

C. ROLE OF STAKEHOLDERS

C.1	Insider trading and abusive self-dealing should be prohibited.	Guiding Reference	Answer	Remarks / References
Does the company disclose a policy and practices that address :				
C.1.1	The existence and scope of the company's efforts to address customers' welfare?	<p>OECD Principle IV (A): The rights of stakeholders that are established by law or through mutual agreements are to be respected. In all OECD countries, the rights of stakeholders are established by law (e.g. labour, business, commercial and insolvency laws) or by contractual relations. Even in areas where stakeholder interests are not legislated, many firms make additional commitments to stakeholders, and concern over corporate reputation and corporate performance often requires the recognition of broader interests.</p>	Yes	<p>Nat Re 2022 Sustainability Report <i>We describe and provide details in this report on how we consciously manage our business' impact on the economy, the environment and the greater society. Material Topics on Nat Re's Sustainability include Customer Assistance, Support and Services, PDF Page 9-11; Reinsurance Value Chain, PDF Page 7</i></p> <p>The Company is committed to providing and maintaining a safe, secure and healthy work environment. Nat Re customers are businesses (cedants) and do not interact directly with the public.</p> <p>SEC Form 20-IS Definitive Information Statement Stakeholder Relations, PDF page 102 / 329</p>
C.1.2	Supplier/contractor selection procedures?		Yes	<p>The company exercises reasonable and prudent professional judgement when dealing with clients, including our suppliers and contractors.</p> <p>Procurement Policy Policy on Conflict of Interest</p> <p>The Company's Policy on Sustainability adopts the</p>

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Does the company disclose a policy and practices that address :				
				<p>guiding principle of making suppliers aware of Nat Re's sustainability Policy and encouraging them to adopt sound sustainable management practices.</p> <p>Nat Re 2022 Sustainability Report <i>Supplier Environment Assessment, PDF Page 50</i></p> <p>Procurement is managed to ensure optimum value is taken into consideration to total cost of ownership in the acquisition of good and services.</p> <p>SEC Form 20-IS Definitive Information Statement <i>Stakeholder Relations, PDF page 102 / 329</i></p>
C.1.3	The company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?		Yes	<p>The Reinsurance Value Chain is consistent with promoting sustainable development which has a positive impact to the economy, social and environment.</p> <p>As the country's only national reinsurer, Nat Re actively seeks dynamic collaborations with its partners in the public and private sectors, joining forces with them to pursue a resilient and sustainable future. The Company constantly leverages its strengths and synergies with our partners in order to give value to our stakeholders and help them achieve their goals.</p> <p>Nat Re 2022 Sustainability Report <i>Reinsurance Value Chain, PDF Page 7 / 329</i></p>

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Does the company disclose a policy and practices that address :			
			Revised Manual on Corporate Governance <i>Principle 16: Encouraging Sustainability and Social Responsibility, PDF page 36 / 37</i>
C.1.4	The company's efforts to interact with the communities in which they operate?	Yes	<p>The company is socially responsible in all its dealings in the communities where it operates.</p> <p>Nat Re 2022 Sustainability Report</p> <p>Revised Manual on Corporate Governance <i>Principle 16: Encouraging Sustainability and Social Responsibility, PDF page 36 / 37</i></p>
C.1.5	The company's anti-corruption programmes and procedures?	Yes	<p>The company has an Anti-Bribery and Corruption Policy.</p> <p>Anti-Bribery and Corruption Policy</p> <p>On an annual basis, employees are reminded of the policy and are asked to certify having read and understood it.</p> <p>Annual Compliance Declaration Form</p> <p>Nat Re 2022 Sustainability Report <i>Ethics and Integrity, Anti-Corruption, PDF Page 27 / 54</i></p>
C.1.6	How creditors' rights are safeguarded?	Yes	<p>The company manages its cash position to meet obligations from reinsurance agreements and</p>

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Does the company disclose a policy and practices that address :				
				<p>financial liabilities.</p> <p>SEC 17-A Annual Report as of December 31, 2022 <i>Liquidity Risk, Financial Statements, Item 4.3, PDF page 123 – 124 / 196</i></p> <p>For the period being reported upon, the Company does not have any bonds payable.</p>
C.1.7	Does the company have a separate report/section that discusses its efforts on environment/economy and social issues?		Yes	<p>The company has a separate Corporate Social Responsibility section.</p> <p>Nat Re 2022 Sustainability Report <i>The Economic and Social Value of Nat Re's Business, PDF page 16 – 17 / 54</i> <i>Social (People) 34 – 40 / 54</i> <i>Care for the Environment through Resource Management, PDF Page 40 – 41 / 54</i> <i>Governance, PDF Page 24 – 28 / 54</i></p> <p>Nat Re Sustainability Webpage <i>Sustainability Report, Sustainability Policy and CSR Page</i></p> <p>SEC Form 20-IS Definitive Information Statement <i>Cultivating Sustainable Community, PDF Page 102 /329</i></p>

