

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part A			
	STANDARD	Y/ N	Reference/Source document IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
A. Rights of Shareholders			
A.1 Basic Shareholder Rights			
A.1.1	Does the company pay (interim and final/annual) dividends in an equitable and timely manner; that is, all shareholders are treated equally and paid within 30 days after being (i) declared for interim dividends and (ii) approved by shareholders at general meetings for final dividends?	N/A	Not applicable for Class 4
A.2	Right to participate in decisions concerning fundamental corporate changes.		
	<i>Do shareholders have the right to participate in:</i>		
A.2.1	Amendments to the company's constitution?	Y	Default for all Classes
A.2.2	The authorisation of additional shares?	Y	Default for all Classes
A.2.3	The transfer of all or substantially all assets, which in effect results in the sale of the company?	Y	Default for all Classes
A.3	Right to participate effectively in and vote in general shareholder meetings and should be informed of the rules, including voting procedures, that govern general shareholder meetings.		
A.3.1	Do shareholders have the opportunity, evidenced by an agenda item, to approve remuneration (fees, allowances, benefit-in-kind and other emoluments) or any increases in remuneration for the non-executive directors/commissioners?	Y	Default for all Classes

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part A			
	STANDARD	Y/ N	Reference/Source document
A.3.2	Does the company provide non-controlling shareholders a right to nominate candidates for board of directors/commissioners?	Y	<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>By-Laws(page 09, Section 4.8, "Nomination of Candidates by Members");</p> <p>2022 Notice to all Members (page 1, as published in <i>The Philippine Star</i> and page 2, as published in <i>Pilipino Star Ngayon</i>, dated 25 November 2022, 1st paragraph, "Please be informed that nominations may now be submitted...").</p>
A.3.3	Does the company allow shareholders to elect directors/commissioners individually?	Y	<p>By-Laws(page 3, Section 3.3, "Members Entitled to Vote"; page 7, Section 4.2. Number and Election of Trustees);</p> <p>Notice of the 2022 AMM in Company Website (Published in the Company Website on 27 April 2022; 2nd paragraph, Agenda no. 6. Election of Three Trustees);</p> <p>Notice of the 2022 AMM in newspapers (Published in <i>The Philippine Star</i> and <i>Pilipino Star Ngayon</i> on 27 April, 04 May, 11 May and 18 May 2022); and</p> <p>Minutes of the 2022 AMM in Company Website (pages 18-19, <i>Election of Three Trustees</i> Section).</p>
A.3.4	Does the company disclose the voting and vote tabulation procedures used, declaring both before the meeting proceeds?	Y	<p>By-Laws (page 3, Section 3.3, "Members entitled to Vote");</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

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Part A			
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A.3.5	Do the minutes of the most recent AGM record that there was an opportunity allowing for shareholders to ask questions or raise issues?	Y	Minutes of the 2022 AMM in Company Website (Published 01 June 2022 in Company Website; pages 12-15,"Annual Report to Members"; Question and After Section).
A.3.6	Do the minutes of the most recent AGM record questions and answers?	Y	Minutes of the 2022 AMM in Company Website (Published 01 June 2022 in Company Website; pages 12-15,"Annual Report to Members"; Question and After Section).
A.3.7	Does the disclosure of the outcome of the most recent AGM include resolution(s)?	Y	Summary of Resolutions Adopted During the 2022 AMM (Published 26 May 2022 in Company Website); and

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

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Life Insurance

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Part A			
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			Minutes of the 2022 AMM in Company Website (Published 01 June 2022 in Company Website).
A.3.8	Does the company disclose the voting results including approving, dissenting, and abstaining votes for each agenda item for the most recent AGM?	Y	Summary of Resolutions Adopted During the 2022 AMM (Published 26 May 2022 in Company Website); Minutes of the 2022 AMM in Company Website (Published 01 June 2022 in Company Website).
A.3.9	Does the company disclose the list of board members who attended the most recent AGM?	Y	Minutes of the 2022 AMM in Company Website (pages 2 to 3, “Introduction of the Current members of the Board of Trustees and Senior Officers”).
A.3.10	Did the chairman of the board of directors/commissioners attend the most recent AGM?	Y	Minutes of the 2022 AMM in Company Website (pages 2 to 3, “Introduction of the Current members of the Board of Trustees and Senior Officers”), showing Nina D. Aguas, Chairman of the Board, as an Attendee; and Corporate Governance Section in Company Website (Governance Practices Section, Rights and Equitable Treatment of Members “Snapshot of 2022 Annual Members’ Meeting (AMM)” Table, Minutes of the AMM row, “Trustees in Attendance”: “All Trustees, including Chairpersons of the 1) Board...”)
A.3.11	Did the CEO/Managing Director/President attend the most recent AGM?	Y	Minutes of the 2022 AMM in Company Website (pages 2 to 3, “Introduction of the Current members of the Board of Trustees and Senior Officers”), showing Raoul E. Littaua, President & CEO as an Attendee.

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

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Part A			
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A.3.12	Did the chairman of the Audit Committee attend the most recent AGM?	Y	Minutes of the 2022 AMM in Company Website (pages 2 to 3, “Introduction of the Current members of the Board of Trustees and Senior Officers”), showing Luis Y. Benitez, Chairman of the Audit Committee, as Attendee; Corporate Governance Section in Company Website (Governance Practices Section, Rights and Equitable Treatment of Members “Snapshot of 2022 Annual Members’ Meeting (AMM)” Table, Minutes of the AMM row, “Trustees in Attendance”: “All Trustees, including Chairpersons of the 1) Board 2) Audit Committee; 3) Remuneration Committee (PerCom) and 4) Nominations Committee.”)
A.3.13	Did the company organise their most recent AGM in an easy to reach location?	Y	Minutes of the 2022 AMM in Company Website (page 1, Explanation on Virtual Conduct of Meeting); Corporate Governance Section in Company Website (Governance Practices Section, Rights and Equitable Treatment of Members “Snapshot of 2022 Annual Members’ Meeting (AMM)” Table: “Location; Virtual/Online”).
A.3.14	Does the company allow for voting in absentia?	Y	Default for all Classes
A.3.15	Did the company vote by poll (as opposed to by show of hands) for all resolutions at the most recent AGM?	Y	Minutes of the 2022 AMM in Company Website (page 3, Voting Rules and Procedures Section, 3 rd paragraph, 1 st sentence: “The voting for each agenda was done through our InLife Registration and Voting Portal (IRVP), a secure electronic voting in absentia system.”);

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part A			
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			Corporate Governance Section in Company Website (Governance Practices Section, Rights and Equitable Treatment of Members “Snapshot of 2022 Annual Members’ Meeting (AMM)” Table, Notice of the 2022 AMM, “Vote and Vote tabulation procedures/Voting method” row: “Virtual/remote communication/In Absentia/by poll via the InLife Registration and Voting Platform (IRVP)”).
A.3.16	Does the company disclose that it has appointed an independent party (scrutineers/inspectors) to count and/or validate the votes at the AGM?	Y	Minutes of the 2022 AMM in Company Website (page 3, Voting Rules and Procedures Section, 3 rd paragraph, 7 th sentence: “Mr. Rymark G. Ansay, Audit Team leader, acted as an independent party who certified the count and validation of the votes during the AMM”).
A.3.17	Does the company make publicly available by the next working day the result of the votes taken during the most recent AGM for all resolutions?	Y	Summary of Resolutions Adopted During the 2022 AMM (published on 26 May 2022; one working day after the AMM)
A.3.18	Do companies provide at least 21 days notice for all resolutions?	Y	<i>The Company publishes its Notice of the Annual Members’ Meeting (AMM) twenty-eight (28) days prior to the Annual Members’ Meeting (AMM).</i> Notice of the 2022 AMM in Company Website (Published in the Company Website on 27 April 2022); Notice of the 2022 AMM in newspapers (Published in <i>The Philippine Star</i> and <i>Pilipino Star Ngayon</i> on 27 April, 04 May, 11 May and 18 May 2022).

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part A			
	STANDARD	Y/ N	Reference/Source document
A.3.19	Does the company provide the rationale and explanation for each agenda item which require shareholders' approval in the notice of AGM/circulars and/or the accompanying statement?	Y	<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>2022 Details and Rationale of the Agenda;</p> <p>Notice of the 2022 AMM in Company Website</p> <p>Notice of the 2022 AMM in Company Website (Published in the Company Website on 27 April 2022;3rd par.; hyperlinked under the words "Details and Rationale of the Agenda");</p> <p>Notice of the 2022 AMM in newspapers(Published in <i>The Philippine Star</i> and <i>Pilipino Star Ngayon</i> on 27 April, 04 May, 11 May and 18 May 2022).</p>
A.4	Markets for corporate control should be allowed to function in an efficient and transparent manner.		
A.4.1	In cases of mergers, acquisitions and/or takeovers requiring shareholders approval, does the board of directors/commissioners of the offeree company appoint an independent party to evaluate the fairness of the transaction price?	Y	<p>Corporate Governance Section in Company Website (Governance Practices Section, Rights and Equitable Treatment of Members; Appointment of Independent Party in cases of Mergers, Acquisitions, or Take Overs; "In extraordinary cases such as mergers, acquisitions and/or takeovers requiring our members' approval, our Board may appoint an independent party to evaluate the fairness of the transaction price, whenever deemed necessary. In 2022, there is no case that needed an appointment of an independent party.");</p> <p>2022 Corporate Governance Report in Annual Report(page 6, Creating Value for our Stakeholders section, "Appointment of Independent Party in Cases of Mergers, Acquisitions or Take Overs").</p>
A.5	The exercise of ownership rights by all shareholders, including institutional investors, should be facilitated.		

