SEC FORM – I-ACGR

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

1. For the fiscal year ended **31 December 2025**

2. SEC Identification Number **AS094-004462**

3. BIR Tax Identification No. **000-426-523-000**

4. Exact name of issuer as specified in its charter **GLOBAL-ESTATE RESORTS, INC.**

5. **Metro Manila, Philippines**
   Province, Country or other jurisdiction of incorporation or organization

6. (SEC Use Only)
   Industry Classification Code:

7. **9/F Eastwood Global Plaza, Palm Tree Avenue**
   Eastwood City, Bagumbayan, Quezon City
   Address of principal office

   1110
   Postal Code

8. **(632) 5318-4374**
   Issuer's telephone number, including area code

9. Former name, former address, and former fiscal year, if changed since last report.

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NONCOMPLIANT	**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 Board of Directors ("Board") of Global-Estate Resorts, Inc. (the "Company") is composed of directors with diverse academic background and expertise, as well as with broad professional and business experience which are all relevant to the real estate industry. Pursuant to the Company's Manual on Corporate Governance ("Manual"), the Corporate Governance Committee ensures that all members possess all the qualifications and none of the disqualifications as provided in the Company's Manual, which qualifications embody the above Paragraph 1, particularly: a. College degree; b. Practical understanding of the business of the Corporation; c. Membership in good standing in relevant industry, business or professional organizations; d. Business experience; e. Owner in his own right of at least one (1) share of stock of the corporation. All relevant information about the qualifications and professional experience of the Company's directors may be found in the Annual Report and other reports submitted by the Company to the Securities and Exchange Commission (SEC)	
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		

		and The Philippine Stock Exchange (PSE). These reports were uploaded in Company's website, https://geri.com.ph/ and the PSE Edge portal, https://edge.pse.com.ph/companyInformation/form.do?cmpy_id=193 Reference: ● SEC Form 17-A as of period ending 31 December 2025 (**Annual Report**), pages 29-33. https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● SEC Form 20-IS for the 2025 Annual Stockholders' Meeting (**2025 Information Statement**), pages 13-15. https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf ● 2025 General Information Sheet (**GIS**), page 4. https://geri.com.ph/wp-content/uploads/2025/08/Global-Estate-Resorts-Inc._2025-General-Information-Sheet-for-Website.pdf ● Manual on Corporate Governance, revised as of 31 May 2017 (**Manual**), pages 5-12. https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Profile of the Board of Directors uploaded in the Company's website. https://geri.com.ph/about/board-of-directors/	
Recommendation 1.2			

1. Board is composed of a majority of non-executive directors.	Compliant	The Company's Board is composed of nine (9) directors, of which five (5) are non-executive directors, to wit: a. Kevin Andrew L. Tan b. Ferdinand T. Santos c. Giancarlo C. Ng d. Ma. Milagros C. Yuhico (Independent Director) e. Cresencio P. Aquino (Independent Director) This present composition of the Board is consistent with the Company's Manual to ensure that no director or small group of directors can dominate the decision-making process. Reference: ● Annual Report, pages 29-33. https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● 2025 Information Statement, pages 13-15: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf ● GIS, page 4: https://geri.com.ph/wp-content/uploads/2025/08/Global-Estate-Resorts-Inc._2025-General-Information-Sheet-for-Website.pdf ● Manual, page 6: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	

		• Profile of the Board of Directors uploaded in the Company's website https://geri.com.ph/about/board-of-directors/	
Recommendation 1.3			
1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	Compliant	The Company recognizes the importance of having directors who are fully equipped with the relevant trainings to ensure the continuing soundness and effectiveness of the Board. As mandated in the Company's Manual, and consistent with its Board Charter, funds shall be allocated for the conduct of professional development trainings, programs and seminars for directors and officers, to allow them to continually enhance and develop their skills for the benefit of the Company. Reference: • Manual, page 21, 28, 35 and 50: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • Board Charter, page 6: https://geri.com.ph/wp-content/uploads/2018/11/Board-Charter_0.pdf	
2. Company has an orientation program for first time directors.	Compliant	Consistent with the Manual, all of the Company's new director shall, before assuming his office, be required to attend a seminar on corporate governance which shall be conducted by a duly recognized private or government institute. Moreover, new directors are expected to have a working knowledge on the statutory and regulatory requirements affecting the Company, including the contents of its Articles of Incorporation and By-Laws, Corporate Governance Manual,	

		Board and Committee Charters, and other rules, regulations and orders issued by relevant government regulatory bodies. Reference: ● Manual, page 21, 28, 35 and 50: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Board Charter, page 6: https://geri.com.ph/wp-content/uploads/2018/11/Board-Charter_0.pdf	
3. Company has relevant annual continuing training for all directors.	Compliant	The Company's Manual mandates the provision of continuing training opportunities for all directors to promote effective board performance. To this end, the Company facilitates and encourages the attendance of all directors, including its key officers in various annual trainings and seminars such as the Corporate Governance Training. . For 2025, the directors attended the Corporate Governance Seminar conducted on different dates by various accredited training providers as listed below: a. November 28, 2025 conducted by Punongbayan & Araullo (P&A Grant Thorton) and attended by: 1. Andrew L. Tan, 2. Kevin Andrew L. Tan, and 3. Cresencio P. Aquino; b. December 2, 2025 conducted by Institute of Corporate Directors and attended by:	

