

ANNUAL CORPORATE GOVERNANCE REPORT OF
FREEDOMLIFE PLAN CORPORATION

1. For the fiscal year ended **2024**
2. Certificate Authority Number **PN-2024-15-R**
3. **South Cotabato, Philippines**
Province, Country or other jurisdiction of incorporation or organization
4. **C1-C3 ECA Bldg. National Highway City Heights, General Santos City** **9500**
Address of Principal Office Postal Code
5. **delavictoriaava@gmail.com**
Company's Telephone Number, including Area Code
6. **https://freedomlife.ph/**
Company's Official Website
7. **Not Applicable**
Former name, former address and former fiscal year, if changed since last report.

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
COMPLIANT/ NON- COMPLIANT		ADDITIONAL INFORMATION	EXPLANATION
The Board's Governance Responsibilities			
Principle 1: The company should be headed by a competent, working board to foster the long- term success of the corporation, and to sustain its competitiveness and profitability in a manner consistent with its corporate objectives and the long- term best interests of its shareholders and other stakeholders.			
Recommendation 1.1			
1. Board is composed of directors with collective working knowledge, experience or expertise that is relevant to the company's industry/sector.	COMPLIANT	The curriculum vitae of the Board of Directors is attached as Annex "A".	
2. Board has an appropriate mix of competence and expertise.	COMPLIANT		
3. Directors remain qualified for their positions individually and collectively to enable them to fulfill their roles and responsibilities and respond to the needs of the organization.	COMPLIANT		
Recommendation 1.2			
1. Board is composed of a majority of non-executive directors.	COMPLIANT	Randy B. Sunico – Non-Executive Director Gina D. Capala – Executive Director Sandro M. Camit – Non-Executive Director Genalyn N. Rosal – Independent Director Angel Jeconiah B. Jayoma – Independent Director	
Recommendation 1.3			
1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	COMPLIANT	The Board Charter is contained in the company's Manual on Corporate Governance attached as Annex "B".	

2. Company has an orientation program for first time directors.	COMPLIANT	The orientation program for first time directors and policy on annual continuing training for all directors are contained in the company's Manual on Corporate Governance.	
3. Company has relevant annual continuing training for all directors.	COMPLIANT		
Recommendation 1.4			
1. Board has a policy on board diversity.	COMPLIANT	<p>The policy on board diversity is contained in the company's Manual on Corporate Governance.</p> <p>The current board is composed of 3 males and 2 females.</p>	
Optional: Recommendation 1.4			
1. Company has a policy on and discloses measurable objectives for implementing its board diversity and reports on progress in achieving its objectives.	COMPLIANT	The policy and measurable objectives for implementing board diversity, including the submission of a progress report, is contained in the Manual on Corporate Governance.	
Recommendation 1.5			
1. Board is assisted by a Corporate Secretary.	COMPLIANT	The curriculum vitae of the Corporate Secretary is attached as Annex "C". His/her duties and functions are contained in the Manual on Corporate Governance.	
2. Corporate Secretary is a separate individual from the Compliance Officer.	COMPLIANT		
3. Corporate Secretary is not a member of the Board of Directors.	COMPLIANT		
4. Corporate Secretary attends training/s on corporate governance.	NON-COMPLIANT	Provide information or link/reference to a document containing information on the corporate governance training attended.	The company is in the early stages of development and is working towards achieving compliance by inquiring with training providers.

		including number of hours and topics covered	
Optional: Recommendation 1.5			
1. Corporate Secretary distributes materials for board meetings at least five business days before scheduled meeting.	COMPLIANT	Attached as Annex "D" is proof that the corporate secretary distributed board meeting materials at least five business days before scheduled meeting	
Recommendation 1.6			
1. Board is assisted by a Compliance Officer.	COMPLIANT	The curriculum vitae of the Compliance Officer is attached as Annex "E", while the duties and functions are in the Manual on Corporate Governance.	
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	NON-COMPLIANT		Although the Compliance Officer does not hold the rank of Senior Vice President, the Board has determined that the position possesses sufficient stature and authority within the Company to effectively perform its functions, given the Company's current organizational structure and size.
3. Compliance Officer is not a member of the board.	NON-COMPLIANT		The Compliance Officer is supported by her own secretarial staff who assist in carrying out her duties, thereby ensuring the efficiency of her role.
4. Compliance Officer attends training/s on corporate governance.	NON-COMPLIANT	Provide information on or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered	The company is in the early stages of development and is working towards achieving compliance by inquiring with training providers.
Principle 2: The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the company's articles and by-laws, and other legal pronouncements and guidelines should be clearly made known to all directors as well as to stockholders and other stakeholders.			
Recommendation 2.1			
1. Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.	COMPLIANT	A Board Resolution/Minutes is attached as Annex "F"	
Recommendation 2.2			

1. Board oversees the development, review and approval of the company's business objectives and strategy.	COMPLIANT	A review of business objectives and strategy shall be conducted by the Board annually, as stated in the Manual on Corporate Governance.	
2. Board oversees and monitors the implementation of the company's business objectives and strategy.	COMPLIANT		
Supplement to Recommendation 2.2			
1. Board has a clearly defined and updated vision, mission and core values.	COMPLIANT	Attached as Annex "G" is the vision, mission, and core values of the company. A review of the vision, mission, and core values shall be conducted annually, as stated in the Manual of Corporate Governance.	
2. Board has a strategy execution process that facilitates effective management performance and is attuned to the company's business environment, and culture.	COMPLIANT	The strategy execution process is contained in the Manual on Corporate Governance.	
Recommendation 2.3			
1. Board is headed by a competent and qualified Chairperson.	COMPLIANT	The curriculum vitae of the Chairperson is attached in Annex "A". The duties and functions are contained in the Manual on Corporate Governance.	
Recommendation 2.4			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	COMPLIANT	The company's succession planning and retirement policies are	

		contained in the Manual on Corporate Governance.	
2. Board adopts a policy on the retirement for directors and key officers.	COMPLIANT		
Recommendation 2.5			
1. Board aligns the remuneration of key officers and board members with long-term interests of the company.	COMPLIANT	The company's remuneration policy and its implementation, including the relationship between remuneration and performance, are contained in the Manual on Corporate Governance.	
2. Board adopts a policy specifying the relationship between remuneration and performance.	COMPLIANT		
3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	COMPLIANT		
Optional: Recommendation 2.5			
1. Board approves the remuneration of senior executives.	COMPLIANT	Attached as Annex "H" is the proof of board approval.	
2. Company has measurable standards to align the performance-based remuneration of the executive directors and senior executives with long-term interest, such as claw back provision and deferred bonuses.	COMPLIANT	The measurable standards to align performance-based remuneration with the long-term interest of the company is attached as Annex "I".	
Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	COMPLIANT	The company's nomination and election policy is contained in the Manual on Corporate Governance.	