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part A

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A.5.1	Does the Company publicly disclose policy/practice to encourage shareholders including institutional shareholders to attend the general meetings or engagement with the Company?	N/A	Not Applicable for all Classes

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part B			
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B.1 Shares and voting rights			
B.1.1	Do the company's ordinary or common shares have one vote for one share?	Y	Default for all Classes
B.1.2	Where the company has more than one class of shares, does the company publicise the voting rights attached to each class of shares (e.g. through the company website / reports/ the stock exchange/ the regulator's website)?	Y	Default for all Classes
B.2 Notice of AGM			
B.2.1	Does each resolution in the most recent AGM deal with only one item, i.e., there is no bundling of several items into the same resolution?	Y	<p>2022 Details and Rationale of the Agenda;</p> <p>Notice of the 2022 AMM in Company Website(Published in the Company Website on 27 April 2022;3rd par.; hyperlinked under the words “Details and Rationale of the Agenda”) where each resolution deals with only one item;</p> <p>Notice of the 2022 AMM in newspapers(Published in <i>The Philippine Star</i> and <i>Pilipino Star Ngayon</i> on 27 April, 04 May, 11 May and 18 May 2022).</p>
B.2.2	Are the company's notice of the most recent AGM/circulars fully translated into English and published on the same date as the local-language version?	Y	<p>Notice of the 2022 AMM in Company Website(Published in the Company Website on 27 April 2022); where said notice was published in English;</p> <p>Notice of the 2022 AMM in newspapers(Published in <i>The Philippine Star</i> and <i>Pilipino Star Ngayon</i> on 27 April, 04 May, 11 May and 18 May 2022) where both Notices was published in English.</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

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Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part B			
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Does the notice of AGM/circulars have the following details:			
B.2.3	Are the profiles of directors/commissioners (at least age, academic qualification, date of first appointment, experience, and directorships in other listed companies) in seeking election/re-election included?	Y	<p>Profiles of Candidates for the 2022 AMM;</p> <p>Notice of the 2022 AMM in Company Website (Published in the Company Website on 27 April 2022; 4th par.; hyperlinked under the words “Profiles”) where each profile of the Candidate seeking election/re-election shows age, academic qualifications, date of first appointment, relevant experience, and directorships in publicly listed companies of three candidates seeking re-election.”);</p> <p>Notice of the 2022 AMM in newspapers(Published in <i>The Philippine Star</i> and <i>Pilipino Star Ngayon</i> on 27 April, 04 May, 11 May and 18 May 2022).</p>
B.2.4	Are the auditors seeking appointment/re-appointment clearly identified?	Y	<p>2022 Details and Rationale of the Agenda (page 2, Agenda 7, line 3: “re-appointment of SyCip, Gorres, Velayo & Company (SGV & Co)...”);</p> <p>Notice of the 2022 AMM in Company Website(Published in the Company Website on 27 April 2022; 3rd par.; hyperlinked under the words “Details and Rationale of the Agenda”) where agenda item 7 discusses about SGV & Co;</p> <p>Notice of the 2022 AMM in newspapers(Published in <i>The Philippine Star</i> and <i>Pilipino Star Ngayon</i> on 27 April, 04 May, 11 May and 18 May 2022).</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part B			
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B.2.5	Has an explanation of the dividend policy been provided?	N/A	Not Applicable for Class 4
B.2.6	Is the amount payable for final dividends disclosed?	N/A	Not Applicable for Class 4
B.2.7	Were the proxy documents made easily available?	Y	Notice of the 2022 AMM in Company Website (Published in the Company Website on 27 April 2022; lower part; Proxy) where proxy form was included in the lower part of the same Notice.; Notice of the 2022 AMM in newspapers (Published in <i>The Philippine Star</i> and <i>Pilipino Star Ngayon</i> on 27 April, 04 May, 11 May and 18 May 2022).
B.3	Insider trading and abusive self-dealing should be prohibited.		
B.3.1	Does the company have policies and/or rules prohibiting directors/commissioners and employees to benefit from knowledge which is not generally available to the market?	Y	Default for all Classes
B.3.2	Are the directors / commissioners required to report their dealings in company shares within 3 business days?	N/A	Not Applicable for Class 4
B.4	Related party transactions by directors and key executives.		
B.4.1	Does the company have a policy requiring directors /commissioners to disclose their interest in transactions and any other conflicts of interest?	Y	Default for all Classes

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The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

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B.4.2	Does the company have a policy requiring a committee of independent directors/commissioners to review material/significant RPTs to determine whether they are in the best interests of the company and shareholders?	Y	Corporate Governance Section in Company Website (Roles of Stakeholders in Corporate Governance; Other Corporate Governance Practices, "Related Party Transactions Policy"); 2022 Corporate Governance Report in Annual Report (pages 7 -8, "Related Party Transactions policy", 1 st par.; 2 nd sentence: "The Related Party Transactions Board Committee ("RPT Board Committee") assists the Board in overseeing the transactions with related parties that are material in nature..")
B.4.3	Does the company have a policy requiring board members (directors/commissioners) to abstain from participating in the board discussion on a particular agenda when they are conflicted?	Y	Default for all Classes
B.4.4	Does the company have policies on loans to directors and commissioners either forbidding this practice or ensuring that they are being conducted at arm's length basis and at market rates?	Y	Default for all Classes
B.5	Protecting minority shareholders from abusive actions		
B.5.1	Were there any RPTs that can be classified as financial assistance to entities other than wholly-owned subsidiary companies?	N	Corporate Governance Section in Company Website (Roles of Stakeholders in Corporate Governance; Other Corporate Governance Practices, "Related Party Transactions Policy", 2 nd par.; "In 2022, there is no RPT that can be classified as financial assistance to entities other than wholly-owned subsidiaries. There is also no case of non-compliance with laws, rules or regulations pertaining to Material RPTs.");

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part B			
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			2022 Corporate Governance Report in Annual Report (pages 7 -8, "Related Party Transactions policy", 2022 Material RPT Table).
B.5.2	Does the company disclose that RPTs are conducted in such a way to ensure that they are fair and at arms' length?	Y	<p>Corporate Governance Section in Company Website (Roles of Stakeholders in Corporate Governance; Other Corporate Governance Practices, "Related Party Transactions Policy"; 1st par.: "The Company's Related Party Transactions (RPT) policy defines a Related Party (RP) and requires that all transactions of the Company with RPs be conducted fairly, at arm's length and in the best interest of the Company and its Stakeholders."); and</p> <p>Corporate Governance Section in Company Website (Roles of Stakeholders in Corporate Governance; Other Corporate Governance Practices, "Related Party Transactions Policy", 2nd par.; "In 2022, there is no RPT that can be classified as financial assistance to entities other than wholly-owned subsidiaries. There is also no case of non-compliance with laws, rules or regulations pertaining to Material RPTs.").</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part C			
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C.1 The rights of stakeholders that are established by law or through mutual agreements are to be respected.			
Does the company disclose a policy that:			
C.1.1	Stipulates the existence and scope of the company's efforts to address customers' welfare?	Y	<p>Code of Business Conduct(page 8, "Doing Good as a Corporate Citizen"; <i>Commitment to Community Welfare and Environmental Stewardship</i>);</p> <p>Corporate Governance Section in Company Website(<i>Safe and Sustainable Operations</i> Section);</p> <p>2022 Sustainability Report in Company Website;</p> <p>InLife Sheroes Website;</p> <p>InLife Foundation Website (<i>What We Do</i> Section, "Through our various programs, we support the United Nations Sustainable Development Goals of Quality Education, Sustainable Communities and Cities, Life on Land and under the Water and Climate Action.").</p>
C.1.2	Explains supplier/contractor selection practice?	Y	<p>Code of Business Conduct(page 21, "Doing Good For Stakeholders");</p> <p>Corporate Governance Section in Company Website (<i>Supplier and Contractor Accreditation Selection Practices</i> Section).</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part C			
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C.1.3	Describes the company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?	Y	<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>Code of Business Conduct(page 8, “Doing Good as a Corporate Citizen”; <i>Commitment to Community Welfare and Environmental Stewardship</i>);</p> <p>2022 Annual Report in Company Website (pages 20-23, “<i>Fighting Climate Change, one tree at a time</i>”));</p> <p>2022 Sustainability Report (pages 10-15, <i>Social and Governance Sustainability</i>);</p> <p>InLife Foundation Website (<i>What We Do</i> Section, “<i>Through our various programs, we support the United Nations Sustainable Development Goals of Quality Education, Sustainable Communities and Cities, Life on Land and under the Water and Climate Action.</i>”)</p>
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?	Y	<p>Code of Business Conduct(page 8, “Doing Good as a Corporate Citizen”; <i>Commitment to Community Welfare and Environmental Stewardship</i>);</p> <p>2022 Annual Report in Company Website (pages 20-23, “<i>Fighting Climate Change, one tree at a time</i>”; <i>Our Communities, Our Partners in Nation Building</i>);</p> <p>2022 Sustainability Report(pages 10-15, <i>Social and Governance Sustainability</i>);</p> <p>Corporate Governance Section in Company Website (<i>Safe and Sustainable Operations</i> Section);</p> <p>InLife Foundation Website (<i>What We Do</i> Section, “<i>Through our various</i></p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part C			
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			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p><i>programs, we support the United Nations Sustainable Development Goals of Quality Education, Sustainable Communities and Cities, Life on Land and under the Water and Climate Action.”); and</i></p> <p>InLife Sheroes Website (Sheroes’ Desk Section).</p>
C.1.5	Describe the company's anti-corruption programmes and procedures?	Y	<p>Code of Business Conduct(page 9, <i>Doing Good for the Business</i> Section, “Anti-Bribery and Corruption”);</p> <p>Corporate Governance Section in Company Website(Roles of Stakeholders in Corporate Governance Subsection, ABC Program; Anti-Corruption policy);</p> <p>2022 Corporate Governance Report in Annual Report; and</p> <p>2022 Annual Report in Company Website (pages 26-27, “Why Good Governance Matters to Every Customer”).</p>
C.1.6	Describes how creditors' rights are safeguarded?	Y	<p>Code of Business Conduct(page 21, “Doing Good for the Stakeholders”; <i>Fair and Transparent Dealings with Partners and Suppliers</i>); and</p> <p>Corporate Governance Section in Company Website(<i>Creditor’s Rights</i> Section).</p>
<p>Does the company disclose the activities that it has undertaken to implement the above-mentioned policies?</p>			

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The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

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Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

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C.1.7	Customer health and safety	Y	<p>Corporate Governance Section in Company Website (Roles of Stakeholders in Corporate Governance Subsection, “Customers”);</p> <p>InLife Sheroes Website (Women-Specific Solutions Section);</p> <p>InLife Foundation Website (What We Do Section, “Through our various programs, we support the United Nations Sustainable Development Goals of Quality Education, Sustainable Communities and Cities, Life on Land and under the Water and Climate Action.”); and</p> <p>2022 Sustainability Report (pages 10-15, Social and Governance Sustainability).</p>
C.1.8	Supplier/Contractor selection and criteria	Y	<p>Corporate Governance Section in Company Website (Roles of Stakeholders in Corporate Governance Subsection, “Suppliers, Contractors and Partners”);</p> <p>2022 Annual Report in Company Website (pages 20-23, “Fighting Climate Change, one tree at a time”; <i>Our Communities, Our Partners in Nation Building</i>); and</p> <p>2022 Sustainability Report (pages 10-15, Social and Governance Sustainability).</p>
C.1.9	Environmentally-friendly value chain	Y	<p>2022 Annual Report in Company Website (pages 20-23, “Fighting Climate Change, one tree at a time”; <i>Our Communities, Our Partners in Nation Building</i>);</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