		4. Lourdes T. Gutierrez-Alfonso, 5. Monica T. Salomon, 6. Ma. Milagros C. Yuhico, and 7. Giancarlo C. Ng c. December 5, 2025 conducted by Risk, Opportunities, Assessment, and Management (ROAM), Inc. and attended by 8. Wilbur L. Chan and 9. Ferdinand T. Santos. Reference: ● Manual, page 21, 28, 35 and 50: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● PSE Disclosures Form 17-18, Attendance in the Corporate Governance Seminar: https://edge.pse.com.ph/openDiscViewer.do?edge_no=2f14b117e86e54f1ec6e1601ccee8f59 ● Annual Report, page 43 https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● 2025 Information Statement, Annex "B" page 36 https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
Recommendation 1.4			

1. Board has a policy on board diversity.	Compliant	The Board has a diversity policy that promotes different perspectives and helps avoid uniform thinking, supporting better decision-making. Board diversity includes gender, age, ethnicity, culture, as well as skills, competencies, and knowledge. With respect to gender composition, the Board is currently composed of six (6) male directors and three (3) female directors, particularly: ○ Andrew L. Tan ○ Lourdes T. Gutierrez-Alfonso ○ Monica T. Salomon ○ Kevin Andrew L. Tan ○ Ferdinand T. Santos ○ Wilbur L. Chan ○ Giancarlo C. Ng ○ Cresencio P. Aquino ○ Ma. Milagros C. Yuhico Reference: ● Manual, page 6: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Board Charter, page 1: https://geri.com.ph/wp-content/uploads/2018/11/Board-Charter_0.pdf ● GIS, page 4: https://geri.com.ph/wp-content/uploads/2025/08/Global-Estate-Resorts-Inc._2025-General-Information-Sheet-for-Website.pdf	

		• Annual Report, pages 29-36 : https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf • 2025 Information Statement, page 16: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf • SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59 • Profile of the Board of Directors uploaded in the Company's website https://geri.com.ph/about/board-of-directors/	
Optional: Recommendation 1.4			
Company has a policy on and discloses measurable objectives for implementing its board diversity and reports on progress in achieving its objectives.	Compliant	The Board has a policy on board diversity that promotes a range of perspectives and helps avoid uniform thinking, supporting sound and effective decision-making. Board diversity includes gender, age, ethnicity, culture, skills, competence, and knowledge. Reference: • Manual, page 6: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • Board Charter, page 1:	

		https://geri.com.ph/wp-content/uploads/2018/11/Board-Charter_0.pdf	
Recommendation 1.5			
1. Board is assisted by a Corporate Secretary.	Compliant	The Company's Corporate Secretary, Atty. Maria Carla T. Uykim, is not a member of the Board of Directors and does not concurrently serve as the Company's Compliance Officer. Reference: • Manual, pages 32-34: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • GIS, page 4: https://geri.com.ph/wp-content/uploads/2025/08/Global-Estate-Resorts-Inc._2025-General-Information-Sheet-for-Website.pdf • Annual Report, pages 30 and 35: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf • 2025 Information Statement, pages11: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf • SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59	

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.	Compliant	Atty. Maria Carla T. Uykim attended the "Advanced Corporate Governance Training" held on December 2, 2025, which was conducted by the Institute of Corporate Directors. Reference: ● PSE Disclosures Form 17-18, Attendance in the Corporate Governance Seminar: https://edge.pse.com.ph/openDiscViewer.do?edge_no=2f14b117e86e54f1ec6e1601ccee8f59	
Recommendation 1.6			
1. Board is assisted by a Compliance Officer.	Compliant	The Company's Compliance Officer, Ms. Lailani V. Villanueva, is not a member of the Board of Directors. Ms. Villanueva holds the position of "First Vice President" which is considered equivalent in stature and authority to a Senior Vice President in the Company. Reference: ● Manual, pages 34-36: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● GIS, page 4: https://geri.com.ph/wp-content/uploads/2025/08/Global-Estate-Resorts-Inc._2025-General-Information-Sheet-for-Website.pdf	

		• Annual Report, pages 30 and 34: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf • 2025 Information Statement, pages11: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf • SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59	
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	Compliant		
3. Compliance Officer is not a member of the Board.	Compliant		
4. Compliance Officer attends training/s on corporate governance.	Compliant	Ms. Villanueva attended a Corporate Governance Training program entitled "Steering the Future: Corporate Governance as Blueprint for Business Longevity," held on December 12, 2025 that was conducted by Punongbayan & Araullo (P&A Grant Thorton). Reference: • PSE Disclosures Form 17-18, Attendance in the Corporate Governance Seminar:	

		https://edge.pse.com.ph/openDiscViewer.do?edge_no=2f14b117e86e54f1ec6e1601ccee8f59	
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	As provided in the Manual, the Board shall conduct itself with utmost honesty and integrity in the discharge of its duties, functions and responsibilities. Given that a director's office is one of trust and confidence, the directors are required to act in a manner characterized by transparency, accountability and fairness and exercise leadership, prudence and integrity in directing the Company towards sustained progress. Specifically, directors are expected to devote time and attention necessary to properly discharge their duties and responsibilities; act judiciously, exercise independent judgment, and apply high ethical standards, taking into account the interests of the Company and all stakeholders. Reference: ● Manual, pages 16, 19-21: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
Recommendation 2.2			
1. Board oversees the development, review and approval of the company's business objectives and strategy.	Compliant	Pursuant to the Company's Manual, it is the responsibility of the Board to oversee the development of and approve the Corporation's business objectives and strategy, and monitor their implementation, in order to sustain the Company's long-term viability and strength.	