2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	COMPLIANT	Minority shareholders have a right to nominate candidates to the board as provided in the Manual on Corporate Governance. An assessment of the effectiveness of the Board's processes is contained in the Manual on Corporate Governance.	
3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.	COMPLIANT		
4. Board nomination and election policy includes how the board shortlists candidates.	COMPLIANT		
5. Board nomination and election policy includes an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.	COMPLIANT		
6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	COMPLIANT		
Optional: Recommendation to 2.6			
1. Company uses professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for candidates to the board of directors.	NON-COMPLIANT	Identify the professional search firm used or other external sources of candidates	The company did not engage a professional search firm in the past year to source candidates for directorship.
Recommendation 2.7			
1. Board has overall responsibility in ensuring that there is a group-wide policy and system governing related party	COMPLIANT	The company's policy on related party transaction, including policy on review and approval of significant	

transactions (RPTs) and other unusual or infrequently occurring transactions.		RPTs, are contained in the Manual n Corporate Governance. The RPT for this year is the Advances from the Board of Directors to fund the pre-operational expenses.	
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	COMPLIANT		
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	COMPLIANT		
Supplement to Recommendations 2.7			
1. Board clearly defines the threshold for disclosure and approval of RPTs and categorizes such transactions according to those that are considered <i>de minimis</i> or transactions that need not be reported or announced, those that need to be disclosed, and those that need prior shareholder approval. The aggregate amount of RPTs within any twelve (12) month period should be considered for purposes of applying the thresholds for disclosure and approval.	COMPLIANT	The Threshold for RPT disclosure and approval are contained in the Manual on Corporate Governance.	
2. Board establishes a voting system whereby a majority of non-related party shareholders approve specific types of related party transactions during shareholders' meetings.	COMPLIANT	The voting system is contained in the Manual on Corporate Governance.	
Recommendation 2.8			

1. Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	NON-COMPLIANT	The Management team appointed are: CEO – Jezreel O. Dela Victoria Chief Compliance Officer – Gina D. Capala Chief Operations Officer – Rulan P. Bali Chief Audit Executive – Gina D. Capala	The company is in the early stages of development and is working towards achieving compliance as it is still on the process of selecting the heads of the other control functions.
2. Board is primarily responsible for assessing the performance of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	COMPLIANT	The Board's policy and responsibility for assessing the performance of management is contained in the Manual on Corporate Governance. The assessment questionnaire is attached as Annex "J"	
Recommendation 2.9			
1. Board establishes an effective performance management framework that ensures that Management's performance is at par with the standards set by the Board and Senior Management.	COMPLIANT	the Board's performance management framework for management and personnel is contained in the Manual on Corporate Governance.	
2. Board establishes an effective performance management framework that ensures that personnel's performance is at par with the standards set by the Board and Senior Management.	COMPLIANT		
Recommendation 2.10			
1. Board oversees that an appropriate internal control system is in place.	COMPLIANT	This is contained in the Manual on Corporate Governance.	

2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	COMPLIANT		
3. Board approves the Internal Audit Charter.	COMPLIANT	This is contained in the Manual on Corporate Governance.	
Recommendation 2.11			
1. Board oversees that the company has in place a sound enterprise risk management (ERM) framework to effectively identify, monitor, assess and manage key business risks.	COMPLIANT	The ERM framework is contained in the Manual on Corporate Governance.	
2. The risk management framework guides the board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.	COMPLIANT		
Recommendation 2.12			
1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary role.	COMPLIANT	The Board Charter is contained in the Manual on Corporate Governance.	
2. Board Charter serves as a guide to the directors in the performance of their functions.	COMPLIANT		
3. Board Charter is publicly available and posted on the company's website.	COMPLIANT		
Additional Recommendation to Principle 2			
1. Board has a clear insider trading policy.	COMPLIANT	The company's insider trading policy is contained in the Manual on Corporate Governance.	

Optional: Principle 2			
1. Company has a policy on granting loans to directors, either forbidding the practice or ensuring that the transaction is conducted at arm's length basis and at market rates.	COMPLIANT	They may apply for a loan subject to the stringent requirements of unanimous approval of the Board and stockholders, and if approved, are obliged to pay the prevailing interest rate.	
2. Company discloses the types of decision requiring board of directors' approval.	COMPLIANT	All loans of directors regardless of amount are subject to the approval of the Board of Directors.	
Principle 3: Board committees should be set up to the extent possible to support the effective performance of the Board's functions, particularly with respect to audit, risk management, related party transactions, and other key corporate governance concerns, such as nomination and remuneration. The composition, functions and responsibilities of all committees established should be contained in a publicly available Committee Charter.			
Recommendation 3.1			
1. Board establishes board committees that focus on specific board functions to aid in the optimal performance of its roles and responsibilities.	COMPLIANT	The Board Committees are contained in the Manual on Corporate Governance.	
Recommendation 3.2			
1. Board establishes an Audit Committee to enhance its oversight capability over the company's financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations.	COMPLIANT	Provide information or link/reference to a document containing information on the Audit Committee, including its functions. Indicate if it is the Audit Committee's responsibility to recommend the appointment and removal of the company's external auditor.	
2. Audit Committee is composed of at least three appropriately qualified non-	COMPLIANT	Chairperson: Genalyn Rosal (Independent Director)	

executive directors, the majority of whom, including the Chairman is independent.		Members: Angel Jeconiah B. Jayoma (Independent Director) Sandro M. Camit (Non-executive Director)	
3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.	COMPLIANT	The CV of the Directors are attached.	
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	COMPLIANT	The CV of the Directors are attached.	
Supplement to Recommendation 3.2			
1. Audit Committee approves all non-audit services conducted by the external auditor.	NON-COMPLIANT	Provide proof that the Audit Committee approved all non-audit services conducted by the external auditor.	The Company is still in the pre-operational phase, and will work towards compliance once its products are approved by the regulatory authority and its operations are established.
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	NON-COMPLIANT	Provide proof that the Audit Committee conducted regular meetings and dialogues with the external audit team without anyone from management present.	
Optional: Recommendation 3.2			
1. Audit Committee meet at least four times during the year.	NON-COMPLIANT	Indicate the number of Audit Committee meetings during the year and provide proof	The Company is still in the pre-operational phase, and will work towards compliance once its products are approved by the regulatory authority and its operations are established.
2. Audit Committee approves the appointment and removal of the internal auditor.	NON-COMPLIANT	Provide proof that the Audit Committee approved the appointment and removal of the internal auditor.	