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			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p>
			<p>2022 Sustainability Report (pages 10-15, <i>Social and Governance Sustainability</i>)</p> <p>InLife Foundation Website (<i>What We Do</i> Section, “Through our various programs, we support the United Nations Sustainable Development Goals of Quality Education, Sustainable Communities and Cities, Life on Land and under the Water and Climate Action.”); and</p> <p>InLife Foundation Website (<i>Our Advocacies</i> Section, “Sustainable environment”)</p>
C.1.10	Interaction with the communities	Y	<p>2022 Annual Report in Company Website (pages 20-23, “<i>Fighting Climate Change, one tree at a time</i>”; <i>Our Communities, Our Partners in Nation Building</i>);</p> <p>2022 Sustainability Report (pages 10-15, <i>Social and Governance Sustainability</i>);</p> <p>InLife Foundation Website (<i>What We Do</i> Section, “Through our various programs, we support the United Nations Sustainable Development Goals of Quality Education, Sustainable Communities and Cities, Life on Land and under the Water and Climate Action.”);</p> <p>Inlife Foundation Website(<i>Our Advocacies</i> Section, “Disaster Response”); and</p> <p>InLife Foundation Website (<i>Our Advocacies</i> Section, “Education Programs”).</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part C			
	STANDARD	Y/ N	Reference/Source document
			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p>
C.1.11	Anti-corruption programmes and procedures	Y	<p>2022 Corporate Governance Report in Annual Report;</p> <p>2022 Annual Report in Company Website (pages 26-27, “Why Good Governance Matters to Every Customer”); and</p> <p>2022 Sustainability Report (pages 10-15, Social and Governance Sustainability).</p>
C.1.12	Creditors' rights	Y	<p>2022 Corporate Governance Report in Annual Report;</p> <p>2022 Annual Report in Company Website (pages 26-27, “Why Good Governance Matters to Every Customer”);</p> <p>2022 Sustainability Report (pages 10-15, Social and Governance Sustainability); and</p> <p>Corporate Governance Section in Company Website(<i>Creditor’s Rights</i> Section).</p>
C.1.13	Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	Y	<p>2022 Sustainability Report; and</p> <p>InLife Foundation Website.</p>
C.2 Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.			

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part C			
	STANDARD	Y/ N	Reference/Source document
C.2.1	Does the company provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights?	Y	<p>2022 Annual Report in Company Website(page 34, <i>Corporate Governance Report</i>)</p> <p>2022 Corporate Governance Report in Annual Report(page 8, <i>Whistleblowing Policy and Feedback Mechanism</i>);</p> <p>Corporate Governance Section in Company Website (<i>Whistleblowing Policy Section</i>); and</p> <p>Code of Business Conduct (page 23, <i>Raising Concerns Section</i>, “Whistleblowing Protections”).</p>
C.3 Performance-enhancing mechanisms for employee participation should be permitted to develop.			
C.3.1	Does the company explicitly disclose the health, safety, and welfare policy for its employees?	Y	<p>Code of Business Conduct (page 18, <i>Doing Good in the Workplace Section</i>, “Promoting Safe, Secure and Healthy Work Environment”); and</p> <p>Corporate Governance Section in Company Website(<i>Disclosure and Transparency; Talent Development and Succession Planning Section, Promoting Employee Health and Safety</i>).</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part C			
	STANDARD	Y/ N	Reference/Source document
C.3.2	Does the company publish relevant information relating to health, safety and welfare of its employees?	Y	<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>Code of Business Conduct (page 18, <i>Doing Good in the Workplace</i> Section, “Promoting Safe, Secure and Healthy Work Environment”);</p> <p>Corporate Governance Section in Company Website(Disclosure and Transparency; <i>Talent Development and Succession Planning</i> Section, <i>Promoting Employee Health and Safety</i>);</p> <p>2022 Sustainability Report (pages 10-11, <i>Social and Governance Sustainability; Employment and Labor; Occupational Health and Safety</i>); and</p> <p>2022 Annual Report in Company Website(page 33, “<i>Going beyond the Bottomline</i>)</p>
C.3.3	Does the company have training and development programmes for its employees?	Y	<p>Code of Business Conduct (page 18, <i>Doing Good in the Workplace</i> Section, “Promoting Safe, Secure and Healthy Work Environment”);</p> <p>Corporate Governance Section in Company Website(Disclosure and Transparency; <i>Talent Development and Succession Planning</i> Section, <i>Training and Continuing Education Programs</i>);</p> <p>2022 Sustainability Report (pages 10-11, <i>Social and Governance Sustainability; Employment and Labor; Training and Development</i>); and</p> <p>2022 Annual Report in Company Website(page 33, “<i>Going beyond the Bottomline; Learning and Development</i>).</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part C			
	STANDARD	Y/ N	Reference/Source document
C.3.4	Does the company publish relevant information on training and development programmes for its employees?	Y	<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>Code of Business Conduct (page 18, <i>Doing Good in the Workplace</i> Section, “Promoting Safe, Secure and Healthy Work Environment”);</p> <p>Corporate Governance Section in Company Website (Disclosure and Transparency; <i>Talent Development and Succession Planning</i> Section, <i>Training and Continuing Education Programs</i>);</p> <p>2022 Sustainability Report (pages 10-11, <i>Social and Governance Sustainability; Employment and Labor; Training and Development</i>); and</p> <p>2022 Annual Report in Company Website(page 33, “<i>Going beyond the Bottomline; Learning and Development; training by the numbers</i>”).</p>
C.3.5	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?	Y	<p>Code of Business Conduct (page 18, <i>Doing Good for the Business</i> Section, “Work Excellence”);</p> <p>Corporate Governance Section in Company Website(Disclosure and Transparency; <i>Talent Development and Succession Planning</i> Section, <i>Rewarding Performance and Loyalty</i>);</p> <p>2022 Sustainability Report (pages 10-11, <i>Social and Governance Sustainability; Employment and Labor; Training and Development</i>); and</p> <p>2022 Annual Report in Company Website(page 33, “<i>Going beyond the Bottomline; Learning and Development; training by the numbers</i>”).</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part C			
	STANDARD	Y/ N	Reference/Source document
<p>C.4 Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this.</p>			
C.4.1	Does the company have procedures for complaints by employees concerning illegal (including corruption) and unethical behaviour?	Y	<p>Code of Business Conduct (page 23, <i>Raising Concerns</i> Section, “Whistleblowing Protections”);</p> <p>2022 Annual Report in Company Website(page 34, <i>Corporate Governance Report</i>)</p> <p>2022 Corporate Governance Report in Annual Report (page 8, <i>Whistleblowing Policy and Feedback Mechanism</i>); and</p> <p>Corporate Governance Section in Company Website(<i>Whistleblowing Policy</i> Section).</p>
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?	Y	<p>Code of Business Conduct (page 23, <i>Raising Concerns</i> Section, “Whistleblowing Protections”);</p> <p>2022 Annual Report in Company Website(page 34, <i>Corporate Governance Report</i>)</p> <p>2022 Corporate Governance Report in Annual Report (page 8, <i>Whistleblowing Policy and Feedback Mechanism</i>); and</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part C

Part C			
	STANDARD	Y/ N	Reference/Source document
			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
			Corporate Governance Section in Company Website (Whistleblowing Policy Section).

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part D			
	STANDARD	Y/ N	Reference/Source document IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
D.1 Transparent ownership structure			
D.1.1	Does the information on shareholdings reveal the identity of beneficial owners, holding 5% shareholding or more?	N/A	Not Applicable to Class 4
D.1.2	Does the company disclose the direct and indirect (deemed) shareholdings of major and/or substantial shareholders?	N/A	Not Applicable to Class 4
D.1.3	Does the company disclose the direct and indirect (deemed) shareholdings of directors (commissioners)?	N/A	Not Applicable to Class 4
D.1.4	Does the company disclose the direct and indirect (deemed) shareholdings of senior management?	N/A	Not Applicable to Class 4
D.1.5	Does the company disclose details of the parent/holding company, subsidiaries, associates, joint ventures and special purpose enterprises/ vehicles (SPEs)/ (SPVs)?	N/A	Not Applicable to Class 4
D.2 Quality of Annual Report			
<i>Does the company's annual report disclose the following items:</i>			
D.2.1	Key risks	Y	2022 Annual Report in Company Website (page 34, Corporate Governance Report); 2022 Corporate Governance Report in Annual Report (page 6, Risk Management and Key Risk"; 2 nd paragraph, 3 rd sentence: "The Board reviewed the Company's internal controls and Risk Management systems and found the same to be generally sufficient and adequate.")

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part D			
	STANDARD	Y/ N	Reference/Source document
			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
D.2.2	Corporate objectives	Y	<p>2022 Annual Report in Company Website (page 16-19, <i>Going Beyond the Bottomline</i>, “Objectives” Column under the 2022 Initiatives);</p> <p>2022 Corporate Governance Report in Annual Report(page 6, Risk Management and Key Risk”; 2nd paragraph, 3rd sentence: “<i>The Board reviewed the Company’s internal controls and Risk Management systems and found the same to be generally sufficient and adequate.</i>”)</p>
D.2.3	Financial performance indicators	Y	<p>2022 Annual Report in Company Website (pages 2-3, Numbers that Matter);</p> <p>2022 Annual Report in Company Website (pages 6-7, Consolidated 5-year Financial Highlights); and</p> <p>2022 Annual Report in Company Website (pages 54-157, Consolidated Audited Financial Statements).</p>
D.2.4	Non-financial performance indicators	Y	<p>2022 Annual Report in Company Website (pages 16-19, “<i>Going Beyond the Bottomline</i>” as well as other articles indicated in the said report);</p> <p>2022 Annual Report in Company Website (page 34, <i>Corporate Governance Report</i>);</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part D			
	STANDARD	Y/ N	Reference/Source document
			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>2022 Corporate Governance Report in Annual Report (pages 1-9, "Creating Value for our Stakeholders" section);</p> <p>2022 Sustainability Report (page 1-09, "Sustainability Performance").</p>
D.2.5	Dividend policy	Y	<p>2022 Annual Report in Company Website (page 34, <i>Corporate Governance Report</i>);</p> <p>2022 Corporate Governance Report in Annual Report (page 7, "Creating Value for our Stakeholders" section; Dividends for our Members).</p>
D.2.6	Details of whistle-blowing policy	Y	<p>2022 Annual Report in Company Website (page 34, <i>Corporate Governance Report</i>);</p> <p>2022 Corporate Governance Report in Annual Report (page 8, "Creating Value for our Stakeholders" section; Whistleblowing Policy and feedback mechanism).</p>
D.2.7	Biographical details (at least age, qualifications, date of first appointment, relevant experience, and any other directorships of listed companies) of directors/commissioners	Y	<p>2022 Annual Report in Company Website (pages 36-41, "Board of Trustees' Credentials" section);</p> <p>2022 Annual Report in Company Website (page 34, <i>Corporate Governance Report</i>); and</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part D			
	STANDARD	Y/ N	Reference/Source document
			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
			2022 Corporate Governance Report in Annual Report (pages 10-15, "Board of Trustees' Credentials" section).
D.2.8	Training and/or continuing education programme attended by each director/commissioner	Y	2022 Annual Report in Company Website (pages 36-41, "Board of Trustees' Credentials" section; seminars attended); 2022 Annual Report in Company Website (page 34, <i>Corporate Governance Report</i>); and 2022 Corporate Governance Report in Annual Report (pages 10-15, "Board of Trustees' Credentials" section; seminars attended)
D.2.9	Number of board of directors/commissioners meetings held during the year	Y	2022 Annual Report in Company Website (page 34, <i>Corporate Governance Report</i>); 2022 Corporate Governance Report in Annual Report (pages 1-9, "Creating Value for our Stakeholders" section, "2022 Board Memberships and Attendance" Table).
D.2.10	Attendance details of each director/commissioner in respect of meetings held	Y	2022 Annual Report in Company Website (page 34, <i>Corporate Governance Report</i>);