		The Board performs these duties by approving, among others, resolutions which align with the Company's strategic objective of positioning itself as a leading developer of master planned fully integrated tourism estates in the Philippines catering to both the domestic and foreign markets. The Company's website provides all the current reports (SEC Form 17-C) submitted by the Company, which provides, among others, matters discussed and approved by the Board of Directors during their meetings, which are all geared towards achieving the Company's business objectives and strategy. Reference: ● Manual, pages 16-19: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Annual Report, page 4: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● SEC 17-C Current Report: https://geri.com.ph/company-disclosures/type/sec-form-17-c-current-report/	
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	The Company's Manual provides that the Board should formulate the Company's vision, mission, strategic objectives, policies and procedures that shall guide its activities.	

		As stated in its 2025 Sustainability Report, the Company upholds the following vision, mission and core values; Vision: The Company uplifts lives, impacts society, and helps shape the nation through integrated tourism estates. Mission: ● Pioneer concepts that promote integrated tourism estates in the projects they build ● Advocate responsible stewardship of the environment ● Deliver long-term value for their employees and shareholders ● Spur economic growth all over the country Values: The Company upholds Integrity, Creativity and Innovation, Excellence, and Love for the Company across the planning and execution of its projects. These values guide the planning, development, and operation of every project, ensuring consistent delivery of high-quality outcomes. The Company promotes and reinforces these values at all levels of the organization, from senior management to frontline employees. Reference: ● Manual, page 17: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Annual Report, page 4: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	

		• 2025 Sustainability Report attached to the 2025 Annual Report ("**Sustainability Report**"), page 245-246: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf • GERI Vision and Mission: https://geri.com.ph/about/mission-vision/	
2. Board has a strategy execution process that facilitates effective management performance and is attuned to the company's business environment, and culture.	Compliant	Pursuant to the Manual, the Board is responsible in fostering long-term success of the Corporation and in securing its sustained competitiveness, profitability and fiduciary responsibility in a manner that is consistent with its corporate objectives and the long-term best interests of its shareholders and other stakeholders. Further, the Board oversees the development of and approves the Corporation's business objectives and strategy, and monitors their implementation, in order to sustain the Corporation's long-term viability and strength. Reference: • Manual, pages 16-17: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
Recommendation 2.3			
1. Board is headed by a competent and qualified Chairperson.	Compliant	The Board of Directors of the Company is headed by Dr. Andrew L. Tan, whose expertise in the field of real estate is well-established. Dr. Tan's qualifications and experience are adequately provided in the Company's Annual Report and relevant disclosures.	

		Reference: ● Annual Report, pages 30 -31 https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● 2025 Information Statement, page 13: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf ● GIS, page 4: https://geri.com.ph/wp-content/uploads/2025/08/Global-Estate-Resorts-Inc._2025-General-Information-Sheet-for-Website.pdf	
Recommendation 2.4			
1. Board ensures and adopts an effective succession planning program for directors, key officers, and management.	Compliant	As provided in the Company's Manual and Board Charter, it is the duty of the Board to adopt an effective succession planning program for the directors, key officers, and management to ensure growth and a continued increase in the shareholders' value. Likewise provided in the Manual is the duty of the Corporate Governance Committee to recommend the succession plan for the board members and senior officers, and remuneration packages for corporate and individual performance. Reference: ● Manual, pages 18 and 28: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	

		• Board Charter, page 3: https://geri.com.ph/wp-content/uploads/2018/11/Board-Charter_0.pdf	
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	As disclosed in the Manual, it is the Board's responsibility to align the remuneration of key officers and board members with the long-term interests of the Company. Itshould formulate and adopt a policy specifying the relationship between remuneration and performance, which includes specific financial and non-financial metrics to measure performance and set specific provisions for employees with significant influence on the overall risk profile of the corporation. Reference: • Manual, pages 23-24, 27-28: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
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	In accordance with the Manual, no director participates in deciding on his renumeration. Reference: • Manual, page 24:	

		https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
Optional Recommendation 2.5			
1. Board approves the remuneration of senior executives.	Compliant	The Board approves the remuneration of the Company's key officers and senior executives. Provisions relative thereto are found in the Company's Manual (pages 23-24): https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf Reference: ● Manual, pages 23-24, 27-28: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
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	Pursuant to the Company's Manual, the Board, through its Corporate Governance Committee, should formulate and adopt a policy specifying the relationship between remuneration and performance, which includes specific financial and non-financial metrics to measure performance and set specific provisions for employees with significant influence on the overall risk profile of the corporation. To this end, the adoption of an Executive Stock Option Plan (ESOP), which was approved on 23 September 2011, is aligned with the performance-based principle being practiced by the Company. The purpose of the ESOP is to enable the key Company executives, directors and senior officers who are largely responsible for its further growth and development to obtain an ownership interest in the Company, thereby encouraging long-term commitment to the Company.	

		All 5 tranches of the ESOP has expired, the last of which expired on 16 June 2023. Thus, as of 31 December 2024, there are no remaining share options that can be exercised. Reference: ● Manual, pages 23-24, 27-28: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Annual Report (pages 18 and 38-40): https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● GERI's ESOP Reports to the PSE: https://geri.com.ph/company-disclosures/type/geri-exclusive-stock-plan-esop-reports/ ● 2025 Annual Financial Statements ("AFS"), attached to the Annual Report, pages 60-62): https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	Compliant	The Company's policy on b oard nomination and election are ingrained in its various corporate documents, detailed hereunder: ● Amended By-Laws, pages 3 and 4 : https://geri.com.ph/wp-content/uploads/2020/06/Amended-By-Laws-2019-1.pdf ● Manual, page 28 :	
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Compliant		