Recommendation 3.3			
1. Board establishes a Corporate Governance Committee tasked to assist the Board in the performance of its corporate governance responsibilities, including the functions that were formerly assigned to a Nomination and Remuneration Committee.	COMPLIANT	The Corporate Governance Committee and its functions are contained in the Manual on Corporate Governance.	
2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	NON-COMPLIANT		<p>The independent directors of the company are only two in accordance with the minimum requirement of the Pre-Need Code, in relation to the recent update on the Revised Corporation Code which allows a lesser number of incorporators. Nonetheless, both of them are members of the Corporate Governance Committee.</p> <p>The Pre-Need Code (R.A. 9829) provides that:</p> <p>SEC. 12. Independent Directors. – Pre-need companies shall have at least two (2) independent directors or twenty percent (20%) of the members of the board, whichever is higher. For this purpose, an "independent director" shall refer to a person other than an officer, employee or any person having a fiduciary relation to the pre-need company, its parent or subsidiaries, or any other individual having a relationship therewith, which may interfere with the exercise of independent judgment in carrying out the responsibilities of a director.</p>

3. Chairman of the Corporate Governance Committee is an independent director.	NON-COMPLIANT	The Corporate Governance Committee and its functions are contained in the Manual on Corporate Governance.	<p>The company is in the early stages of development, formation of committees, and is working towards achieving compliance once its operations are sufficiently established.</p> <p>In the year 2025, the corporation complied with the requirement of having an independent director as mandated by the Pre-Need Code, attached as Annex "K" is the 2025 General Information Sheet.</p>
Optional: Recommendation 3.3.			
1. Corporate Governance Committee meet at least twice during the year.	NON-COMPLIANT	Indicate the number of Corporate Governance Committee meetings held during the year and provide proof thereof.	<p>The company is in the early stages of development, formation of committees, and is working towards achieving compliance once its operations are sufficiently established.</p> <p>In the year 2025, the corporation complied with the requirement of having independent directors as mandated by the Pre-Need Code, attached as Annex "K" is the 2025 General Information Sheet.</p>
Recommendation 3.4			
1. Board establishes a separate Board Risk Oversight Committee (BROC) that should be responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness.	COMPLIANT	The Board Risk Oversight Committee (BROC) and its functions are contained in the Manual on Corporate Governance.	
2. BROC is composed of at least three members, the majority of whom should be	NON-COMPLIANT	Provide information or link/reference to a document containing information on the members of the	The company is in the early stages of development, formation of committees,

independent directors, including the Chairman.		BROC, including their qualifications and type of directorship	and is working towards achieving compliance once its operations are sufficiently established. In the year 2025, the corporation complied with the requirement of having independent directors as mandated by the Pre-Need Code, attached as Annex "K" is the 2025 General Information Sheet.
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	NON-COMPLIANT	The Board Risk Oversight Committee (BROC) and its functions are contained in the Manual on Corporate Governance.	The company is in the early stages of development, formation of committees, and is working towards achieving compliance once its operations are sufficiently established.
4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.	NON-COMPLIANT	Provide information or link/reference to a document containing information on the background, skills, and/or experience of the members of the BROC.	The company is in the early stages of development, formation of committees, and is working towards achieving compliance once its operations are sufficiently established.
Recommendation 3.5			
1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related party transactions of the company.	COMPLIANT	The Related Party Transactions (RPT) Committee and its functions are contained in the Manual on Corporate Governance.	
2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.	NON-COMPLIANT	Provide information or link/reference to a document containing information on the members of the RPT Committee, including their qualifications and type of directorship.	The company is in the early stages of development, formation of committees, and is working towards achieving compliance once its operations are sufficiently established.

			In the year 2025, the corporation complied with the requirement of having independent directors as provided in the Pre-Need Code, attached as Annex "K" is the 2025 General Information Sheet.
Recommendation 3.6			
1. All established committees have a Committee Charter stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.	COMPLIANT	The Committee Charters, their functions, and the standards for their evaluation are contained in the Manual on Corporate Governance.	
2. Committee Charters provide standards for evaluating the performance of the Committees.	COMPLIANT		
3. Committee Charters were fully disclosed on the company's website.	COMPLIANT	Provide link to company's website where the Committee Charters are disclosed.	https://freedomlife.ph/
Principle 4: To show full commitment to the company, the directors should devote the time and attention necessary to properly and effectively perform their duties and responsibilities, including sufficient time to be familiar with the corporation's business.			
Recommendation 4.1			
1. The Directors attend and actively participate in all meetings of the Board, Committees and shareholders in person or through tele-/videoconferencing conducted in accordance with the rules and regulations of the Commission.	COMPLIANT	The company allows attendance through remote means in accordance with the Revised Corporation Code and SEC MC No. 6-2020, as stated in the Manual on Corporate Governance.	

2. The directors review meeting materials for all Board and Committee meetings.	COMPLIANT		
3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	COMPLIANT	The Board extensively deliberated on the number of products to be submitted for regulatory approval, as well as the corresponding total aggregate contract amount, taking into account prevailing market conditions and industry benchmarks.	
Recommendation 4.2			
1. Non-executive directors concurrently serve in a maximum of five publicly-listed companies to ensure that they have sufficient time to fully prepare for minutes, challenge Management's proposals/views, and oversee the long-term strategy of the company.	COMPLIANT	<p>The company's policy setting the limit of board seats that a non-executive director can hold simultaneously is contained in the Manual on Corporate Governance.</p> <p>The current Board of Directors also serve as the current Board of Freedomlife Gardens & Property Development Corporation.</p>	
Recommendation 4.3			
1. The directors notify the company's board before accepting a directorship in another company.	COMPLIANT	The Directors acknowledge their concurrent service as the sole members of the Board of the affiliated companies, and are fully cognizant of the responsibilities and implications arising from such interlocking directorships.	
Optional: Principle 4			
1. Company does not have any executive directors who serve in more than two boards of listed companies outside of the group.	COMPLIANT	The company's policy setting the limit of board seats that an executive director can hold simultaneously is	

		contained in the Manual on Corporate Governance.	
2. Company schedules board of directors' meetings before the start of the financial year.	COMPLIANT	The Company schedules the regular meetings before the start of the financial year, to the extent practicable. The schedule of regular meetings is without prejudice to calling special meetings of the Board as the need arises.	
3. Board of directors meet at least six times during the year.	COMPLIANT	The Board Resolutions were submitted to the Honorable Insurance Commission.	
4. Company requires as minimum quorum of at least 2/3 for board decisions.	NON-COMPLIANT	Indicate the required minimum quorum for board decisions	The Company complies with the provisions of the Revised Corporation Code which provide that a majority of the Board constitutes a quorum to transact business, except for those corporate actions which require a 2/3 vote.