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part D			
	STANDARD	Y/ N	Reference/Source document
			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
			2022 Corporate Governance Report in Annual Report (pages 1-9, "Creating Value for our Stakeholders" section, "2022 Board Memberships and Attendance" Table).
D.2.11	Details of remuneration of each member of the board of directors/commissioners	Y	2022 Annual Report in Company Website (page 34, <i>Corporate Governance Report</i>); 2022 Corporate Governance Report in Annual Report (pages 1-9, "Creating Value for our Stakeholders" section, "Board and Executive Remuneration Policy and Fee Structure) where 2022 remuneration of each of the Trustees are indicated.
Corporate Governance Confirmation Statement			
D.2.12	Does the Annual Report contain a statement confirming the company's full compliance with the code of corporate governance and where there is non-compliance, identify and explain reasons for each such issue?	Y	2022 Annual Report in Company Website (page 34, <i>Corporate Governance Report</i>); 2022 Corporate Governance Report in Annual Report (page 2, "Creating Value for our Stakeholders" section, 1 st paragraph; "InLife believes that sound corporate governance is essential to create and maintain value for its stakeholders. Accordingly, InLife adheres and is committed to the principles of good corporate governance."); and Corporate Governance Section in Company Website (Governance Practices; <i>Role of Stakeholders in Corporate Governance</i> subsection, "Insular Life's Commitment to Good Corporate Governance").

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part D			
	STANDARD	Y/ N	Reference/Source document
			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
D.3.	Disclosure of Related Party Transactions (RPT)		
D.3.1	Does the company disclose its policy covering the review and approval of material/significant RPTs?	Y	2022 Annual Report in Company Website (page 34, <i>Corporate Governance Report</i>); 2022 Corporate Governance Report in Annual Report (pages 7-8, "Creating Value for our Stakeholders" section, <i>Related Party Transactions Policy</i>) By-Laws (page 18, Section 7.2, "Dealings of Trustees or Officers with the Corporation"); Corporate Governance Section in Company Website (Governance Practices; <i>Role of Stakeholders in Corporate Governance</i> subsection, <i>Related Party Transactions Policy</i>); Code of Business Conduct (page 18, <i>Doing Good for the Stakeholders</i> Section, "Fair and transparent Dealings with Business Partners and Suppliers").
D.3.2	Does the company disclose the name of the related party and relationship for each material/significant RPT?	Y	2022 Annual Report in Company Website (page 34, <i>Corporate Governance Report</i>);

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part D			
	STANDARD	Y/ N	Reference/Source document
			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>2022 Corporate Governance Report in Annual Report (pages 7-8, "Creating Value for our Stakeholders" section, <i>Related Party Transactions Policy</i>, "2022 Material Related Party Transactions" Table, "Name of Related Party and Relationship" column);</p> <p>Corporate Governance Section in Company Website (Governance Practices; <i>Role of Stakeholders in Corporate Governance</i> subsection, <i>Related Party Transactions Policy</i>, "2022 Material Related Party Transactions" Table, "Name of Related Party and Relationship" column).</p>
D.3.3	Does the company disclose the nature and value for each material/significant RPT?	Y	<p>2022 Annual Report in Company Website (page 34, <i>Corporate Governance Report</i>);</p> <p>2022 Corporate Governance Report in Annual Report (pages 7-8, "Creating Value for our Stakeholders" section, <i>Related Party Transactions Policy</i>, "2022 Material Related Party Transactions" Table, "Nature, Value/Amount and Term, if applicable" column).</p> <p>Corporate Governance Section in Company Website (Governance Practices; <i>Role of Stakeholders in Corporate Governance</i> subsection, <i>Related Party Transactions Policy</i>, "2022 Material Related Party Transactions" Table, "Nature, Value/Amount and Term, if applicable" column).</p>
D.4 Directors and commissioners dealings in shares of the Company			

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part D			
	STANDARD	Y/ N	Reference/Source document
D.4.1	Does the company disclose trading in the company's shares by insiders?	N/A	Not Applicable to Class 4
D.5 External auditor and Auditor Report			
D.5.1	Are audit fees disclosed?	Y	2022 Annual Report in Company Website (page 34, <i>Corporate Governance Report</i>); 2022 Corporate Governance Report in Annual Report (page 5, "Creating Value for our Stakeholders" section, "Annual Fees of SGV & Co." Graph, "Audit Fees") which shows PHP 5.4 Million.
<i>Where the same audit firm is engaged for both audit and non-audit services</i>			
D.5.2	Are the non-audit fees disclosed?	Y	2022 Annual Report in Company Website (page 34, <i>Corporate Governance Report</i>); 2022 Corporate Governance Report in Annual Report (page 5, "Creating Value for our Stakeholders" section, "Annual Fees of SGV & Co." Graph, "Non-Audit Fees") which shows PHP 0.6 Million.
D.5.3	Does the non-audit fee exceed the audit fees?	N	<i>In 2022, Non-audit Fees of PHP 0.6 million did not exceed the Audit Fees of PHP 5.4 Million.</i> 2022 Corporate Governance Report in Annual Report (page 5, "Creating Value for our Stakeholders" section, "Annual Fees of SGV & Co." Graph, "Non-Audit Fees").

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part D			
	STANDARD	Y/ N	Reference/Source document
			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
D.6 Medium of communications			
<i>Does the company use the following modes of communication?</i>			
D.6.1	Quarterly reporting	Y	Governance Reports in Company Website ; Quarterly Report for Q4-2021 (Published on 20 January 2022); Quarterly Report for Q1-2022 (Published on 15 June 2022); Quarterly Report for Q2-2022 (Published on 20 July 2022); Quarterly Report for Q3-2022 (Published on 20 October 2022); 2022 Corporate Governance Report in Annual Report (page 9, “Creating Value for our Stakeholders” section, “Corporate Information/Document” Column, “Quarterly Reports” row).
D.6.2	Company website	Y	Insular Life Company Website
D.6.3	Analyst's briefing	N/A	Not Applicable to all Classes
D.6.4	Media briefings /press conferences	Y	News and Press Releases in Company Website ;

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part D			
	STANDARD	Y/ N	Reference/Source document
			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>2022 Corporate Governance Report in Annual Report (page 9, "Creating Value for our Stakeholders" section, "Corporate Information/Document" Column, "Online Media Briefings" row).</p>
D.7 Timely filing/release of annual/financial reports			
D.7.1	Are the audited annual financial report / statement released within 120 days from the financial year end?	Y	<p>Annual Reports in Company Website ;</p> <p>2022 Annual Report in Company Website (Published on 30 April 2023; page 54-157, Consolidated Audited Financial Statements);</p> <p>2021 Annual Financial Statements in Annual Report (Published on 30 April 2022);</p> <p>The Annual Report is now available (Published on 30 April 2022);</p> <p>2022 Annual Report in Company Website; and</p> <p>2022 Corporate Governance Report in Annual Report (page 9, "Creating Value for our Stakeholders" section, "Corporate Information/Document" Column, "Latest Approved Audited Financial Statement" row).</p>
D.7.2	Is the annual report released within 120 days from the financial year end?	Y	<p>Annual Reports in Company Website ;</p> <p>Governance Reports in Company Website;</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part D			
	STANDARD	Y/ N	Reference/Source document
			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>2022 Annual Report in Company Website (Published on 30 April 2023);</p> <p>2022 Sustainability Report (Published on 30 April 2023);</p> <p>The Annual Report is now available (Published on 30 April 2022);</p> <p>2021 Annual Report in Company Website (Published 30 April 2022);</p> <p>2022 Annual Report in Company Website; and</p> <p>2022 Corporate Governance Report in Annual Report (page 9, "Creating Value for our Stakeholders" section, "Corporate Information/Document" Column, "Latest Annual Report" row).</p>
D.7.3	Is the true and fairness/fair representation of the annual financial statement/reports affirmed by the board of directors/commissioners and/or the relevant officers of the company?	Y	<p>Annual Reports in Company Website ;</p> <p>2022 Annual Report in Company Website (Published on 30 April 2023; page 54, Consolidated Audited Financial Statements, <i>Statement of Management's Responsibility for Financial Statements</i> Section, signed by the Executive Chairman, Nina D. Aguas; President and Chief Executive Officer, Raoul Antonio Littau and Chief Finance Officer, Maria Rosa Aurora D. Cacanando dated 19 April 2023); and</p> <p>2021 Annual Financial Statements in Annual Report (Published on 30 April 2022; Consolidated Audited Financial Statements, <i>Statement of Management's Responsibility for Financial Statements</i> Section, signed by the</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part D			
	STANDARD	Y/ N	Reference/Source document
			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
			Executive Chairman, Nina D. Aguas; President and Chief Executive Officer, Raoul Antonio Littaua and Chief Finance Officer, Maria Rosa Aurora D. Cacanando dated 28 April 2022).
D.8 Company website			
<i>Does the company have a website disclosing up-to-date information on the following:</i>			
D.8.1	Business operations	Y	Insular Life Company Website; News and Press Releases in Company Website; Governance Reports in Company Website; Annual Reports in Company Website.
D.8.2	Financial statements/reports (current and prior years)	Y	<i>The Audited Financial Statements (2008- 2023) are in the Annual Reports available in the Company Website.</i> Annual Reports in Company Website; 2022 Annual Report in Company Website (Published on 30 April 2023; page 54-157, Consolidated Audited Financial Statements); 2021 Annual Financial Statements in Annual Report (Published on 30 April 2022);