		https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● Corporate Governance Committee Charter , page 3 : https://geri.com.ph/wpcontent/uploads/2019/07/Corporate-Governance-Committee-Charter.pdf ● 2025 Information Statement (pages 5-7): https://geri.com.ph/wp-content/uploads/2025/08/Global-Estate-Resorts-Inc._2025-General-Information-Sheet-for-Website.pdf	
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		The Company has not engaged professional search firms or other external sources in the search for candidates. It develops its own pool of candidates based on established criteria and standards, while remaining open to the use of external sources when appropriate.
Recommendation 2.7			
1. Board has overall responsibility in ensuring that there is a group-wide policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions.	Compliant	As provided in the Company's Manual, the Board has the responsibility to formulate and implement group-wide policy and system governing related party transactions ("RPT") and other unusual or infrequently occurring transactions, particularly those which pass certain thresholds of materiality, to ensure the integrity and transparency of related party transactions between and among the Corporation and its parent company, joint ventures, subsidiaries, associates, affiliates, major stockholders, officers, and directors, including their spouses, children and dependent siblings and parents, and of interlocking director relationships by members of the Board. To this end, and in compliance with SEC Memorandum Circular No. 10-2019, the Company adopted its Related Party Transactions Policy, which took effect on October 28, 2019. This policy seeks to provide a mechanism for the identification, review, and approval of material related party transactions, and the determination, monitoring and management of the same. Reference: ● Manual, page 19: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	

		● Related Party Transactions Policy **("RPT Policy")**: https://geri.com.ph/wp-content/uploads/2019/11/Related-Party-Transactions-Policy.pdf ● Annual Report, page 6: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	Compliant		
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	Compliant		
Supplement to Recommendations 2.7			
1. Board clearly defines the threshold for disclosure and approval of RPTs and categorizes such transactions according to those that are considered *de minimis* or transactions that need not be reported or 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 RPT Policy is clearly defines the thresholds for disclosure and approval of RPTs and categorizes such transactions into those considered *de minimis* or not required to be reported or announced, those subject to disclosure requirements, and those requiring prior shareholder approval. Reference: ● RPT Policy, pages 2-4: https://geri.com.ph/wp-content/uploads/2019/11/Related-Party-Transactions-Policy.pdf	
2. Board establishes a voting system whereby a majority of non-related party shareholders	Compliant	As provided in the RPT Policy, all Material RPTs shall be approved by at least two-thirds (2/3) vote of the Company's Board of Directors, with at least a majority of the independent	

approve specific types of related party transactions during shareholders' meetings.		directors voting to approve the same. In case that majority of the independent directors' vote is not secured, the Material RPT may be ratified by the vote of the stockholders representing at least two-thirds (2/3) of the outstanding capital stock. For aggregate RPT transactions within a twelve (12)-month period that breaches the Materiality Threshold, the same Board approval will be required for the transaction/s that meets and exceeds the Materiality Threshold covering the same related party. Directors with personal interest in the transaction shall abstain from participating in discussions and voting on the same. In case they refuse to abstain, their attendance shall not be counted for the purposes of assessing the quorum and their votes shall not be counted for purposes of determining approval. Reference: ● RPT Policy, pages 2-4: https://geri.com.ph/wp-content/uploads/2019/11/Related-Party-Transactions-Policy.pdf	
Recommendation 2.8			
1. Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	Pursuant to the Company's Manual, it is the responsibility of the Board to appoint competent, professional, honest and highly motivated Management Officers. For 2025, the Management Team, composed of the following officers, was appointed during the Organizational Meeting of the Board of Directors held on June 26, 2025: 1. Andrew L. Tan – Chief Executive Officer 2. Monica T. Salomon – President 3. Lailani V. Villanueva – Chief Finance Officer/Treasurer, Compliance Officer, Corporate Information Officer	

		4. Atty. Marie Emelyn Gertrudes C. Martinez – Head of Legal 5. Karen B. Maderazo - Head of Human Resources, Corporate Services and Real Estate Management 6. Felipe L. Mangubat Jr. - Head of Operations Management 7. Kirk P. Abot - Head of Planning and Design 8. Atty. Maria Carla T. Uykim - Corporate Secretary and Assistant Corporate Information Officer 9. Nelileen S. Baxa - Asst. Corporate Secretary 10. Allan D. Espiritu - Chief Audit Executive Reference: ● Manual, page 17: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59	
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	As provided in the Company's Manual, the Board is responsible for establishing an effective performance management framework to ensure that the performance of both the Management and Company's personnel is at par with the standards set by the Board Reference: ● Manual, page 17:	

		https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
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	As provided in the Company's Manual, the Board is responsible for establishing an effective performance management framework to ensure that the performance of both the Management and Company's personnel is at par with the standards set by the Board. Reference: ● Manual, pages 17-18: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
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	The matter of internal control system is provided in the Manual, particularly those pertaining to the following provisions: ● Duties and Functions of the Board – which includes, among others, adopting a system of internal checks and balances and regularly review the effectiveness of the same (page 18) ● Internal Control and Risk Management Responsibilities of the Board – which enumerates the specific duties of the board in relation thereto (pages22-23) ● Audit Committee – which is a board committee created to enhance the Board's oversight capability over the Company's financial reporting, internal control system,	

		internal and external audit processes, and compliance with applicable laws and regulations (pages 28-32) • "Internal Auditor" - who performs internal audit functions, providing reasonable assurance that key organizational and procedural controls are effective, appropriate and complied with (pages 39-41) Reference: • Manual, pages 17-18: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
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	Pursuant to the Manual, the Board, through the Audit Committee, recommends the approval of the Internal Audit Charter ("IA Charter"), which formally defines the purpose, role, authority, and responsibility of Internal Audit and the audit plan as well as oversee the implementation of the IA Charter. Reference: • Manual, page 30: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • Internal Audit Charter:	

		https://geri.com.ph/wp-content/uploads/2019/07/Internal-Audit-Charter.pdf	
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	As provided in the Company's Manual, the Board is responsible for ensuring that the Company has an adequate and effective internal control system and an enterprise risk management ("ERM") framework in the conduct of its business, taking into account its size, risk profile and complexity of operations. The Board, through the Board Risk Oversight Committee (BROC), oversees and implements the Company's Enterprise Risk Management Framework. Reference: ● Manual, page 22: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Board Risk Oversight Committee Charter (**"BROC Charter"**): https://geri.com.ph/wp-content/uploads/2021/05/BROC-Committee-Charter-.pdf	
2. The risk management framework guides the Board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.	Compliant	Pursuant to the Manual and BROC Charter, the Board through the BROC, shall oversee the establishment of ERM framework that will effectively identify, monitor, assess and manage key business risks. The risk management framework shall guide the Board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies. Reference:	