Principle 5: The board should endeavor to exercise an objective and independent judgment on all corporate affairs

Recommendation 5.1

1. The Board has at least 3 independent directors or such number as to constitute one-third of the board, whichever is higher.	NON-COMPLIANT	Provide information or link/reference to a document containing information on the number of independent directors in the board	<p>The Pre-Need Code (R.A. 9829) provides that:</p> <p>SEC. 12. Independent Directors. – Pre-need companies shall have at least two (2) independent directors or twenty percent (20%) of the members of the board, whichever is higher. For this purpose, an "independent director" shall refer to a person other than an officer, employee or any person having a fiduciary relation to the pre-need company, its parent or</p>
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			<p>subsidiaries, or any other individual having a relationship therewith, which may interfere with the exercise of independent judgment in carrying out the responsibilities of a director.</p> <p>The Company currently has two (2) independent directors, consistent with the aforesaid provision of law.</p>
Recommendation 5.2			
1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.	NON COMPLIANT	Attached as Annex "L" is the curriculum vitae of the current independent directors.	In the year 2025, the corporation complied with the requirement of having independent directors as provided in the Pre-Need Code, attached as Annex "K" is the 2025 General Information Sheet.
Supplement to Recommendation 5.2			
1. Company has no shareholder agreements, by-laws provisions, or other arrangements that constrain the directors' ability to vote independently.	COMPLIANT	As of the date of this disclosure, there are no shareholder agreements, by-laws provisions, or other arrangements that constrain the directors' ability to vote independently.	
Recommendation 5.3			
1. The independent directors serve for a cumulative term of nine years (reckoned from 2012).	COMPLIANT		
2. The company bars an independent director from serving in such capacity after the term limit of nine years.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
3. In the instance that the company retains an independent director in the same capacity after nine years, the board provides meritorious justification and seeks	COMPLIANT	This is stated in the Manual on Corporate Governance.	

shareholders' approval during the annual shareholders' meeting.			
Recommendation 5.4			
1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	COMPLIANT	Chairman of the Board: Mr. Randy B. Sunico Chief Executive Officer: Mr. Jezreel O. Dela Victoria	
2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	COMPLIANT	The roles and responsibilities of the Chairman of the Board and Chief Executive Officer are stated in the Manual on Corporate Governance. The Chairman and CEO are two different persons.	
Recommendation 5.5			
1. If the Chairman of the Board is not an independent director, the board designates a lead director among the independent directors.	NON-COMPLIANT	Provide information or link/reference to a document containing information on a lead independent director and his roles and responsibilities, if any.	The Chairman of the Board is not an independent director. In the year 2025, the corporation complied with the requirement of having independent directors as provided in the Pre-Need Code, attached as Annex "K" is the 2025 General Information Sheet. Although a lead director has not been appointed, the Company believes that the current involvement of independent directors on the Board promotes the effective execution of their duties as independent directors.

Recommendation 5.6			
1. Directors with material interest in a transaction affecting the corporation abstain from taking part in the deliberations on the transaction.	NOT APPLICABLE	This is stated in the Manual on Corporate Governance.	No such case occurred within the year.
Recommendation 5.7			
1. The non-executive directors (NEDs) have separate periodic meetings with the external auditor and heads of the internal audit, compliance and risk functions, without any executive present.	NON-COMPLIANT	Provide proof and details of said meeting, if any. Provide information on the frequency and attendees of meetings.	The company is in the early stages of development and product formation, and will work towards achieving compliance once its operations are sufficiently established.
2. The meetings are chaired by the lead independent director.	NON-COMPLIANT		The company is in the early stages of development and will work towards achieving compliance once its operations are sufficiently established.
Optional: Principle 5			
1. None of the directors is a former CEO of the company in the past 2 years.	COMPLIANT	Provide name/s of company CEO for the past 2 years CEO: Mr. Jezreel O. Dela Victoria	
Principle 6: The best measure of the Board's effectiveness is through an assessment process. The Board should regularly carry out evaluations to appraise its performance as a body, and assess whether it possesses the right mix of backgrounds and competencies.			
Recommendation 6.1			
1. Board conducts an annual self-assessment of its performance as a whole.	COMPLIANT	Attached as Annex "M" is the self-assessment for the whole board, the individual members, the Chairman and the Committees	
2. The Chairman conducts a self-assessment of his performance.	COMPLIANT		

3. The individual members conduct a self-assessment of their performance.	COMPLIANT		
4. Each committee conducts a self-assessment of its performance.	NON-COMPLIANT		Some committees are yet to be established considering that the company is still in the pre-operational stage. The Company endeavors to work towards compliance once its operations are sufficiently established.
5. Every three years, the assessments are supported by an external facilitator.	NOT APPLICABLE	Identify the external facilitator and provide proof of use of an external facilitator.	The company has been existing for less than three years.
Recommendation 6.2			
1. Board has in place a system that provides, at the minimum, criteria and process to determine the performance of the Board, individual directors and committees.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
2. The system allows for a feedback mechanism from the shareholders.	COMPLIANT		
Principle 7: Members of the Board are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.			
Recommendation 7.1			
1. Board adopts a Code of Business Conduct and Ethics, which provide standards for professional and ethical behavior, as well as articulate acceptable and unacceptable conduct and practices in internal and external dealings of the company.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
2. The Code is properly disseminated to the Board, senior management and employees.	COMPLIANT	The Code was disseminated to the Board, senior management, and	

		employees by giving them printed copies.	
3. The Code is disclosed and made available to the public through the company website.	COMPLIANT	Provide a link to the company's website where the Code of Business Conduct and Ethics is posted/ disclosed.	https://freedomlife.ph/
Supplement to Recommendation 7.1			
1. Company has clear and stringent policies and procedures on curbing and penalizing company involvement in offering, paying and receiving bribes.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
Recommendation 7.2			
1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	NON-COMPLIANT	Provide proof of implementation and monitoring of compliance with the Code of Business Conduct and Ethics and internal policies.	The Company is still in the pre-operational stage, but will work on implementation of this matter once its operations are established.
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	COMPLIANT	All employees, contractors, or partners are required to comply with the Code of Business Conduct and Ethics	
Disclosure and Transparency			
Principle 8: The company should establish corporate disclosure policies and procedures that are practical and in accordance with best practices and regulatory expectations.			
Recommendation 8.1			
1. Board establishes corporate disclosure policies and procedures to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair and complete picture of a company's financial condition, results and business operations.	COMPLIANT	The corporate disclosure policy contained in the Manual on Corporate Governance.	

