial reporting, internal control, auditing or other issues to persons or entities that have the power to take corrective action.
- Ensure that the Board and Senior Management set the right tone through its policy statements, communications, and actions.
- Ensure that whistleblowing policies and procedures are established to facilitate the receipt of reports and that these are effectively communicated to all levels.
- Ensure that there are adequate procedures to track the action taken in relation to concerns raised thru the whistleblowing arrangement.
- Ensure that appropriate follow-up action has been taken to investigate and resolve the issues noted.

F. Reporting Responsibilities

- The committee shall submit the minutes of all meeting of the Committee to the Board of Directors.
- Provide an open avenue of communication between internal audit, the external auditors, and the board of directors.
- Report annually to the shareholders, describing the committee's composition, responsibilities and how they were discharged, and any other information required by rule, including approval of non-audit services.
- Review any other reports the company issues that relate to committee responsibilities.

G. Other Responsibilities

- Perform other activities related to this charter as requested by the board of directors.
- Maintain minutes of meetings and periodically report to the Board of Directors on significant results of the foregoing activities.
- Review and assess the adequacy of the committee charter annually, requesting board approval for proposed changes, and ensure appropriate disclosure as may be required by law or regulation.
- Confirm annually that all responsibilities outlined in this charter have been carried out.
- Conduct performance self-assessment as prescribed under and in accordance with the Corporate Governance Manual.
- Monitor results of internal audit activities provided to EastWest Rural Bank (EWRB) through quarterly reports on completion of internal audit plan and significant audit exceptions.
- The Committee may rely on reports and recommendations of and may delegate all or part of the oversight matters described above to the audit committee of its subsidiaries.

H. Functional Support

The Internal Audit of EastWest Bank shall ensure and provide functional support to the Audit Committee in the rendition of its function.

APPROVED BY:

GREGORIO U. KILAYKO
Audit Committee Chairman

JOSE MARIA G. HOFILENA
Member

JOSEPHINE GOTIANUN-YAP
Member

ARMANDO L. SURATOS
Member

FRANCIS H. JARDELEZA
Member

Signatures

Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized, in the City of Taguig on MAY 13 2025, 2025.

SIGNATURE

JONATHAN T. GOTIANUN
Chairman of the Board

SUBSCRIBED AND SWORN to before me this _____ day of MAY 15 2025 2025, affiant (s) exhibiting to me his competent evidence of identity as follows:

NAME/NO.	ID NO. AND DATE OF ISSUE/EXPIRATION	PLACE OF ISSUE
JONATHAN T. GOTIANUN	Passport No. P5509919A Date of Issue: January 2, 2018	DFA Manila

Doc No. 74
Page No. 15
Book No. XV
Series of 2025

JAQUELYN MAE O. FLORES
NOTARY PUBLIC FOR TAGUIG CITY
Appointment No. 89 (2024-2025) until December 31, 2025
MCLE Compliance VII No. (N/A – Admitted: May 14, 2022)
Office Address: 6th flr., EastWest Banking Corp.,
The Beaufort, 5th Ave. cor. 23rd St., BGC, Taguig City
Roll No. 79107/IBP No. 487639/PTR No. 10465198/ Makati City/01-02-2025

"DOCUMENTARY STAMP TAX PAID"
XV 74 ₱ — MAY 15 2025
(GOR SERIAL NUMBER) (DATE OF PAYMENT)

This report has been prepared to the best of the undersigned signatories' knowledge and understanding.

Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized, in the City of Taguig on MAY 15 2025, 2025.

SIGNATURE

BENEDICTO M. VALERIO, JR.
Corporate Secretary

SUBSCRIBED AND SWORN to before me this ____ day of MAY 15 2025 2025, affiant (s) exhibiting to me his competent evidence of identity as follows:

NAME/NO.	ID NO. AND DATE OF ISSUE/EXPIRATION	PLACE OF ISSUE
BENEDICTO M. VALERIO, JR.	Passport No. P0258129B Issued on January 16, 2019	DFA NCR South

Doc No. 75
Page No. 15
Book No. XV
Series of 2025

JAQUELYN MAE O. FLORES
NOTARY PUBLIC FOR TAGUIG CITY
Appointment No. 89 (2024-2025) until December 31, 2025
MCLE Compliance VII No. (N/A – Admitted: May 14, 2022)
Office Address: 6th flr., EastWest Banking Corp.,
The Beaufort, 5th Ave. cor. 23rd St., BGC, Taguig City
Roll No. 79107/IBP No. 487639/PTR No. 10465198/ Makati City/01-02-2025

"DOCUMENTARY STAMP TAX PAID" ₱30

XV 75 | MAY 15 2025
(GOR SERIAL NUMBER) (DATE OF PAYMENT)

This report has been prepared to the best of the undersigned signatories' knowledge and understanding.

Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized, in the City of Taguig on MAY 15 2025 2025.

SIGNATURE

ARMANDO L. SURATOS
Independent Director

SUBSCRIBED AND SWORN to before me this _____ day of MAY 15 2025 2025, affiant (s) exhibiting to me his competent evidence of identity as follows:

NAME/NO.	ID NO. AND DATE OF ISSUE/EXPIRATION	PLACE OF ISSUE
ARMANDO L. SURATOS	Driver's License No. N10-77-000767 Expiration Date: December 5, 2032	Philippines

Doc No. 73
Page No. 15
Book No. XV
Series of 2025

JAQUELYN MAE O. FLORES
NOTARY PUBLIC FOR TAGUIG CITY
Appointment No. 89 (2024-2025) until December 31, 2025
MCLE Compliance VII No. (NA – Admitted: May 14, 2022)
Office Address: 6th flr., EastWest Banking Corp.,
The Beaufort, 5th Ave. cor. 23rd St., BGC, Taguig City
Roll No. 79107/IBP No. 487639/PTR No. 10465198/ Makati City/01-02-2025

"DOCUMENTARY STAMP TAX PAID"
XV 73 ₱30 MAY 15 2025
(GOR SERIAL NUMBER) (DATE OF PAYMENT)

This report has been prepared to the best of the undersigned signatories' knowledge and understanding.

Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized, in the City of Taguig on MAY 15 2025, 2025.

SIGNATURE

IMELDA B. CAPISTRANO
Independent Director

SUBSCRIBED AND SWORN to before me this _____ day of MAY 15 2025 2025, affiant (s) exhibiting to me his competent evidence of identity as follows:

NAME/NO.	ID NO. AND DATE OF ISSUE/EXPIRATION	PLACE OF ISSUE
IMELDA B. CAPISTRANO	Passport No. P6034630A Issued on February 15, 2018	DFA Manila

Doc No. 72
Page No. 15
Book No. XV
Series of 2025

JAQUELYN MAE O. FLORES
NOTARY PUBLIC FOR TAGUIG CITY
Appointment No. 89 (2024-2025) until December 31, 2025
MCLE Compliance VII No. (N/A – Admitted: May 14, 2022)
Office Address: 6th flr., EastWest Banking Corp.,
The Beaufort, 5th Ave. cor. 23rd St., BGC, Taguig City
Roll No. 79107/IBP No. 487639/PTR No. 10465198/ Makati City/01-02-2025

"DOCUMENTARY STAMP TAX PAID"
XV 72 P.15 MAY 15 2025
(GOR SERIAL NUMBER) (DATE OF PAYMENT)

This report has been prepared to the best of the undersigned signatories' knowledge and understanding.

Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized, in the City of Taguig on MAY 15 2025, 2025.

SIGNATURE

GREGORIO U. KILAYKO
Independent Director

SUBSCRIBED AND SWORN to before me this _____ day of MAY 15 2025 2025, affiant (s) exhibiting to me his competent evidence of identity as follows:

NAME/NO.	ID NO. AND DATE OF ISSUE/EXPIRATION	PLACE OF ISSUE
GREGORIO U. KILAYKO	Passport No. P9225903A Issued on November 7, 2018	DFA NCR South

Doc No. 71
Page No. 15
Book No. XV
Series of 2025

JAQUELYN MAE O. FLORES
NOTARY PUBLIC FOR TAGUIG CITY
Appointment No. 89 (2024-2025) until December 31, 2025
MCLE Compliance VII No. (N/A – Admitted: May 14, 2022)
Office Address: 6th flr. EastWest Banking Corp.,
The Beaufort, 5th Ave. cor. 23rd St., BGC, Taguig City
Roll No. 79107/IBP No. 487639/PTR No. 10465198/ Makati City/01-02-2025

"DOCUMENTARY STAMP TAX PAID"
XV 71 15 MAY 15 2025
(GOR SERIAL NUMBER) (DATE OF PAYMENT)

This report has been prepared to the best of the undersigned signatories' knowledge and understanding.

Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized, in the City of Taguig on MAY 15 2025, 2025.