		• Manual, page 22: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • BROC Charter, page 1: https://geri.com.ph/wp-content/uploads/2021/05/BROC-Committee-Charter-.pdf	
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 Company's Board Charter clearly defines and formalizes the roles, responsibilities, and accountabilities of the Board. It serves as a guide for the directors on how to discharge their functions and provides the standards for evaluating the performance of the Board. Reference: • Board Charter, page 6: https://geri.com.ph/wp-content/uploads/2018/11/Board-Charter_0.pdf	
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 Corporation respects the proprietary ownership of trade secrets and observes the confidentiality of non-public information. The Company's Insider Trading Policy outlines a clear insider trading policy which should be observed by the members of the Board, Management Team, and employees.	

		Reference: ● Insider Trading Policy https://geri.com.ph/investor-relations/corporate-governance/company-policies/insider-trading-policy/	
Optional: Principle 2			
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	The Company's Related Party Transactions Policy mandates that all dealings of the Company with any of its directors, officers, employees, shareholders and related interests, including the granting of loans or advances, shall be conducted in terms that are at least comparable to normal commercial practices to safeguard the best interest of the Company, its stockholders, creditors and other stakeholders. Further, the RPT Policy provides that related party transactions are entered into arms-length basis and will be disclosed, reviewed, and approved in accordance with the said p olicy and consistent with the principles of transparency and fairness. Reference: ● RPT Policy, pages 2-4: https://geri.com.ph/wp-content/uploads/2019/11/Related-Party-Transactions-Policy.pdf	
2. Company discloses the types of decision requiring board of directors' approval.	Compliant	The Company discloses such types of decision requiring Board approval through the submission of relevant reports with the SEC and PSE, as may be applicable, through SEC Form 17 C reports, Annual Report and Information Statement, among others, which are all uploaded in the Company's website. Reference: ● Annual Report, pages 43-44.	

		https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● 2025 Information Statement, pages 23-24. https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
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	Consistent with the Manual, the Board constituted the following Board Committees: 1. Board Executive Committee 2. Corporate Governance Committee 3. Board Risk Oversight Committee 4. Audit Committee 5. Related Party Transactions Committee Each committee has adopted a Charter which provides for its composition, duties and responsibilities in reference to the Manual. Reference: ● SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59	

		• Annual Report, page 37. https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf • Manual, pages 24-32: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • Board Committees and Charters: https://geri.com.ph/investor-relations/corporate-governance/board-committees/	
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	The Board is ably assisted by an Audit Committee to enhance its oversight capability over the C company's financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations. Reference: • Manual (pages 28-32): https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • Audit Committee Charter: https://geri.com.ph/investor-relations/corporate-governance/board-committees/audit-committee/	
2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.	Compliant	The Audit Committee is composed entirely of non-executive directors, including two (2) independent directors. The members are as follows: Chairman: Cresencio P. Aquino (Independent Director) Members:	

		1. Ma. Milagros C. Yuhico (Independent Director) 2. Kevin Andrew L. Tan Reference: ● SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59 ● 2025 Information Statement, pages 16-17. https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.	Compliant	Each member of the Audit Committee has adequate understanding of the Corporation's financial management systems and environment particularly, in the areas of accounting, audit and finance to generate effective discussion, challenge, and objective decision-making. Additionally, Ms. Yuhico, a member of the Audit Committee, is a Certified Public Accountant. Reference: ● Annual Report, pages 30-34. https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● 2025 Information Statement, pages 16-17. https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	

4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	Non-Compliant		The Chairman of Audit Committee, Mr. Cresencio P. Aquino, is an Independent Director. He is not the Chairman of the Board but serves as the Chairman of the Audit Committee, Related Party Transactions Committee and Board Risk Oversight Committee. Reference: ● Annual Report, pages 30-34. https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59
Supplement to Recommendation 3.2			
1. Audit Committee approves all non-audit services conducted by the external auditor.	Compliant	As provided in the Manual, the Audit Committee evaluates, determines and approves the non-audit work, if any, of the External Auditor, and reviews periodically the non-audit fees paid to the External Auditor. Reference:	

		• Manual, pages 27-28 and 31. https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • Annual Report, page 37. https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	Compliant	In accordance with the Company's Manual, the Audit Committee regularly meets with the Company's External Auditor, for the discussion of audit results of interim and annual financial statements for fiscal year 2025. Reference: • Manual, pages 28-31. https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
Optional: Recommendation 3.2			
3. Audit Committee meet at least four times during the year.	Compliant	In 2025, the Audit Committee held a total of four (4) meetings. Reference: • Annual Report, page 37. https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
Audit Committee approves the appointment and removal of the internal auditor.	Compliant	As provided in the Company's Manual, the Audit Committee exercises oversight function over the Company's Internal and External Auditors, which includes the authority to approve the appointment and removal of the internal auditor.	