Supplement to Recommendations 8.1			
1. Company distributes or makes available annual and quarterly consolidated reports, cash flow statements, and special audit revisions. Consolidated financial statements are published within ninety (90) days from the end of the fiscal year, while interim reports are published within forty-five (45) days from the end of the reporting period.	NON-COMPLIANT	Indicate the number of days within which the consolidated and interim reports were published, distributed or made available from the end of the fiscal year and end of the reporting period, respectively.	The Company complies with the reports and submissions required by the Honorable Insurance Commission. Furthermore, the members of the Board are also the sole stockholders of the Company, thereby facilitating adequate disclosure.
2. Company discloses in its annual report the principal risks associated with the identity of the company's controlling shareholders; the degree of ownership concentration; cross-holdings among company affiliates; and any imbalances between the controlling shareholders' voting power and overall equity position in the company.	NON-COMPLIANT		Please refer to the Company's 2024 Annual Statement submitted to the Honorable Insurance Commission.
Recommendation 8.2			
1. Company has a policy requiring all directors to disclose/report to the company any dealings in the company's shares within three business days.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
2. Company has a policy requiring all officers to disclose/report to the company any dealings in the company's shares within three business days.	COMPLIANT		
Supplement to Recommendation 8.2			
1. Company discloses the trading of the corporation's shares by directors, officers (or persons performing similar functions) and controlling shareholders. This includes the disclosure of the company's purchase of its shares from the market (e.g. share buy-back program).	COMPLIANT	<p>The company is not public listed and only has 5 or less than 5 shareholders.</p> <p>Please refer to the GIS submitted to the SEC and the Insurance Commission, or the company's website.</p>	

Recommendation 8.3			
1. Board fully discloses all relevant and material information on individual board members to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	COMPLIANT	The curriculum vitae of the Board of Directors are attached as mentioned in the previous items.	
2. Board fully discloses all relevant and material information on key executives to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	COMPLIANT	The curriculum vitae of the Board of Directors are attached as mentioned in the previous items. relevant trainings attended.	
Recommendation 8.4			
1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same.	COMPLIANT	This is contained in the Manual on Corporate Governance.	
2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.	COMPLIANT	This is contained in the Manual on Corporate Governance.	
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	NON-COMPLIANT	Provide breakdown of director remuneration and executive compensation, particularly the remuneration of the CEO.	For updating purposes, subject to compliance with applicable data privacy laws and strict confidentiality requirements due to the sensitive nature of remuneration information.
Recommendation 8.5			
1. Company discloses its policies governing Related Party Transactions (RPTs) and other	COMPLIANT	This is contained in the Manual on Corporate Governance.	

unusual or infrequently occurring transactions in their Manual on Corporate Governance.			
2. Company discloses material or significant RPTs reviewed and approved during the year.	COMPLIANT	Please refer to the Company's 2024 Audited Financial Statement submitted to the Honorable Insurance Commission.	
Supplement to Recommendation 8.5			
1. Company requires directors to disclose their interests in transactions or any other conflict of interests.	COMPLIANT	This is contained in the Manual on Corporate Governance.	
Optional : Recommendation 8.5			
1. Company discloses that RPTs are conducted in such a way to ensure that they are fair and at arms' length.	COMPLIANT	This is contained in the Manual on Corporate Governance.	
Recommendation 8.6			
1. Company makes a full, fair, accurate and timely disclosure to the public of every material fact or event that occur, particularly on the acquisition or disposal of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders.	COMPLIANT	This is contained in the Manual on Corporate Governance.	
2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.	COMPLIANT	This is contained in the Manual on Corporate Governance.	
Supplement to Recommendation 8.6			
1. Company discloses the existence, justification and details on shareholder agreements, voting trust agreements, confidentiality agreements, and such other agreements that may impact on	COMPLIANT	The policy is contained in the Manual on Corporate Governance. As of this date no such agreement exists.	

the control, ownership, and strategic direction of the company.			
Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	COMPLIANT	Provide link to the company's website where the Manual on Corporate Governance is posted.	https://freedomlife.ph/
2. Company's MCG is submitted to the SEC and PSE.	NOT APPLICABLE		The Company operates under a duly adopted Manual of Corporate Governance. Additionally, the Company is not a publicly-listed company. Lastly, the Company is willing to comply with the requirements of the Insurance Commission and the SEC.
3. Company's MCG is posted on its company website.	COMPLIANT		
Supplement to Recommendation 8.7			
1. Company submits to the SEC and PSE an updated MCG to disclose any changes in its corporate governance practices.	NOT APPLICABLE	Provide proof of submission.	The Company is not a publicly-listed company. Also, the Company is willing to comply with the requirements of the Insurance Commission and the SEC.
Optional: Principle 8			
1. Does the company's Annual Report disclose the following information:	NOT APPLICABLE		Please refer to the Company's 2024 Annual Statement submitted to the Honorable Insurance Commission. The contents follow the standard template provided by the Commission. The Commission does not require the submission of an Annual Report.
a. Corporate Objectives	NOT APPLICABLE		
b. Financial performance indicators	COMPLIANT		
c. Non-financial performance indicators	NOT APPLICABLE		
d. Dividend Policy	NOT APPLICABLE		

e. Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and other directorships in listed companies) of all directors	COMPLIANT AS TO SOME MATTERS		
f. Attendance details of each director in all directors meetings held during the year	COMPLIANT		
g. Total remuneration of each member of the board of directors	NOT APPLICABLE		For updating purposes, subject to compliance with applicable data privacy laws and strict confidentiality requirements due to the sensitive nature of remuneration information.
2. The Annual Report contains a statement confirming the company's full compliance with the Code of Corporate Governance and where there is non-compliance, identifies and explains reason for each such issue.	NOT APPLICABLE	Please refer to the Company's 2024 Annual Statement submitted to the Honorable Insurance Commission.	Please refer to the Company's 2024 Annual Statement submitted to the Honorable Insurance Commission. The contents follow the standard template provided by the Commission. The Commission does not require the submission of an Annual Report.
3. The Annual Report/Annual CG Report discloses that the board of directors conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems.	NOT APPLICABLE	Provide link or reference to where this is contained in the Annual Report	
4. The Annual Report/Annual CG Report contains a statement from the board of directors or Audit Committee commenting on the adequacy of the company's internal controls/risk management systems.	NOT APPLICABLE	Provide link or reference to where this is contained in the Annual Report	
5. The company discloses in the Annual Report the key risks to which the company is materially exposed to (i.e. financial,	NOT APPLICABLE	Provide link or reference to where these are contained in the Annual Report	