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part D			
	STANDARD	Y/ N	Reference/Source document
			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>The Annual Report is now available (Published on 30 April 2022);</p> <p>2021 Annual Report in Company Website (Published 30 April 2022);and</p> <p>2022 Corporate Governance Report in Annual Report (page 9, “Creating Value for our Stakeholders” section, “Corporate Information/Document” Column, “Latest Approved Audited Financial Statement” row).</p>
D.8.3	Materials provided in briefings to analysts and media	Y	<p>Insular Life Company Website;</p> <p>News and Press Releases in Company Website;</p> <p>Governance Reports in Company Website;</p> <p>Annual Reports in Company Website;</p> <p>2022 Corporate Governance Report in Annual Report (page 9, “Creating Value for our Stakeholders” section, “Corporate Information/Document” Column, “Online Media Briefings” row).</p>
D.8.4	Shareholding structure	Y	<p>Corporate Governance Section in Company Website (Governance Practices; <i>Rights and Equitable Treatment of Members</i> subsection, “An Explanation on Shareholding structure”);</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part D			
	STANDARD	Y/ N	Reference/Source document
			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
			By-Laws (page 3, Section 3.1, "Ownership" and Section 3.3, "Members entitled to vote"; "Every Member of record who owns such an insurance policy or contract in force for at least one (1) year as of thirty (30) days prior to the date of any meeting of members, whether regular or special, is entitled to vote. Such Member shall be entitled to one (1) vote only at such meeting, regardless of the number of policies or amount of insurance he owns.")
D.8.5	Group corporate structure	Y	InLife Corporate Structure in Company Website (Corporate Structure, Insular Group of Companies); 2022 Annual Report in Company Website (page 53, "Corporate Structure").
D.8.6	Downloadable annual report	Y	Annual Reports in Company Website ; 2022 Annual Report in Company Website (Published on 30 April 2023); 2022 Sustainability Report (Published on 30 April 2023); and 2021 Annual Report in Company Website (Published 30 April 2022).
D.8.7	Notice of AGM and/or EGM	Y	Notice of the 2022 AMM in Company Website (Published in the Company Website on 27 April 2022)

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END:

2022

SECTOR:

Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part D			
	STANDARD	Y/ N	Reference/Source document
D.8.8	Minutes of AGM and/or EGM	Y	Minutes of the 2022 AMM in Company Website (Published in the Company Website on 01 June 2022)
D.8.9	Company's constitution (company's by-laws, memorandum and articles of association)	Y	Corporate Governance Section in Company Website (Governance Practices; <i>Rights and Equitable Treatment of Members</i> subsection, "An Explanation on Shareholding Structure"; 2 nd paragraph, highlighted under the words "Articles of Incorporation" and "By-Laws"); Articles of Incorporation ; and By-Laws .
D.9 Investor relations			
D.9.1	Does the company disclose the contact details (e.g. telephone, fax, and email) of the officer / office responsible for investor relations?	N/A	Not Applicable to all Classes

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
E. Responsibilities of the Board			
E.1 Board Duties and Responsibilities			
<i>Clearly defined Board responsibilities and Corporate Governance Policy</i>			
E.1.1	Does the company disclose its corporate governance policy / board charter?	Y	Corporate Governance Section in Company Website (Governance Practices; <i>Role of Stakeholders in Corporate Governance</i> subsection, Other Corporate Governance Practices, 2 nd paragraph, hyperlinked under the words “Manual on Corporate Governance”); Manual on Corporate Governance.
E.1.2	Are the types of decisions requiring board of directors/commissioners' approval disclosed?	Y	Corporate Governance Section in Company Website (Governance Practices; <i>Rights and Equitable of Members</i> subsection, an Explanation of Shareholding Structure; 2 nd paragraph, hyperlinked under the words “By-Laws”); By-Laws (pages 10-12, Section 4.11, “Powers of Trustees”); Corporate Governance Section in Company Website (Governance Practices; <i>Role of Stakeholders in Corporate Governance</i> subsection, Other Corporate Governance Practices, 2 nd paragraph, hyperlinked under the words “Manual on Corporate Governance”); Manual on Corporate Governance (pages 14-19, Section 3.3, “Duties and Responsibilities of the Board”);

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p>
			<p>Manual on Corporate Governance (page 14, Section 3.2, “Specific Duties and Responsibilities”); and</p> <p>2022 Corporate Governance Report in Annual Report (page 1, “2022 Board Activities” Chart).</p> <p><i>Note: Both the By-Laws and Manual on Corporate Governance are disclosed in our Company website.</i></p>
E.1.3	Are the roles and responsibilities of the board of directors/commissioners clearly stated?	Y	<p>Corporate Governance Section in Company Website (Governance Practices; <i>Rights and Equitable of Members</i> subsection, an Explanation of Shareholding Structure; 2nd paragraph, hyperlinked under the words “By-Laws”);</p> <p>By-Laws (pages 10-12, Section 4.11, “Powers of Trustees”);</p> <p>Corporate Governance Section in Company Website (Governance Practices; <i>Role of Stakeholders in Corporate Governance</i> subsection, Other Corporate Governance Practices, 2nd paragraph, hyperlinked under the words “Manual on Corporate Governance”); and</p> <p>Manual on Corporate Governance (pages 14-19, Section 3.3, “Duties and Responsibilities of the Board”).</p>
	Corporate Vision/Mission		
E.1.4	Does the company have a vision and mission statement?	Y	Vision and Mission in the Company Website ;

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
			2022 Annual Report in Company Website (page 1, <i>Vision and Mission</i>)
E.1.5	Has the board reviewed the vision and mission/strategy in the last financial year?	Y	2022 Annual Report in Company Website (page 1, <i>Vision and Mission</i>); and 2022 Corporate Governance Report in Annual Report (page 1, "2022 Board Activities" Chart; "Mission and Vision").
E.1.6	Does the board of directors monitor/oversee the implementation of the corporate strategy?	Y	Manual on Corporate Governance (page 14, Section 3, "Duties and Responsibilities of the Board", 2 nd paragraph: " <i>To ensure good governance of the Corporation, the Board shall establish the Corporation's vision and mission, strategic objectives, action plans, policies and procedures that will guide and direct the activities of the Corporation. The Board shall also establish a systematic mechanism for monitoring Management's performance towards the attainment of the Corporation's short- and long-term strategic objectives.</i> "); and 2022 Corporate Governance Report in Annual Report (page 1, "2022 Board Activities" Chart; "Strategy and Planning").
E.2	Board structure		
	Code of Ethics or Conduct		
E.2.1	Are the details of the code of ethics or conduct disclosed?	Y	Corporate Governance Section in Company Website ; Corporate Governance Section in Company Website (Governance Practices; <i>Role of Stakeholders in Corporate Governance</i> subsection, Other Corporate

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>Governance Practices, 2nd paragraph, hyperlinked under the words “Manual on Corporate Governance” and “Code of Business Conduct”;</p> <p>Manual on Corporate Governance;</p> <p>Code of Business Conduct.</p>
E.2.2	Does the company disclose that all directors/commissioners, senior management and employees are required to comply with the code?	Y	<p>Manual on Corporate Governance(page 3, “Commitment to Good Corporate Governance”);</p> <p>Corporate Governance Section in Company Website(Governance Practices; <i>Role of Stakeholders in Corporate Governance</i> subsection, Other Corporate Governance Practices, 2nd paragraph,2nd sentence: “The Board and Management’s actions are guided by the Company’s Manual on Corporate Governance (MCG) and Code of Business Conduct, which they are mandated to comply with.”)</p>
E.2.3	Does the company disclose how it implements and monitors compliance with the code of ethics or conduct?	Y	<p>Corporate Governance Section in Company Website(Governance Practices; <i>Disclosure and Transparency</i> subsection, “Performance Evaluation”, 2nd paragraph: “All newly hired INLIFERs and all newly elected Trustees are oriented on expected corporate behaviors based on the Company’s Code of Business Conduct and Manual of Corporate Governance. INLIFE’s annual appraisal of individual employee performance considers the INLIFE’s contribution to the corporate objectives, disclosure of their conflict of interests, if any, and their faithful compliance with the Code.”);</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
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			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>Corporate Governance Section in Company Website(Governance Practices; <i>Role of Stakeholders in Corporate Governance</i> subsection, “Insular Life’s Commitment to Good Corporate Governance”); and 2022 Corporate Governance Report in Annual Report(pages 2-9, Creating Value for our Stakeholders).</p>
Board Structure & Composition			
E.2.4	Do independent directors/commissioners make up at least 50% of the board of directors/commissioners?	Y	<p>2022 Corporate Governance Report in Annual Report (page 2, “Board Memberships and Attendance” Table, <i>Non-Executive and Independent Trustees</i>) where six (6) out of nine (9) Trustees are <i>Non-Executive and Independent Trustees</i>;</p> <p>Trustees and Management in Company website (Trustees) where <i>independent Trustees are identified</i>.</p>
E.2.5	Are the independent directors/commissioners independent of management and major/ substantial shareholders?	Y	<p>Manual on Corporate Governance(page 3, <i>Definition of Terms</i>, “Independent Director” refers to a person other than an officer or employee of the corporation, its parent or subsidiaries, or any other individual having any relationship with the corporation, which would interfere with the exercise of independent judgment in carrying out the responsibilities of a director.... <i>They are independent of Management.</i>”);</p> <p>2022 Corporate Governance Report in Annual Report(page 1,4th paragraph, “Inlife’s Board is composed of four (4) Independent Trustees, including a Lead Independent Trustee. These trustees are independent of Management and free from any business or other relationship which, or could reasonably be</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p><i>perceived to, materially interfere with their exercise their independent judgment in carrying out their responsibilities as Directors of the Company.”);</i></p> <p>2022 Corporate Governance Report in Annual Report (page 2, Board Tidbits- 4 Independent Trustees).</p>
E.2.6	Does the company have a term limit of nine years or less for its independent directors/ commissioners?	Y	<p>Manual on Corporate Governance (page 12, Section 2.5 “The Board shall be composed of at least two (2) independent Trustees to ensure that strong independent element and sufficient check and balance exists. They shall serve for a maximum of nine (9) years”.);</p> <p>Trustees and Management in Company website (Trustees) where profiles of each Trustee include Date of first appointment.</p>
E.2.7	Has the company set a limit of five board seats that an individual independent/non-executive director/commissioner may hold simultaneously?	Y	<p>Manual on Corporate Governance (page 20, Section 4.4, last sentence: “For Independent Trustees, the number of directorships that they may simultaneously hold in Insurance Regulated Entity (ICRE) and Publicly Listed Companies shall be limited to five (5).”);</p> <p>Trustees and Management in Company website (Trustees) where profiles of each Trustee include their directorships in ICREs and PLCs.</p>
E.2.8	Does the company have any independent directors/commissioners who serve on a total of more than five boards of publicly- listed companies?	N	<p><i>There is no independent trustee who serves on a total of more than five (5) board seats in PLCs.</i></p> <p>2022 Corporate Governance Report in Annual Report (pages 10-15, Board of Trustees’ Credentials Section); and</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>2022 Annual Report in Company Website(pages 36-41, Board of Trustees’ Credentials Section).</p>
E.2.9	Does the company have any executive directors who serve on more than two boards of listed companies outside of the group?	N	<p><i>There is no executive trustee who serves on a total of more than two (2) board seats in PLCs outside of the Insular Group.</i></p> <p>2022 Corporate Governance Report in Annual Report (pages 10-15, Board of Trustees’ Credentials Section); and</p> <p>2022 Annual Report in Company Website(pages 36-41, Board of Trustees’ Credentials Section).</p>
Nominating Committee			
E.2.10	Does the company have a Nominating Committee (NC)?	Y	<p><i>The Company’s Nominating Committee is called the “Nominations Committee”.</i></p> <p>Manual on Corporate Governance(pages 44-45, Annex B5 Nominations Committee Charter);</p> <p>2022 Corporate Governance Report in Annual Report (page 1, “Our Board and Board Committees” Chart, Nominations Committee); and</p> <p>2022 Corporate Governance Report in Annual Report (page 2, “Board Memberships and Attendance” Table, Nominations Committee columns).</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
E.2.11	Does the Nominating Committee comprise of a majority of independent directors/commissioners?	Y	<i>All three members of the Nominations Committee are independent trustees.</i> 2022 Corporate Governance Report in Annual Report (page 1, “Our Board and Board Committees” Chart, <i>Nominations Committee</i>); and 2022 Corporate Governance Report in Annual Report (page 2, “Board Memberships and Attendance” Table, <i>Nominations Committee columns</i>).
E.2.12	Is the chairman of the Nominating Committee an independent director/commissioner?	Y	<i>All three members of the Nominations Committee, including its Chairman, are independent trustees.</i> 2022 Corporate Governance Report in Annual Report (page 2, “Board Memberships and Attendance” Table, <i>Nominations Committee columns</i>).
E.2.13	Does the company disclose the terms of reference/ governance structure/charter of the Nominating Committee?	Y	Manual on Corporate Governance (pages 44-45, Annex B5 Nominations Committee Charter).
E.2.14	Did the Nominating Committee meet at least twice during the year?	Y	<i>The Nominations Committee met twice in 2022.</i> 2022 Corporate Governance Report in Annual Report (page 2, “Board Memberships and Attendance” Table, <i>Nominations Committee columns</i>).
E.2.15	Is the attendance of members at Nominating Committee meetings disclosed?	Y	<i>The Nominations Committee met twice in 2022.</i> 2022 Corporate Governance Report in Annual Report (page 2, “Board Memberships and Attendance” Table, <i>Nominations Committee columns</i>)