4.		Reference: ● Manual, pages 28-32. https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
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 Company's Corporate Governance Committee is responsible for assisting the Board in the performance of its corporate governance responsibilities, including the functions that were formerly assigned to the Nomination and Remuneration Committee. Reference: ● Manual, pages 27-28: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Corporate Governance Committee Charter https://geri.com.ph/wp-content/uploads/2019/07/Corporate-Governance-Committee-Charter.pdf ● 2025 Information Statement, pages 16-17. https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf ● SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025:	

		https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59	
2. Corporate Governance Committee is composed of at least three (3) members, **all of whom should be independent directors**.	Non-compliant		As the Company has only two (2) independent directors, both of whom are members of the Corporate Governance Committee, the remaining committee member is a regular director. This notwithstanding, the Company remains compliant with the SRC Regulation on the required number of independent directors. ● SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59
3. Chairman of the Corporate Governance Committee is an independent director.	Compliant	The Chairman of the Corporate Governance Committee is Ms. Ma. Milagros C. Yuhico, who is an Independent Director. Reference: ● Manual, page 27: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	

		• SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59 • Annual Report, page 37. https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf • GIS, page 4 : https://geri.com.ph/wp-content/uploads/2025/08/Global-Estate-Resorts-Inc._2025-General-Information-Sheet-for-Website.pdf	
Optional: Recommendation 3.3			
4. Corporate Governance Committee meet at least twice during the year.	Compliant	In 2025, the Corporate Governance Committee held a total two (2) meetings. Reference: • Annual Report, page 37. https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
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 is assisted by the BROC who exercises oversight function of the Company's ERM framework that will effectively identify, monitor, assess and manage key business risks. Reference:	

		• Board Risk Oversight Committee Charter: https://geri.com.ph/wp-content/uploads/2021/05/BROC-Committee-Charter-.pdf • SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59	
2. BROC is composed of at least three (3) members, the majority of whom should be independent directors, including the Chairman.	Compliant	Majority of the members of the BROC are independent directors, including its Chairman. The members are as follows: Chairman: Cresencio P. Aquino (Independent Director) Members: 1. Ma. Milagros C. Yuhico (Independent Director) 2. Kevin Andrew L. Tan Reference: • SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59 • 2025 Information Statement, pages 16-17. https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Non-compliant		The Chairman of BROC, Mr. Cresencio P. Aquino, is an Independent Director. He is not the Chairman of the Board and but serves as the Chairman of

			Audit Committee and Related Party Transactions Committee. Reference: • Annual Report, pages 30-34. https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf • SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59
4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.	Compliant	All members of the BROC have extensive experience in risk management. Reference: • Annual Report, pages 33-34 : https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf • 2025 Information Statement, pages 13-17. https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	

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 Board is ably assisted by the Related Party Transaction Committee who ensures that the Company's related party transactions are entered into terms comparable to those available to unrelated third parties in similar transactions, in accordant with the Company's RPT Policy. Reference: ● SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59 ● Related Party Transactions Policy: https://geri.com.ph/wp-content/uploads/2021/05/RPT-Committee-Charter-.pdf	
2. RPT Committee is composed of at least three (3) non-executive directors, two (2) of whom should be independent, including the Chairman.	Compliant	The members of the RPT Committee who are all non-executive directors are the following : Chairman: Atty. Cresencio P. Aquino (Independent Director) Members: Ma. Milagros C. Yuhico (Independent Director) Giancarlo C. Ng Reference: ● SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59 ● 2025 Information Statement, pages 16-17.	

		https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
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	All Board committees have their respective committee charters setting out their respective purposes, composition, duties and responsibilities, and standards for evaluating the performance of each committee. The committee charters are posted in the company's website. Reference: 1. Board Executive Committee Charter: https://geri.com.ph/investor-relations/corporate-governance/board-committees/executive-committee/ 2. Corporate Governance Committee https://geri.com.ph/investor-relations/corporate-governance/board-committees/corporate-governance-committee/ 3. Board Risk Oversight Committee https://geri.com.ph/investor-relations/corporate-governance/board-committees/board-risk-oversight-committee/ 4. Audit Committee https://geri.com.ph/investor-relations/corporate-governance/board-committees/audit-committee/ 5. Related Party Transactions Committee	

		https://geri.com.ph/investor-relations/corporate-governance/board-committees/related-party-transactions-committee/	
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		
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 directors of the company attend and participate in the meetings of the Board, its committees and shareholders. In 2025, the Board held a total of seven (7) board meetings, and all directors recorded perfect attendance. Reference: ● Annual Report, pages 36-37: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● SEC 17-C report – Advisement Letter on Attendance in Board Meetings for 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=867d113c189c301364d70b69f0a3140b	

2. The directors review meeting materials for all Board and Committee meetings.	Compliant	As provided in the Company's Manual, d irectors are mandated to attend and participate in all meetings of the Board, committees, and shareholders in person or through videoconferencing conducted in accordance with the By-Laws and Revised Corporate Code. In Board and Committee meetings, the directors should review meeting materials and if called for, ask the necessary questions or seek clarifications and explanations. These activities are part of the specific duties and responsibilities of directors as set forth in the Manual, particularly the duty to "devote time and attention necessary to properly discharge his duties and responsibilities. Reference: ● Manual, page 20: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Annual Report, pages 36-37: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● SEC 17-C report – Advisement Letter on Attendance in Board Meetings for 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=867d113c189c301364d70b69f0a3140b	
3. The Directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	Compliant		
Recommendation 4.2			
1. Non-executive directors concurrently serve in a maximum of five (5) publicly listed companies to ensure that they have sufficient time to fully prepare for minutes, challenge Management's	Compliant	The Company's Manual provides that non-executive directors may concurrently serve as directors to a maximum of five (5) publicly listed companies.	