operational including IT, environmental, social, economic).			
Principle 9: The company should establish standards for the appropriate selection of an external auditor, and exercise effective oversight of the same to strengthen the external auditor's independence and enhance audit quality.			
Recommendation 9.1			
1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
2. The appointment, reappointment, removal, and fees of the external auditor is recommended by the Audit Committee, approved by the Board and ratified by the shareholders.	COMPLIANT		
3. For removal of the external auditor, the reasons for removal or change are disclosed to the regulators and the public through the company website and required disclosures.	NOT APPLICABLE	Provide information on or link/reference to a document containing the company's reason for removal or change of external auditor.	The external auditor has not been changed or removed.
Supplement to Recommendation 9.1			
1. Company has a policy of rotating the lead audit partner every five years.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
Recommendation 9.2			
1. Audit Committee Charter includes the Audit Committee's responsibility on: <ul style="list-style-type: none"> i. assessing the integrity and independence of external auditors; ii. exercising effective oversight to review and monitor the external auditor's independence and objectivity; and 	COMPLIANT	This is stated in the Manual on Corporate Governance.	

iii.	exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.			
2.	Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
Supplement to Recommendations 9.2				
1.	Audit Committee ensures that the external auditor is credible, competent and has the ability to understand complex related party transactions, its counterparties, and valuations of such transactions.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
2.	Audit Committee ensures that the external auditor has adequate quality control procedures.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
Recommendation 9.3				
1.	Company discloses the nature of non-audit services performed by its external auditor in the Annual Report to deal with the potential conflict of interest.	COMPLIANT		
2.	Audit Committee stays alert for any potential conflict of interest situations, given the guidelines or policies on non-	NOT APPLICABLE		The external auditor does not perform any non-audit services.

audit services, which could be viewed as impairing the external auditor's objectivity.			
Supplement to Recommendation 9.3			
1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	COMPLIANT		
Additional Recommendation to Principle 9			
1. Company's external auditor is duly accredited by the SEC under Group A category.	NOT APPLICABLE	Name of the audit engagement partner: Rico P. Quilab Accreditation number: 46034-IC Date Accredited: 2020 Expiry date of accreditation: 2024 Name, address, contact number of the audit firm: Quilab and Garsuta CPAs 2F Executive Centrum Bldg. J.R. Borja St. Cagayan De Oro City, Philippines, 9000 (063) 88-856-4401	The External Auditor is accredited by the SEC under Group B category but is compliant with the requirement of the Insurance Commission to be accredited under their under Group A.
2. Company's external auditor agreed to be subjected to the SEC Oversight Assurance Review (SOAR) Inspection Program conducted by the SEC's Office of the General Accountant (OGA).	NOT APPLICABLE	Provide information on the following: 1. Date it was subjected to SOAR inspection, if subjected; 2. Name of the Audit firm; and 3. Members of the engagement team inspected by the SEC.	
Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.			
Recommendation 10.1			
1. Board has a clear and focused policy on the disclosure of non-financial information, with emphasis on the management of economic, environmental, social and governance (EESG) issues of its business, which underpin sustainability.	COMPLIANT	This is contained in the Manual on Corporate Governance.	

2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	NON-COMPLIANT	Provide link to Sustainability Report, if any. Disclose the standards used.	The company is in the early stages of development and will work towards achieving compliance once its operations are sufficiently established to support the additional overhead costs.
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Principle 11: The company should maintain a comprehensive and cost-efficient communication channel for disseminating relevant information. This channel is crucial for informed decision-making by investors, stakeholders and other interested users.

Recommendation 11.1

1. Company has media and analysts' briefings as channels of communication to ensure the timely and accurate dissemination of public, material and relevant information to its shareholders and other investors.	COMPLIANT	Disclose and identify the communication channels used by the company (i.e., website, Analyst's briefing, Media briefings /press conferences, Quarterly reporting, Current reporting, etc.). Provide links, if any. Website link: https://freedomlife.ph/	
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Supplemental to Principle 11

1. Company has a website disclosing up-to-date information on the following:	COMPLIANT	Provide link to company website	The Company is still in the pre-operational phase. A website has been established, and data will be uploaded once it becomes available and all cybersecurity safeguards have been successfully implemented and verified.
a. Financial statements/reports (latest quarterly)	NON-COMPLIANT		
b. Materials provided in briefings to analysts and media	NON-COMPLIANT		
c. Downloadable annual report	NON-COMPLIANT		
d. Notice of ASM and/or SSM	NON-COMPLIANT		

e. Minutes of ASM and/or SSM	NON-COMPLIANT		
f. Company's Articles of Incorporation and By-Laws	NON-COMPLIANT		
Additional Recommendation to Principle 11			
1. Company complies with SEC-prescribed website template.	NON-COMPLIANT		The Company is still in the pre-operational phase. A website has been established and is being optimized and secured.
Internal Control System and Risk Management Framework			
Principle 12: To ensure the integrity, transparency and proper governance in the conduct of its affairs, the company should have a strong and effective internal control system and enterprise risk management framework.			
Recommendation 12.1			
1. Company has an adequate and effective internal control system in the conduct of its business.	COMPLIANT	This is contained in the Manual on Corporate Governance.	
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	NON-COMPLIANT	<p>Identify international framework used for Enterprise Risk Management</p> <p>Provide information or reference to a document containing information on:</p> <ol style="list-style-type: none"> 1. Company's risk management procedures and processes 2. Key risks the company is currently facing 3. How the company manages the key risks 	The company is in the early stages of development and will work towards achieving compliance once its operations are sufficiently established.