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Does the company disclose a policy and practices that address :				
C.2	Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.	Guiding Reference	Answer	Remarks / References
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?	OECD Principle IV (B): The legal framework and process should be transparent and not impede the ability of stakeholders to communicate and to obtain redress for the violation of rights.	Yes	<p>The company provides complete contact details in our website for queries and complaints from stakeholders.</p> <p>Last pages of the Combined Annual Financial and Sustainability Report includes contact details</p> <p>Combined Annual Financial and Sustainability Report 2021</p> <p>Contact Us, <i>Company website</i></p> <p>Investor Services <i>Contact details of Investor Relations, Company website</i></p>
C.3	Mechanisms for employee participation should be permitted to develop.	Guiding Reference	Answer	Remarks / References
C.3.1	Does the company explicitly disclose the policies and practices on health, safety and welfare for its employees?	OECD Principle IV (C): The degree to which employees participate in corporate	Yes	The Company explicitly articulates its recognition and protection of the rights and interests of its Employees

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C.3	Mechanisms for employee participation should be permitted to develop.	Guiding Reference	Answer	Remarks / References
		governance depends on national laws and practices, and may vary from company to company as well. In the context of corporate governance, mechanisms for participation may benefit companies directly as well as indirectly through the readiness by employees to invest in firm specific skills. Examples of mechanisms for employee participation include: employee representation on boards; and governance processes such as work councils that consider employee viewpoints in certain key decisions. International conventions and national norms also recognise the rights of employees to information, consultation and negotiation. With respect to performance enhancing mechanisms, employee stock ownership plans or other profit sharing mechanisms are to be found in many countries. Pension commitments are also often an element of the relationship between the company and its past and present employees. Where such commitments involve		<p>Nat Re 2022 Sustainability Report <i>Health, Safety and welfare of Employees</i> PDF Page 27 – 38 / 54 <i>Health Promotion Services, PDF Page 38 / 54</i></p> <p>Health, Safety and Welfare of Employees</p> <p>SEC Form 20-IS Definitive Information Statement <i>Employee Relations, PDF page 102 / 329</i></p>
C.3.2	Does the company explicitly disclose the policies and practices on training and development programmes for its employees?		Yes	<p>Employees participate in various industry and regulatory trainings and seminars that are designed for their career advancement and functional development, and are linked towards shareholder value creation.</p> <p>SEC Form 20-IS Definitive Information Statement <i>Employee Relations, PDF page 102 / 329</i></p> <p>Nat Re conducts an annual performance assessment of all employees' skills and competencies in relation to the performance of their duties and responsibilities. Employees can tap into an annual training budget and attend capacity-building seminars both in the Philippines and abroad. They are expected to echo the learnings from these training to their colleagues.</p> <p>Nat Re 2022 Sustainability Report <i>Training and Education, Employee Training and Development, PDF Page 37 / 54</i></p>

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C.3 Mechanisms for employee participation should be permitted to develop.		Guiding Reference	Answer	Remarks / References
		establishing an independent fund, its trustees should be independent of the company's management and manage the fund for all beneficiaries.		Employee Training and Development
C.3.3	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?		Yes	<p>The Company provides post-employment employee benefits through a defined benefit plan and various contribution plans. Likewise, the merit increases for employees are provided based on their performance rating and Company performance. The long-term incentive plan is still being crafted that will further enhance employee engagement.</p> <p>Nat Re 2022 Sustainability Report Retirement Benefits, PDF Page 39 / 54</p> <p>Performance-Based Incentive Bonus - Excerpt</p> <p>SEC Form 20-IS Definitive Information Statement Employee Relations, PDF page 102 / 329</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.		Guiding Reference	Answer	Remarks / References
C.4.1	Does the company have a whistle blowing policy which includes procedures for complaints by employees and other stakeholders concerning	OECD Principle IV (E):	Yes	The company has a whistle blowing policy posted in the company website, which includes guidelines and procedures and provides the

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	alleged illegal and unethical behaviour and provide contact details via the company's website or annual report	Unethical and illegal practices by corporate officers may not only violate the rights of stakeholders but also be to the detriment of the company and its shareholders in terms of reputation effects and an increasing risk of future financial liabilities. It is therefore to the advantage of the company and its shareholders to establish procedures and safe-harbours for complaints by employees, either personally or through their representative bodies, and others outside the company, concerning illegal and unethical behaviour.		contact details for reporting purposes. Whistleblower Policy
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals alleged illegal/unethical behaviour from retaliation?		Yes	The company's whistle blower policy has a provision that protects the whistle-blower from retaliation. Whistleblower Policy <i>Protection from Retaliation, Item IV, PDF page 2</i>

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