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
			<i>which shows the individual attendance of committee members to the 2 meetings held in 2022.</i>
Remuneration Committee/ Compensation Committee			
E.2.16	Does the company have a Remuneration Committee?	Y	<p><i>The Company's "Remuneration/Compensation Committee" is called the "Personnel and Compensation Committee".</i></p> <p>Manual on Corporate Governance(page 46, Annex B6 <i>Personnel and Compensation Committee Charter</i>);</p> <p>2022 Corporate Governance Report in Annual Report (page 1, "Our Board and Board Committees" Chart, <i>Personnel and Compensation Committee</i>); and</p> <p>2022 Corporate Governance Report in Annual Report(page 2, "Board Memberships and Attendance" Table, <i>Personnel and Compensation Committee columns</i>).</p>
E.2.17	Does the Remuneration Committee comprise of a majority of independent directors/ commissioners?	Y	<p><i>The Company's Personnel and Compensation Committee is composed of majority of Independent Trustees.</i></p> <p>2022 Corporate Governance Report in Annual Report(page 2, "Board Memberships and Attendance" Table, <i>Personnel and Compensation Committee columns</i>) showing 2 out of 3 committee members are independent.</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
E.2.18	Is the chairman of the Remuneration Committee an independent director/commissioner?	Y	<i>The Company's Personnel and Compensation Committee is composed of majority of Independent Trustees, which includes its independent Chair, LCLaÓ.</i> 2022 Corporate Governance Report in Annual Report (page 2, "Board Memberships and Attendance" Table, <i>Personnel and Compensation Committee columns</i>) which shows LCLaÓ, Lead Independent Trustee as the Committee's Chair.
E.2.19	Does the company disclose the terms of reference/ governance structure/ charter of the Remuneration Committee?	Y	Manual on Corporate Governance (page 46, Annex B6 <i>Personnel and Compensation Committee Charter</i>)
E.2.20	Did the Remuneration Committee meet at least twice during the year?	Y	<i>The Company's Personnel and Compensation Committee met twice in 2022.</i> 2022 Corporate Governance Report in Annual Report (page 2, "Board Memberships and Attendance" Table, <i>Personnel and Compensation Committee columns</i>) which shows the Committee met twice in 2022.
E.2.21	Is the attendance of members at Remuneration Committee meetings disclosed?	Y	<i>The Company's Personnel and Compensation Committee met twice in 2022.</i> 2022 Corporate Governance Report in Annual Report (page 2, "Board Memberships and Attendance" Table, <i>Personnel and Compensation Committee columns</i>) which shows that all Committee members attended the two meetings in 2022.
Audit Committee			
E.2.22	Does the company have an Audit Committee?	Y	Default for all Classes

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
E.2.23	Does the Audit Committee comprise entirely of non-executive directors/commissioners with a majority of independent directors/commissioners?	Y	<p><i>The Audit Committee is comprised entirely of all independent trustees.</i></p> <p>2022 Corporate Governance Report in Annual Report(page 2, “Board Memberships and Attendance” Table, <i>Audit Committee columns</i>) which shows all committee members are independent. ;</p> <p>2022 Corporate Governance Report in Annual Report (pages 10-15, <i>Board of Trustees’ Credentials Section</i>); and</p> <p>2022 Annual Report in Company Website(pages 36-41, <i>Board of Trustees’ Credentials Section</i>).</p>
E.2.24	Is the chairman of the Audit Committee an independent director/commissioner?	Y	Default for all Classes
E.2.25	Does the company disclose the terms of reference/governance structure/charter of the Audit Committee?	Y	Manual on Corporate Governance (pages 37-40, Annex B1. <i>Audit Committee Charter</i>)
E.2.26	Does the Annual Report disclose the profile or qualifications of the Audit Committee members?	Y	<p>2022 Corporate Governance Report in Annual Report (page 2, “Board Memberships and Attendance” Table, <i>Audit Committee columns</i>) which shows committee members;</p> <p>2022 Corporate Governance Report in Annual Report (pages 10-15, <i>Board of Trustees’ Credentials Section</i>); and</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>2022 Annual Report in Company Website(pages 36-41, Board of Trustees’ Credentials Section).</p>
E.2.27	Does at least one of the independent directors/commissioners of the committee have accounting expertise (accounting qualification or experience)?	Y	<p><i>The Committee’s Chairman, LYBenitez, is a CPA.</i></p> <p>2022 Corporate Governance Report in Annual Report (page 2, “Board Memberships and Attendance” Table, <i>Audit Committee columns</i>) which shows committee members, including LYBenitez as its Chairman who is a CPA;</p> <p>2022 Corporate Governance Report in Annual Report (pages 10-15, Board of Trustees’ Credentials Section); and</p> <p>2022 Annual Report in Company Website(pages 36-41, Board of Trustees’ Credentials Section).</p>
E.2.28	Did the Audit Committee meet at least four times during the year?	Y	<p><i>The Audit Committee met nine (9) times in 2022.</i></p> <p>2022 Corporate Governance Report in Annual Report (page 2, “Board Memberships and Attendance” Table, <i>Audit Committee column</i>; total number of meetings) which shows the committee members met nine (9) times in 2022.</p>
E.2.29	Is the attendance of members at Audit Committee meetings disclosed?	Y	<p>2022 Corporate Governance Report in Annual Report (page 2, “Board Memberships and Attendance” Table, <i>Audit Committee column</i>) which shows the attendance of committee members in 2022.</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
E.2.30	Does the Audit Committee have primary responsibility for recommendation on the appointment, and removal of the external auditor?	Y	<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>Manual on Corporate Governance (pages 37-40, Annex B1. <i>Audit Committee Charter</i>); and</p> <p>Minutes of the 2022 AMM in Company Website (page 19, Appointment of External Auditor and Determination of its remuneration; 1st paragraph, 2nd sentence: <i>The Chairman explained that the Board’s Audit Committee (AC) has evaluated the performance of the Company’s present External Auditor, SyCip, Gorres, Velayo and Company (SGV & Co.) and has found it satisfactory. The Board’s Audit Committee therefore recommended the re-appointment of the same firm as external auditor for 2022, for a fee to be approved by Management.</i>)</p>
E.3	Board Processes		
	Board meetings and attendance		
E.3.1	Are the board of directors meeting scheduled before the start of financial year?	Y	<p>Corporate Governance Section in Company Website (<i>Governance Practices Section, Board Processes subsection, “Board Nomination and Election policy”, last paragraph, 3rd sentence: “These schedules are provided by the Office of the Corporate Secretary by December of the prior year.”</i>)</p>
E.3.2	Does the board of directors/commissioners meet at least six times during the year?	Y	<p><i>The Board met 13 times in 2022.</i></p> <p>2022 Corporate Governance Report in Annual Report (page 2, “Board Memberships and Attendance” Table, <i>last row: Total Number of Meetings = 13</i>)</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
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E.3.3	Has each of the directors/commissioners attended at least 75% of all the board meetings held during the year?	Y	2022 Corporate Governance Report in Annual Report page 2, "Board Memberships and Attendance" Table) <i>which shows all trustees attended at least 88% of the Board Meetings held in 2022.</i>
E.3.4	Does the company require a minimum quorum of at least 2/3 for board decisions?	Y	Manual on Corporate Governance (page 21, Section 5, "Board Decisions shall be made with minimum quorum requirement of two-thirds (2/3) of the Board of Trustees.").
E.3.5	Did the non-executive directors/commissioners of the company meet separately at least once during the year without any executives present?	Y	2022 Corporate Governance Report in Annual Report (page 2, "Board Memberships and Attendance" Table, Non-Executive Trustees Column, <i>last row: Total Number of Meetings = 1</i>)
Access to information			
E.3.6	Are board papers for board of directors/commissioners meetings provided to the board at least five business days in advance of the board meeting?	Y	Manual on Corporate Governance (page 24, Section 3.1,d "The Corporate Secretary": "To ensure that the members of the Board have adequate and accurate information that will enable them to arrive at intelligent decisions during Board meetings, the Corporate Secretary shall inform them of Agenda items including relevant papers and other documents, five (5) business days in advance, and in case of additional items, two (2) days before the meeting.")
E.3.7	Does the company secretary play a significant role in supporting the board in discharging its responsibilities?	Y	By-Laws (page 14, Section 4.20, "The Secretary"); Manual on Corporate Governance (page 24, Section 3.1, "The Corporate Secretary");