proposals/views, and oversee the long-term strategy of the company.		Information on the directorships of GERI's directors in both listed and non-listed companies are disclosed in the Annual Report and Information Statement, among others. Reference: ● Manual, page 20: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Annual Report, pages 30-33: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● 2025 Information Statement, pages 13-17. https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
Recommendation 4.3			
1. The Directors notify the company's Board before accepting a directorship in another company.	Compliant	As provided in the Company's Manual, directors shall notify the Company's Board before accepting a directorship in another company. Reference: ● Manual, page 8: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
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	Two executive directors of the Company, Dr. Andrew L. Tan and Ms. Lourdes T. Gutierrez-Alfonso, serve as directors in other listed companies, all of which are parent, subsidiary or affiliate companies of the Company. Reference: ● Annual Report, pages 30-31: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
2. Company schedules board of directors' meetings before the start of the financial year.		The schedule of the meeting of the Board are prepared, as much as practicable, before the start of the next fiscal year.	
3. Board of directors meet at least six times during the year.	C ompliant	In 2025, the Board held a total of seven (7) meetings, and all directors recorded perfect attendance. Reference: ● Annual Report, pages 36-37: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● SEC 17-C report – Advisement Letter on Attendance in Board Meetings for 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=867d113c189c301364d70b69f0a3140b	
4. Company requires as minimum quorum of at least 2/3 for Board decisions.	Non-compliant		The Company complies with its Amended By-Laws, which provides that a majority of the number of directors as fixed in the Articles of Incorporation shall constitute a quorum for the transaction of corporate

			business, while every decision of at least a majority of the directors present at a meeting at which a quorum is present shall be valid as a corporate act, except for the election of officers which requires the vote of a majority of all the members of the Board. The said quorum requirement is consistent with the Revised Corporation Code.
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 three (3) independent directors or such number as to constitute one-third of the board, whichever is higher.	Non-compliant		The Company has two (2) independent directors which is still compliant under the Securities Regulation Code (SRC) and Sec. 22 of the Revised Corporation Code (RCC), requiring a company to have at least 20% of the number of directors [i.e., nine (9) directors in the Company's case] or two (2), whichever is lower, but in no case less than two. Reference: ● Annual Report, pages 30-34: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf

			• SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59
Recommendation 5.2			
1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.	Compliant	The Corporate Governance Committee determined that all the nominees for regular and independent directors have all the qualifications and none of the disqualifications of a director. Reference: • 2025 Information Statement, page 16. https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
Supplement to Recommendation 5.2			
1. Company has no shareholder agreements, by-laws provisions, or other arrangements that constrain the directors' ability to vote independently.	Compliant	There are no shareholder agreements, by-laws provisions, or other arrangements that constrain the directors' ability to vote independently. Per Company's Code of Business Conduct and Ethics, a director should conduct fair business transactions with the Company and ensure that his personal interest does not bias, conflict, or prejudice Board decisions. Reference:	

		• Manual, pages 48 to 49: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • Code of Business Conduct & Ethics https://geri.com.ph/wp-content/uploads/2019/07/CodeOfBusinessConductAndEthics.pdf	
Recommendation 5.3			
1. The independent directors serve for a cumulative term of nine (9) years (reckoned from 2012).	Compliant	Mr. Cresencio P. Aquino, was first elected as an independent director in 2010 until 2012. Mr. Aquino was re-elected as Independent Director only on 15 February 2018. Meanwhile, Ms. Ma. Milagros C. Yuhico was first elected on 26 June 2025. Both Mr. Aquino and Ms. Yuhico have not exceeded the term limit for independent director, as none of them has served as independent director for more than nine (9) years, in compliance with relevant SEC regulations. Reference: • 2025 Information Statement, page 16. https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf • Annual Report, pages 3 3-34 : https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	

2. The company bars an independent director from serving in such capacity after the term limit of nine years.	Compliant	Pursuant to the Company's Manual on Corporate Governance, the Independent Directors of the Board shall serve for a maximum term of nine (9) years. Reference: ● Manual, page 7: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
3. In the instance that the company retains an independent director in the same capacity after nine (9) years, the board provides meritorious justification and seeks shareholders' approval during the annual shareholders' meeting.	Compliant		
Recommendation 5.4			
1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	Non-compliant		The Company's Chairman and CEO is Dr. Andrew L. Tan. This is in compliance with the Amended By-Laws of the Company. Reference: ● Annual Report, pages 30-31: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● SEC Form 17-C on the Results of the Annual Stockholder's Meeting held

			on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59
2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	Compliant	Even if the positions of Chairman of the Board and Chief Executive Officer are held by one individual, his functions as Chairman and as CEO are clearly delineated in the Manual. Reference: ● Manual, pages 9-11: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
Recommendation 5.5			
1. If the Chairman of the Board is not an independent director, the board designates a lead director among the independent directors.	Compliant	The Chairman of the Board, Dr. Andrew L. Tan, is not an independent director. Accordingly, and in compliance the Company's Manual and SEC Memorandum Circular No. 19, Series of 2016 , the Board appointed a lead independent director in the person of Atty. Cresencio P. Aquino, during the Organizational Meeting of the Board held on 26 June 2025. Reference: ● Manual, page 11 : https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59	