		Indicate frequency of review of the enterprise risk management framework.	
Supplement to Recommendations 12.1			
1. Company has a formal comprehensive enterprise-wide compliance program covering compliance with laws and relevant regulations that is annually reviewed. The program includes appropriate training and awareness initiatives to facilitate understanding, acceptance and compliance with the said issuances.	COMPLIANT	This is contained in the Manual on Corporate Governance.	
Optional: Recommendation 12.1			
1. Company has a governance process on IT issues including disruption, cyber security, and disaster recovery, to ensure that all key risks are identified, managed and reported to the board.	COMPLIANT	The IT governance process is stated in the Manual on Corporate Governance.	
Recommendation 12.2			
1. Company has in place an independent internal audit function that provides an independent and objective assurance, and consulting services designed to add value and improve the company's operations.	COMPLIANT	Internal Auditor, outsourced: Vann Dexter T. Rebusa VRebusa Accounting Services	
Recommendation 12.3			
1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	COMPLIANT	Chief Audit Executive: Gina D. Capala	

2. CAE oversees and is responsible for the internal audit activity of the organization, including that portion that is outsourced to a third party service provider.	COMPLIANT		
3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.	COMPLIANT	The Chief Audit Executive is assigned this responsibility.	
Recommendation 12.4			
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	COMPLIANT	The company has an enterprise risk management framework stated in the Manual on Corporate Governance.	
Supplement to Recommendation 12.4			
1. Company seeks external technical support in risk management when such competence is not available internally.	COMPLIANT		
Recommendation 12.5			
1. In managing the company's Risk Management System, the company has a Chief Risk Officer (CRO), who is the ultimate champion of Enterprise Risk Management (ERM).	NON-COMPLIANT	Identify the company's Chief Risk Officer (CRO) and provide information on or reference to a document containing his/her responsibilities and qualifications/background.	The company is in the early stages of development and is in the process of selecting a Chief Risk Officer.
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	NON-COMPLIANT		
Additional Recommendation to Principle 12			

1. Company's Chief Executive Officer and Chief Audit Executive attest in writing, at least annually, that a sound internal audit, control and compliance system is in place and working effectively.	NON-COMPLIANT	Provide link to CEO and CAE's attestation	The company is in the early stages of development and is working towards compliance.
Cultivating a Synergic Relationship with Shareholders			
Principle 13: The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.			
Recommendation 13.1			
1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	COMPLIANT	Provide link to company's website	https://freedomlife.ph/
Supplement to Recommendation 13.1			
1. Company's common share has one vote for one share.	COMPLIANT		
2. Board ensures that all shareholders of the same class are treated equally with respect to voting rights, subscription rights and transfer rights.	COMPLIANT	Only common shares are currently existing in the company.	
3. Board has an effective, secure, and efficient voting system.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
4. Board has an effective shareholder voting mechanisms such as supermajority or "majority of minority" requirements to protect minority shareholders against actions of controlling shareholders.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
5. Board allows shareholders to call a special shareholders' meeting and submit a proposal for consideration or agenda item at the AGM or special meeting.	COMPLIANT	This is stated in the Manual on Corporate Governance.	

6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
7. Company has a transparent and specific dividend policy.	COMPLIANT	This is stated in the Manual on Corporate Governance. The company has not declared dividends yet.	
Optional: Recommendation 13.1			
1. Company appoints an independent party to count and/or validate the votes at the Annual Shareholders' Meeting.	NON-COMPLIANT	Identify the independent party that counted/validated the votes at the ASM, if any.	The shareholder base is minimal at this stage.
Recommendation 13.2			
1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant information at least 28 days before the meeting.	COMPLIANT	The notice and agenda were sent out at least 28 days before the meeting.	The Company benefits from active governance and oversight, as its directors concurrently serve as its only shareholders.
Supplemental to Recommendation 13.2			
1. Company's Notice of Annual Stockholders' Meeting contains the following information:	COMPLIANT	The Notice of Annual Stockholder's Meeting is attached as Annex "N"	
a. The profiles of directors (i.e., age, academic qualifications, date of first appointment, experience, and directorships in other listed companies)	COMPLIANT		
b. Auditors seeking appointment/re-appointment	COMPLIANT		

c. Proxy documents	COMPLIANT		
Optional: Recommendation 13.2			
1. Company provides rationale for the agenda items for the annual stockholders meeting	COMPLIANT	Provide link or reference to the rationale for the agenda items	
Recommendation 13.3			
1. Board encourages active shareholder participation by making the result of the votes taken during the most recent Annual or Special Shareholders' Meeting publicly available the next working day.	COMPLIANT		The Company benefits from active governance and oversight, as its directors concurrently serve as its only shareholders.
2. Minutes of the Annual and Special Shareholders' Meetings were available on the company website within five business days from the end of the meeting.	NON-COMPLIANT	<p>Provide link to minutes of meeting in the company website.</p> <p>Indicate voting results for all agenda items, including the approving, dissenting and abstaining votes.</p> <p>Indicate also if the voting on resolutions was by poll.</p> <p>Include whether there was opportunity to ask question and the answers given, if any</p>	The Company is still in the pre-operational phase. A website has been established, and data will be uploaded once it becomes available and all cybersecurity safeguards have been successfully implemented and verified.
Supplement to Recommendation 13.3			
1. Board ensures the attendance of the external auditor and other relevant individuals to answer shareholders questions during the ASM and SSM.	NON-COMPLIANT	Indicate if the external auditor and other relevant individuals were present during the ASM and/or special meeting	The Company benefits from active governance and oversight, as its directors concurrently serve as its only shareholders.

Recommendation 13.4			
1. Board makes available, at the option of a shareholder, an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.	COMPLIANT	This is contained in the Manual on Corporate Governance.	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	COMPLIANT	This is contained in the Manual on Corporate Governance.	
Recommendation 13.5			
1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.	NON-COMPLIANT	Disclose the contact details of the officer/office responsible for investor relations, such as: 1. Name of the person 2. Telephone number 3. Fax number 4. E-mail address	The Company benefits from active governance and oversight, as its directors concurrently serve as its only shareholders.
2. IRO is present at every shareholder's meeting.	NON-COMPLIANT	Indicate if the IRO was present during the ASM.	The company is in the early stages of development and will work towards achieving compliance once its operations are sufficiently established to support the additional overhead costs.
Supplemental Recommendations to Principle 13			
1. Board avoids anti-takeover measures or similar devices that may entrench ineffective management or the existing controlling shareholder group	COMPLIANT	The Company has no anti-takeover measures in place.	
2. Company has at least thirty percent (30%) public float to increase liquidity in the market.	NOT APPLICABLE	Indicate the company's public float.	The Company is not a publicly-listed company.