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
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			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>Corporate Governance Section in Company Website (Governance Practices Section, Roles of Stakeholders in Corporate Governance Subsection, Internal Independent Governance mechanisms, “The Office Of The Corporate Secretary”, 2nd paragraph; As InLife’s Corporate Secretary, Atty. Renato S. De Jesus plays a significant role in overseeing the effective and efficient administrative support for the Board and for each individual Trustee in the discharge of their responsibilities. He provides advice and services to the Trustees to ensure that they are informed on governance matters and compliant with Board procedures...”).</p>
E.3.8	Is the company secretary trained in legal, accountancy or company secretarial practices?	Y	<p>The Company’s Corporate Secretary, Atty. De Jesus is a lawyer.</p> <p>Corporate Governance Section in Company Website (Governance Practices Section, Roles of Stakeholders in Corporate Governance Subsection, Internal Independent Governance mechanisms, “The Office Of The Corporate Secretary”, 3rd paragraph: Atty. De Jesus sits as a Director and Corporate Secretary of Insular Life Management and Development Corporation (ILMADECO) and as Corporate Secretary of Insular Foundation. He is also a Director of PPI Prime Venture, Inc. He is actively engaged with Philippine Life Insurance Association (PLIA) as its Ethics and Compliance Committee Chairperson. He earned his Bachelor of Arts in Economics and his Bachelor of Laws degrees from the University of the Philippines. He joined InLife in 1985 and became the Head of the Legal Division in 1996. He is a former National Secretary of the Integrated Bar of the Philippines (IBP). “); and</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>Manual on Corporate Governance(page 24, Section 3.1.a, 2nd sentence: “He should possess administrative, interpersonal, legal skills, as well as some skills in finance, accounting or corporate secretarial practices.”).</p>
Board Appointments and Re-Election			
E.3.9	Does the company disclose the criteria used in selecting new directors/commissioners?	Y	<p>By-Laws (page 7, Section 4.1, “The Board of Trustees” and Section 4.2, “Number and Election of Trustees”);</p> <p>By-Laws (page 8, Section 4.5, “Qualification of Trustees”);</p> <p>Manual on Corporate Governance(page 9, Section 2.3, “Qualifications”);</p> <p>2022 Notice to all Members;</p> <p>Corporate Governance Section in Company Website (Governance Practices Section, Board Processes “Board Nomination and Election policy”)</p>
E.3.10	Does the company disclose the process followed in appointing new directors/commissioners?	Y	<p>By-Laws (page 7, Section 4.1, “The Board of Trustees” and Section 4.2, “Number and Election of Trustees”);</p> <p>By-Laws (page 8, Section 4.5, “Qualification of Trustees”);</p> <p>Manual on Corporate Governance(page 9, Section 2.3, “Qualifications”);</p> <p>2022 Notice to all Members;</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
			Corporate Governance Section in Company Website (Governance Practices Section, Board Processes, "Board Nomination and Election policy")
E.3.11	Are all the directors/commissioners subject to re-election at least once every three years?	Y	Default for all Classes
Remuneration Matters			
E.3.12	Does the company disclose its remuneration (fees, allowances, benefit-in-kind and other emoluments) policy/practices (i.e. the use of short term and long-term incentives and performance measures) for its executive directors and CEO?	Y	Manual on Corporate Governance (page 20, Section 7, "Remuneration"); Manual on Corporate Governance (page 20, Subsection 7.1: "The levels of remuneration, which is commensurate to the responsibilities of the role, shall be sufficient to attract and retain the services of qualified and competent trustees and officers); 2022 Corporate Governance Report in Company Website (page 2, "Board and Executive Remuneration Policy and Fee Structure)
E.3.13	Is there disclosure of the fee structure for non-executive directors/commissioners?	Y	2022 Corporate Governance Report in Annual Report (page 2, "Board and Executive Remuneration Policy and Fee Structure; remuneration table)
E.3.14	Do the shareholders or the Board of Directors approve the remuneration of the executive directors and/or the senior executives?	Y	Default for all Classes
E.3.15	Do independent non-executive directors/commissioners receive options, performance shares or bonuses?	Y	
Internal Audit			

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
E.3.16	Does the company have a separate internal audit function?	Y	Default for all Classes
E.3.17	Is the head of internal audit identified or, if outsourced, is the name of the external firm disclosed?	Y	<p>2022 Corporate Governance Report in Annual Report (page 5, Management; The Chief Auditor”);</p> <p>2022 Annual Report in Company Website (page 46, Senior Management Team Section, First Vice Presidents, Ms. Marjorie Anne Q. Lee); and</p> <p>Trustees and Management in Company website (Management, First Vice Presidents, Ms. Marjorie Anne Q. Lee).</p>
E.3.18	Does the appointment and removal of the internal auditor require the approval of the Audit Committee?	Y	Default for all Classes
Risk Oversight			
E.3.19	Does the company disclose the internal control procedures/risk management systems it has in place?	Y	<p>2022 Annual Report in Company Website (page 34, Corporate Governance Report);</p> <p>2022 Corporate Governance Report in Annual Report (page 6, Risk Management and Key Risk”)</p>
E.3.20	Does the Annual Report disclose that the board of directors/commissioners has conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems?	Y	<p>2022 Annual Report in Company Website (page 34, Corporate Governance Report);</p> <p>2022 Corporate Governance Report in Annual Report (page 6, Risk Management and Key Risk”; 2nd paragraph, 3rd sentence: “The Board</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
			<i>reviewed the Company's internal controls and Risk Management systems and found the same to be generally sufficient and adequate."</i>)
E.3.21	Does the company disclose how key risks are managed?	Y	<p>2022 Corporate Governance Report in Annual Report(page 6, Risk Management and Key Risk")</p> <p>2022 Annual Report in Company Website (pages 135-151, "Notes to the Consolidated Financial Statements" Section, Note 28. Insurance and Financial Risk Management");</p> <p>Manual on Corporate Governance(page 48, Annex B8, "Risk Management Committee Charter"); and</p> <p>Manual on Corporate Governance(pages 27-28, Section 2, <i>Financial Reporting, Transparency and Internal Control</i>).</p>
E.3.22	Does the Annual Report contain a statement from the board of directors/commissioners or Audit Committee commenting on the adequacy of the company's internal controls/risk management systems?	Y	<p>2022 Annual Report in Company Website (page 34, <i>Corporate Governance Report</i>);</p> <p>2022 Corporate Governance Report in Annual Report(page 6, Risk Management and Key Risk"; 2nd paragraph, 3rd sentence: "The Board reviewed the Company's internal controls and Risk Management systems and found the same to be generally sufficient and adequate.")</p>
E.4	People on the Board		
Board Chairman			
E.4.1	Do different persons assume the roles of chairman and CEO?	Y	<i>Different persons assume the roles of the Company's Chairman and CEO. NDAguas sits as the Executive Chair while RELittaua sits as President & CEO.</i>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>2022 Annual Report in Company Website(pages 9-11, <i>Do Good, Do Well; Nina D. Aguas, Executive Chairperson</i>);</p> <p>2022 Annual Report in Company Website(pages 13-15,<i>Our Journey to a Lifetime of Good; Raoul E. Littaua, President & CEO</i>);</p> <p>2022 Corporate Governance Report in Annual Report (pages 10-15, <i>Board of Trustees’ Credentials Section</i>); and</p> <p>2022 Annual Report in Company Website(pages 36-41, <i>Board of Trustees’ Credentials Section</i>).</p>
E.4.2	Is the chairman an independent director/commissioner?	N	
E.4.3	Has the chairman been the company CEO in the last three years?	N	<p>2022 Corporate Governance Report in Annual Report (pages 10, <i>NDAguas’ Credentials Section</i>); and</p> <p>2022 Annual Report in Company Website(pages 36, <i>NDAguas’ Credentials Section</i>).</p>
E.4.4	Are the roles and responsibilities of the chairman disclosed?	Y	By-Laws (page 12, Section 4.13, “Powers and Duties of the Board Chairman”);

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
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			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
			Manual on Corporate Governance (page 19, Section 3.3, “Powers and Duties of the Chairman of the Board”).
Skills and Competencies			
E.4.5	Does at least one non-executive director/commissioner have prior working experience in the major sector that the company is operating in?	Y	Two Trustees have prior working experience in the insurance sector. Ms. Marietta C. Gorrez previously served as an Executive of Insular Life while Mr. la Ó previously served as Chairman of the Board and held various roles in the Management of Oona Insular. 2022 Corporate Governance Report in Annual Report (pages 10-15, Board of Trustees’ Credentials Section) MCGorrez and LCláÓ’s profiles; and 2022 Annual Report in Company Website (pages 36-41, Board of Trustees’ Credentials Section) MCGorrez and LCláÓ’s profiles.
E.4.6	Does the company disclose a board of directors/commissioners diversity policy?	Y	Manual on Corporate Governance (page 20, Section 3.7, “Board Diversity and Independence”); 2022 Corporate Governance Report in Annual Report (page 1, Diversity of Experience” graph);
E.5	Board Performance		
Director’s Development			
E.5.1	Does the company have orientation programmes for new directors/commissioners?	Y	Manual on Corporate Governance (page 19, Section 3.3.c.II, ““The company has an orientation program for new Trustees and continuing training opportunities for all directors/trustees”.)

