



ETIQA LIFE AND GENERAL ASSURANCE PHILIPPINES, INC.

An Extract of the Confirmed Minutes of the 1st Quarter Regular Board of Directors’ Meeting of Etiqa Life and General Assurance Philippines, Inc. held on 21 March 2023.

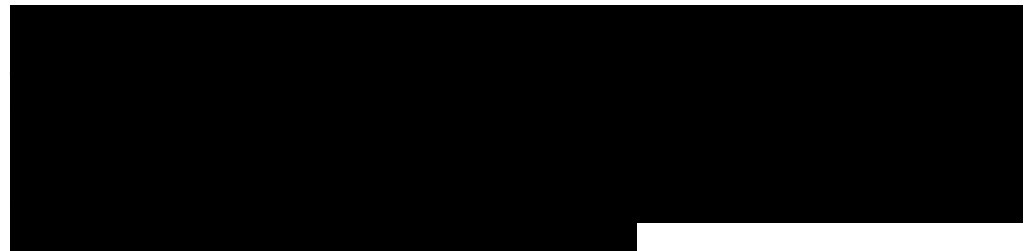
ELGAP
25/2023

FOR BOARD APPROVAL: PCEO SCORECARD FOR FY2023 (Paper No.8)

Noted: The Board of Directors approved the PCEO Scorecard for FY2023 as presented by the President and CEO of ELGAP, Director RTBautista.

Discussed: Director RTBautista, the President and CEO of ELGAP, presented to the Board the paper seeking approval of the KPI/Scorecard of ELGAP’s President and CEO for FY2023.

Director RTBautista explained that the scorecard for the PCEO was prepared to help track the implementation of the strategies and the achievement of the approved budget of ELGAP for this year. He added that the scorecard would also serve to measure the performance of ELGAP’s PCEO, management and staff for the year FY2023. An overview of the scorecard detailing the performance category, key results area, performance attributes, and weightage was presented to the Board for its consideration.



Director RNJacinto, as the Head of Corporate Governance Committee, confirmed that the proposal was fully discussed in the last CGC meeting and endorsed the same for the approval of the ELGAP Board.

After discussing the proposal, the Board of Directors approved the 2023 Scorecard/KPI of ELGAP’s President and CEO.

CERTIFIED TRUE COPY

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RAUL M. HEBRON
Corporate Secretary
Date: 19 March 2024