SIGNATURE

CRISTINA QUE-ORBETA
Independent Director

MAY 15 2025

SUBSCRIBED AND SWORN to before me this _____ day of __________ 2025, affiant (s) exhibiting to me his competent evidence of identity as follows:

NAME/NO.	ID NO. AND DATE OF ISSUE/EXPIRATION	PLACE OF ISSUE
CRISTINA QUE-ORBETA	Passport No. P9802575A Issued on December 4, 2018	DFA NCR East

Doc No. 79
Page No. 14
Book No. XV
Series of 2025

JAQUELYN MAE O. FLORES
NOTARY PUBLIC FOR TAGUIG CITY
Appointment No. 89 (2024-2025) until December 31, 2025
MCLE Compliance VII No. (N/A – Admitted: May 14, 2022)
Office Address: 6th flr., EastWest Banking Corp.,
The Beaufort, 5th Ave. cor. 23rd St., BGC, Taguig City
Roll No. 79107/IBP No. 487639/PTR No. 10465198/ Makati City/01-02-2025

"DOCUMENTARY STAMP TAX PAID"
XV 79 P10 MAY 15 2025
(GOR SERIAL NUMBER) (DATE OF PAYMENT)

This report has been prepared to the best of the undersigned signatories' knowledge and understanding.

Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized, in the City of Taguig on MAY 1 5 2025

SIGNATURE

JOSE MARIA G. HOFILEÑA
Independent Director

SUBSCRIBED AND SWORN to before me this ____ day of MAY 1 5 2025 2025, affiant (s) exhibiting to me his competent evidence of identity as follows:

NAME/NO.	ID NO. AND DATE OF ISSUE/EXPIRATION	PLACE OF ISSUE
JOSE MARIA G. HOFILEÑA	Passport No. P0313880B Date of Issue: January 19, 2019	DFA NCR Northeast

Doc No. 69
Page No. 19
Book No. XV
Series of 2025

JAQUELYN MAE O. FLORES
NOTARY PUBLIC FOR TAGUIG CITY
Appointment No. 89 (2024-2025) until December 31, 2025
MCLE Compliance VII No. (N/A - Admitted: May 14, 2022)
Office Address: 6th Flr., EastWest Banking Corp.,
The Beaufort, 5th Ave. cor. 23rd St., BGC, Taguig City
Roll No. 79107/IBP No. 487639/PTR No. 10465198/ Makati City/01-02-2025

"DOCUMENTARY STAMP TAX PAID"
XV 69 PXO MAY 1 5 2025
(GOR SERIAL NUMBER) (DATE OF PAYMENT)

This report has been prepared to the best of the undersigned signatories' knowledge and understanding.

Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized, in the City of Taguig on _____, 2025.

SIGNATURE

JERRY G. NGO
Chief Executive Officer

SUBSCRIBED AND SWORN to before me this _____ day of MAY 28 2025 2025, affiant (s) exhibiting to me his competent evidence of identity as follows:

NAME/NO.	ID NO. AND DATE OF ISSUE/EXPIRATION	PLACE OF ISSUE
JERRY G. NGO	Driver's License No. D38-23-001488 Expiration Date: January 28. 2028	Philippines

Doc No. 391
Page No. 79
Book No. XVI
Series of 2025

ATTY. MA. ANNA LOURDES DIMAANO-PAMFILO
NOTARY PUBLIC FOR TAGUIG CITY
Appointment No.91 (2025-2026) until December 31, 2026
MCLE Compliance No. VII-0023162 valid until April 14, 2025
Office Address: 6th Floor, The Beaufort, 5th Ave.,corner
23rd Street, Bonifacio Global City, Taguig, MM
Roll No. 38260/ IBP Lifetime No. 730556
PTR No. 10465200, January 2, 2025, Makati City

"DOCUMENTARY STAMP TAX PAID" ₱30
XVI 391 MAY 28 2025
(GOR SERIAL NUMBER) (DATE OF PAYMENT)

This report has been prepared to the best of the undersigned signatories' knowledge and understanding.

Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized, in the City of Taguig on _____, 2025.

SIGNATURE

AMY BELEN R. DIO
Chief Compliance Officer

SUBSCRIBED AND SWORN to before me this _____ day of MAY 27 2025 2025, affiant (s) exhibiting to me his competent evidence of identity as follows:

NAME/NO.	ID NO. AND DATE OF ISSUE/EXPIRATION	PLACE OF ISSUE
AMY BELEN R. DIO	Passport No. P3556319B Issued on October 17, 2019	DFA NCR East

Doc No. 338
Page No. 68
Book No. XVI
Series of 2025

JAQUELYN MAE C. FLORES
NOTARY PUBLIC FOR TAGUIG CITY
Appointment No. 89 (2024-2025) until December 31, 2025
MCLE Compliance VII No. (N/A – Admitted: May 14, 2022)
Office Address: 6th flr., EastWest Banking Corp.,
The Beaufort 5th Ave. cor. 23rd St., BGC, Taguig City
Roll No. 79107/IBP No. 487639/PTR No. 10465198/ Makati City/01-02-2025

"DOCUMENTARY STAMP TAX PAID"
XVI 338 ₱30 MAY 27 2025
(GOR SERIAL NUMBER) (DATE OF PAYMENT)

This report has been prepared to the best of the undersigned signatories' knowledge and understanding.