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

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	STANDARD	Y/ N	Reference/Source document
			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p>
			<p>Corporate Governance Section in Company Website (Governance Practices Section, Roles of Stakeholders in Corporate Governance Subsection, Internal Independent Governance mechanisms, “The Office of The Corporate Secretary”, 2nd par. 3rd sentence; As InLife’s Corporate Secretary, Atty. Renato S. De Jesus xxx He also assists the Chairperson of the Board in providing orientation and corporate documents to new Trustees...”)</p>
E.5.2	Does the company have a policy that encourages directors/commissioners to attend on-going or continuous professional education programmes?	Y	<p>Manual on Corporate Governance(page 19, Section 3.3.c.II, ““The company has an orientation program for new Trustees and continuing training opportunities for all directors/trustees”.); and</p> <p>Corporate Governance Section in Company Website (Governance Practices Section, Board Governance Subsection; “Board Orientation and Continuing Education”).</p>
CEO/Executive Management Appointments and Performance			
E.5.3	Does the company disclose how the board of directors/commissioners plans for the succession of the CEO/Managing Director/President and key management?	Y	<p>Corporate Governance Section in Company Website (Governance Practices Section, Disclosure and Transparency Subsection, “Succession Planning”);</p> <p>By-Laws (pages 10-11 , Section 4.11 “Powers of Trustees”);</p> <p>Manual on Corporate Governance(page 14, Section 3.1.a, 4th bullet: (“Reviews...succession planning, including the replacement...”);</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

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			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
			Manual on Corporate Governance (page 46, Annex B6, Personnel and Compensation Committee Charter, Item no. 1:“ <i>The Personnel and Compensation Committee assists the board in making decisions... and succession planning</i> ”).
E.5.4	Does the board of directors/commissioners conduct an annual performance assessment of the CEO/Managing Director/President?	Y	Manual on Corporate Governance (page 21, Section 6. Performance Evaluation, 6.3: “ <i>The conduct of an annual performance assessment of the CEO is the responsibility of the Personnel and Compensation Board Committee.</i> ”); 2022 Corporate Governance Report in Annual Report (page 3, <i>Board Assessment and Board Succession</i> Section); and Corporate Governance Section in Company Website (<i>Governance Practices Section, Board Governance Subsection; “Annual Performance Board Assessment”</i>).
Board Appraisal			
E.5.5	Is an annual performance assessment conducted of the board of directors/commissioners?	Y	2022 Corporate Governance Report in Annual Report (page 3, <i>Board Assessment and Board Succession</i> Section); and Corporate Governance Section in Company Website (<i>Governance Practices Section, Board Governance Subsection; “Annual Performance Board Assessment”</i>).
E.5.6	Does the company disclose the process followed in conducting the board assessment?	Y	Manual on Corporate Governance (page 21, Section 6, “ <i>Performance Evaluation</i> ”);

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
			<p>IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.</p> <p>2022 Corporate Governance Report in Annual Report (page 3, Board Assessment and Board Succession Section); and</p> <p>Corporate Governance Section in Company Website (Governance Practices Section, Board Governance Subsection; "Annual Performance Board Assessment").</p>
E.5.7	Does the company disclose the criteria used in the board assessment?	Y	<p>Manual on Corporate Governance(page 21, Section 6, "Performance Evaluation");</p> <p>2022 Corporate Governance Report in Annual Report (page 3, Board Assessment and Board Succession Section); and</p> <p>Corporate Governance Section in Company Website (Governance Practices Section, Board Governance Subsection; "Annual Performance Board Assessment").</p>
Director Appraisal			
E.5.8	Is an annual performance assessment conducted of individual director/commissioner?	Y	<p>Manual on Corporate Governance(page 21, Section 6, "Performance Evaluation");</p> <p>2022 Corporate Governance Report in Annual Report (page 3, Board Assessment and Board Succession Section); and</p>

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
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			IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below.
			Corporate Governance Section in Company Website (Governance Practices Section, Board Governance Subsection; “Annual Performance Board Assessment”).
E.5.9	Does the company disclose the process followed in conducting the director/commissioner assessment?	Y	Manual on Corporate Governance (page 21, Section 6, “Performance Evaluation”); 2022 Corporate Governance Report in Annual Report (page 3, Board Assessment and Board Succession Section); and Corporate Governance Section in Company Website (Governance Practices Section, Board Governance Subsection; “Annual Performance Board Assessment”).
E.5.10	Does the company disclose the criteria used in the director/commissioner assessment?	Y	Manual on Corporate Governance (page 21, Section 6, “Performance Evaluation”); 2022 Corporate Governance Report in Annual Report (page 3, Board Assessment and Board Succession Section); and Corporate Governance Section in Company Website (Governance Practices Section, Board Governance Subsection; “Annual Performance Board Assessment”).
Committee Appraisal			

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Part E			
	STANDARD	Y/ N	Reference/Source document
E.5.11	Is an annual performance assessment conducted of the board of directors/commissioners committees?	Y	IMPORTANT NOTE: The hyperlinks that refer to the source document/s for each specific item will only lead to the first page of the said document. Please proceed to the exact page/section/paragraph as indicated below. Manual on Corporate Governance (page 21, Section 6, “Performance Evaluation”); 2022 Corporate Governance Report in Annual Report (page 3, <i>Board Assessment and Board Succession</i> Section); and Corporate Governance Section in Company Website (<i>Governance Practices</i> Section, <i>Board Governance Subsection</i> ; “ <i>Annual Performance Board Assessment</i> ”).

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Bonus			
	STANDARD	Y/ N	Reference/Source document
A. Rights of shareholders			
A.1	Right to participate effectively in and vote in general shareholders meeting and should be informed of the rules, including voting procedures, that govern general shareholders meeting.		
A.1.1(B)	Does the company allow the use of secure electronic voting in absentia at the general meetings of shareholders?	Y	<p><i>The Company uses a secure electronic voting in absentia system called InLife Registration and Voting Portal (IRVP).</i></p> <p>Notice of the 2022 AMM in Company Website (published on 27 April 2022; 7th par.; underlined under the word “procedure”);</p> <p>2022 AMM Procedures for InLife Registration and Voting Portal (IRVP);</p> <p>Minutes of the 2022 AMM in Company Website (pages 3-4, 3rd par., Voting Rules and Procedures; “<i>The voting for each Agenda item was done through our InLife Registration and Voting Portal (IRVP), a secure electronic voting in absentia system.</i>”).</p>
B. Equitable treatment of shareholders			
B.1	Notice of AGM		

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Bonus			
	STANDARD	Y/ N	Reference/Source document
B.1.1(B)	Does the company release its notice of AGM (with detailed agendas and explanatory circulars), as announced to the Exchange, at least 28 days before the date of the meeting?	Y	<p><i>The Company released its 2022 Notice of the Annual Members' Meeting (AMM) on 27 April 2022, twenty-eight days before 25 May 2022, the date of the AMM.</i></p> <p>Notice of the 2022 AMM in Company Website (published on 27 April 2022) published with detailed rationale of the agenda.;</p> <p>2022 Details and Rationale of the Agenda;</p> <p>Notice of the 2022 AMM in newspapers (Affidavit of Publication attesting to publication of Notice of the 2022 AMM in "Pilipino Star Ngayon" and "The Philippine Star on 27 April, 04 May, 11 May and 18 May 2022).</p>
C. Roles of Stakeholders			
C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected		
C.1.1 (B)	Does the company practice integrated report on its annual reports?	Y	<p><i>The Company practices Integrated report on its Annual Reports.</i></p> <p>2022 Annual Report in Company Website (page 1, Reporting Criteria, About the Report Section);</p> <p>2022 Sustainability Report in Company Website (pages 2-3, "Sustainability at InLife" Section; UNSDG + GRI standards).</p>
D. Disclosure and transparency			

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Bonus			
	STANDARD	Y/ N	Reference/Source document
D.1	Quality of Annual Report		
D.1.1 (B)	Are the audited annual financial report /statement released within 60 days from the financial year end?	N	
D.1.2 (B)	Does the company disclose details of remuneration of the CEO?	Y	2022 Annual Report in Company Website (pages 154-156, <i>Notes to the Financial Statements</i> Section, under the subtitle "Related Party Transactions", Note 31.c, "Key Management Personnel"); 2022 Corporate Governance Report in Annual Report (page 4, "Board and Executive Remuneration Policy and Fee Structure", Executive Table; REL)
E. Responsibilities of the Board			
E.1	Board Competencies and Diversity		
E.1.1(B)	Does the company have at least one female independent director/commissioner?	N	
E.2	Nominating Committee		
E.2.1(B)	Does the Nominating Committee comprise entirely of independent directors/commissioners?	Y	<i>The Company's Nominating Committee is called the "Nominations Committee".</i> 2022 Corporate Governance Report in Annual Report (page 2, "Board Memberships and Attendance" Table, Nominations Committee column) where three (3) Independent trustees- LCLaÓ, LYBenitez and FELim- comprise the Nominations Committee.

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Bonus			
	STANDARD	Y/ N	Reference/Source document
E.2.2(B)	Does the Nominating Committee undertake the process of identifying the quality of directors aligned with the company's strategic directions?	Y	<p><i>The Company's Nominating Committee is called the "Nominations Committee".</i></p> <p>Manual on Corporate Governance Published in Company Website (pages 44-45, Nominations Committee Charter; Section 3, bullet item 2: "<i>Undertakes the process of identifying the quality of Trustees aligned with the company's strategic directions and the possession of relevant experience for possible Board Committee memberships</i>");</p> <p>Corporate Governance Section in Company Website (<i>Governance Practices subsection, Board Governance, "Board Nomination and Election policy", 2nd paragraph, 1st sentence: "The NomCom undertakes the process of identifying the qualities that must be possessed by a candidate which must be aligned with the Company's strategic directions."</i>).</p>
E.3	Board Appointments and Re-Election		
E.3.1(B)	Does the company use 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/commissioners?	Y	<p>Corporate Governance Section in Company Website (<i>Governance Practices subsection, Board Governance, "Board Nomination and Election policy", 2nd paragraph, last sentence: "The Company also makes use of professional search firms and other external sources when looking for qualified candidates for the Board."</i>)</p>
E.4	Board Structure & Composition		

COMPANY NAME:

The Insular Life Assurance Company, Ltd.

FINANCIAL YEAR END: 2022

SECTOR: Life Insurance

COMPANY STRUCTURE: Class 4 (Mutual Company)

Bonus			
	STANDARD	Y/ N	Reference/Source document
E.4.1(B)	Do independent non-executive directors/commissioners make up more than 50% of the board of directors/commissioners?	Y	2022 Corporate Governance Report in Annual Report (page 2, “Board Memberships and Attendance” Table, <i>Non-Executive and Independent Trustees</i>) where six (6) out of nine (9) Trustees are <i>Non-Executive and Independent Trustees</i> .
E.5	Board Performance		
E.5.1(B)	Does the company have a separate level Risk Committee?	Y	Manual on Corporate Governance (pages 48-49, Annex B8 Risk Management Committee Charter); 2022 Corporate Governance Report in Annual Report (page 1, “Our Board and Board Committees” Chart, <i>Risk Committee</i>); and 2022 Corporate Governance Report in Annual Report (page 2, “Board Memberships and Attendance” Table, <i>Risk Management Committee columns</i>).