Optional: Principle 13			
1. Company has policies and practices to encourage shareholders to engage with the company beyond the Annual Stockholders' Meeting	NON-COMPLIANT	Disclose or provide link/reference to policies and practices to encourage shareholders' participation beyond ASM	The Company benefits from active governance and oversight, as its directors concurrently serve as its only shareholders.
2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.	NOT APPLICABLE	Disclose the process and procedure for secure electronic voting in absentia, if any.	The Company benefits from active governance and oversight, as its directors concurrently serve as its only shareholders and they conduct their meetings personally.
Duties to Stakeholders			
Principle 14: The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights and/or interests are at stake, stakeholders should have the opportunity to obtain prompt effective redress for the violation of their rights.			
Recommendation 14.1			
1. Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth and sustainability.	COMPLIANT	Identify the company's shareholder and provide information or reference to a document containing information on the company's policies and programs for its stakeholders.	The Company benefits from active governance and oversight, as its directors concurrently serve as its only shareholders.
Recommendation 14.2			
1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
Recommendation 14.3			
1. Board adopts a transparent framework and process that allow stakeholders to communicate with the company and to	COMPLIANT	Provide the contact details (i.e., name of contact person, dedicated phone number or e-mail address,	

obtain redress for the violation of their rights.		etc.) which stakeholders can use to voice their concerns and/or complaints for possible violation of their rights. Contact details: freedomlifestakeholders@gmail.com Provide information on whistleblowing policy, practices and procedures for stakeholders	
Supplement to Recommendation 14.3			
1. Company establishes an alternative dispute resolution system so that conflicts and differences with key stakeholders is settled in a fair and expeditious manner.	COMPLIANT	This is stated in the Manual on Corporate Governance.	
Additional Recommendations to Principle 14			
1. Company does not seek any exemption from the application of a law, rule or regulation especially when it refers to a corporate governance issue. If an exemption was sought, the company discloses the reason for such action, as well as presents the specific steps being taken to finally comply with the applicable law, rule or regulation.	COMPLIANT	The company has not requested for any exemption.	
2. Company respects intellectual property rights.	COMPLIANT	The Company operates in compliance with Intellectual Property rights and has not encountered any issues related to intellectual property.	
Optional: Principle 14			

1. Company discloses its policies and practices that address customers' welfare	COMPLIANT	This is included in the Manual on Corporate Governance.	
2. Company discloses its policies and practices that address supplier/contractor selection procedures	COMPLIANT	This is included in the Manual on Corporate Governance.	
Principle 15: A mechanism for employee participation should be developed to create a symbiotic environment, realize the company's goals and participate in its corporate governance processes.			
Recommendation 15.1			
1. Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company's goals and in its governance.	COMPLIANT	This is included in the Manual on Corporate Governance.	
Supplement to Recommendation 15.1			
1. Company has a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures.	NON-COMPLIANT	Disclose if company has in place a merit-based performance incentive mechanism such as an employee stock option plan (ESOP) or any such scheme that awards and incentivizes employees, at the same time aligns their interests with those of the shareholders.	The company is in the early stages of development and will work towards achieving compliance once its operations are sufficiently established to support the additional overhead costs.
2. Company has policies and practices on health, safety and welfare of its employees.	COMPLIANT	The Company provides medical assistance to employees during hospital confinement.	
3. Company has policies and practices on training and development of its employees.	NON-COMPLIANT	Disclose and provide information on policies and practices on training and development of employees. Include information on any training conducted or attended.	The company is in the early stages of development and will work towards achieving compliance once its operations are sufficiently established to support the additional overhead costs.

Recommendation 15.2			
1. Board sets the tone and makes a stand against corrupt practices by adopting an anti-corruption policy and program in its Code of Conduct.	COMPLIANT	Identify or provide link/reference to the company's policies, programs and practices on anti-corruption	
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	COMPLIANT	The policy was disseminated through the distribution of hardcopies.	
Supplement to Recommendation 15.2			
1. Company has clear and stringent policies and procedures on curbing and penalizing employee involvement in offering, paying and receiving bribes.	COMPLIANT	The Code of Conduct and anti-corruption policy is stated in the Manual of Corporate Governance.	
Recommendation 15.3			
1. Board establishes a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation	COMPLIANT	This is stated in the Manual on Corporate Governance. Provide contact details to report any illegal or unethical behavior.: freedomlifecode@gmail.com	
2. Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.	COMPLIANT		
3. Board supervises and ensures the enforcement of the whistleblowing framework.	NOT APPLICABLE	Provide information on how the board supervised and ensured enforcement of the whistleblowing framework, including any incident of whistleblowing.	The Company is still in the pre-operational stage and has not encountered any incident of whistleblowing.

Principle 16: The company should be socially responsible in all its dealings with the communities where it operates. It should ensure that its interactions serve its environment and stakeholders in a positive and progressive manner that is fully supportive of its comprehensive and balanced development.

Recommendation 16.1

1. Company recognizes and places importance on the interdependence between business and society, and promotes a mutually beneficial relationship that allows the company to grow its business, while contributing to the advancement of the society where it operates.	NON-COMPLIANT	Provide information or reference to a document containing information on the company's community involvement and environment-related programs.	The company is in the early stages of development and will work towards achieving compliance once its operations are sufficiently established to support the additional overhead costs.
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Optional: Principle 16

1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development	NON-COMPLIANT	Identify or provide link/reference to policies, programs and practices to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development.	The company is in the early stages of development and will work towards achieving compliance once its operations are sufficiently established to support the additional overhead costs.
2. Company exerts effort to interact positively with the communities in which it operates	NON-COMPLIANT	Identify or provide link/reference to policies, programs and practices to interact positively with the communities in which it operates.	The company is in the early stages of development and will work towards achieving compliance once its operations are sufficiently established to support the additional overhead costs.

CERTIFICATION

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

Signed in the City of Davao City, Philippines on the MAY 09 2025 2025

[Redacted Signature]

RANDY B. SUNICO
Chairman of the Board

[Redacted Signature]

GINA D. CAPALA
Corporate Governance Compliance Officer

[Redacted Signature]

RULAN P. BALI
Chief Operations Officer

[Redacted Signature]

GENALYN N. ROSAL
Independent Director

[Redacted Signature]

SANDRO M. CAMIT
President

[Redacted Signature]

JEZREEL O. DELA VICTORIA
Chief Executive Officer

[Redacted Signature]

RHEA MAE A. SECRETARIA
Corporate Secretary

[Redacted Signature]

ANGEL JECONIAH B. JAYOMA
Independent Director

SUBSCRIBED AND SWORN to before me this Davao City, Philippines day of MAY 09 2025 2025 by the following who are all personally known to me (or whom I have identified through competent evidence of identity) and who exhibited to me their respective identification document as follows:

NAME	ID NO.	DATE/PLACE ISSUED
1.	[Redacted]	[Redacted]
2.		
3.		
4.		
5.		
6.		
7.		
8.		

NOTARY PUBLIC

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Roll No. 65410
PTR OR No. 0534543D, 01-02-2025
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