Recommendation 5.6			
1. Directors with material interest in a transaction affecting the corporation abstain from taking part in the deliberations on the transaction.	Compliant	Consistent with the duty of a director to conduct fair business transactions with the Company and ensure that his personal interest does not bias, conflict or prejudice Board decisions as set forth in the Manual, directors with personal interest in the transaction shall abstain from participating in discussions and voting on the same. Reference: ● Manual, page 19: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Related Party Transactions Policy, page 3: https://geri.com.ph/wp-content/uploads/2019/11/Related-Party-Transactions-Policy.pdf	
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.	Compliant	Pursuant to the Manual, non-executive directors shall conduct periodic meetings with the external auditor and heads of the internal audit, compliance, and risk functions, without any executive present. In 2025, the NEDs did not find it necessary to hold such meetings. Reference: ● Manual, page 6: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
2. The meetings are chaired by the lead independent director.	Compliant		

Optional: Principle 5			
1. None of the directors is a former CEO of the company in the past 2 years.	Non-compliant		Dr. Andrew L. Tan is the Company's CEO in the past two (2) years.
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	The Company's Manual provides for the periodic performance evaluation of the Board and its committees, including the Management and conducts an annual self-evaluation of its performance. Reference: ● Manual, page 17: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
2. The Chairman conducts a self-assessment of his performance.	Compliant		
3. The individual members conduct a self-assessment of their performance.	Compliant		
4. Each committee conducts a self-assessment of its performance.	Compliant		
5. Every three years, the assessments are supported by an external facilitator.	Compliant		

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	The Company's Manual provides for the periodic performance evaluation of the Board and its committees, including the Management and conducts an annual self-evaluation of its performance. Reference: ● Manual, pages 17 and 27-28: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Annual Report, page 43: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
2. The system allows for a feedback mechanism from the shareholders.	Compliant	Feedback mechanism from the shareholders is also available thru: 1. Open Forum during the Annual Stockholder's Meeting 2. GERI's website where the company's Investor Relations or the Customer Service contact information are available, which is found in this link: https://geri.com.ph/contact-us/	
Principle 7: Members of the Board are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.			
Recommendation 7.1			
1. Board adopts a Code of Business Conduct and Ethics, which provide standards for professional and ethical behavior, as well as articulate acceptable and unacceptable conduct and practices in internal and external dealings of the company.	Compliant	The Company's Code of Business Conduct and Ethics serve as a guide for Directors, Senior Management, Employees and other stakeholders, as to the standard of professional and ethical behavior, as well as the acceptable and unacceptable conduct and practices in internal and external dealings of the company. Reference:	

		● Code of Business Conduct & Ethics https://geri.com.ph/wp-content/uploads/2019/07/CodeOfBusinessConductAndEthics.pdf	
2. The Code is properly disseminated to the Board, senior management, and employees.	Compliant	Pursuant to the Company's Manual, c opies of the Code of Business Conduct and Ethics are disseminated to the Board, all senior management, and employees. The contents thereof are explained to new employees as part of their orientation. The Company's Human Resources Division cascades the training program on Code of Ethics. Reference: ● Manual, page 47: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Code of Business Conduct & Ethics https://geri.com.ph/wp-content/uploads/2019/07/CodeOfBusinessConductAndEthics.pdf	
3. The Code is disclosed and made available to the public through the company website.	Compliant	The Company's Code of Business Conduct and Ethics is posted on its website and is accessible to the public. Reference: ● Code of Business Conduct & Ethics	

		https://geri.com.ph/wp-content/uploads/2019/07/CodeOfBusinessConductAndEthics.pdf	
Supplement to Recommendation 7.1			
1. Company has clear and stringent policies and procedures on curbing and penalizing company involvement in offering, paying, and receiving bribes.	Compliant	The Company's "No Acceptance of Gifts Policy" prohibits the solicitation or acceptance of gifts in any form from a business partner, directly or indirectly, by any director, officer, or employee of the Company. This policy, which is embodied in the Code of Business Conduct and Ethics, is intended to ensure integrity in procurement practices and the selection of the most appropriate business partner in each instance. Moreover, the Company, through its Human Resources Division, issued a memo on 22 December 2017 entitled "Reiteration of Company Policy on Receiving Gifts from Supplier/Contractor". Reference: ● Code of Business Conduct & Ethics https://geri.com.ph/wp-content/uploads/2019/07/CodeOfBusinessConductAndEthics.pdf ● Company Policy on Receiving Gifts from Supplier/Contractor https://geri.com.ph/wp-content/uploads/2020/06/POLICY-ON-RECEIVING-GIFTS-FROM-SUPPLIER.pdf	
Recommendation 7.2			
1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	Compliant	The Company implements and monitors compliance through its Human Resource Division, with the support of the Division	

		Heads who are tasked with cascading Company policies to the employees and monitoring their adherence to the policies. Reference: ● Manual, page 47: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Code of Business Conduct & Ethics https://geri.com.ph/wp-content/uploads/2019/07/CodeOfBusinessConductAndEthics.pdf	
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	Compliant		
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 Company's Manual on Corporate Governance provides that the Company shall establish corporate disclosure policies and procedures that are practical, reasonable and in accordance with the industry's best practices and regulatory requirements. This is to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders, giving a fair and complete picture of a company's financial condition, results and business operations. The implementation of these provisions is reflected through the reports submitted by the Company to the SEC and to the PSE Edge portal, such as the Information Statement, Annual	

		Report, Audited Financial Statements and Management Report, Quarterly Report, Press Releases and other Current Reports of the Company, among others. Reference: ● Manual, pages 48-49: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
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.	C ompliant	The Company's 2025 Audited Consolidated Financial Statements, which is part of the Annual Report, was published within ninety (90) days from the end of the fiscal year, while the interim reports were published within forty-five (45) days from the end of the reporting period, particularly on the following dates: Report / Date of Submission / Actual No. of Days from deadline: 17-Q (1st Quarter) / May 14, 2025 / 44 days 17-Q (2nd Quarter) / Aug 13, 2025 / 44 days 17-Q (3rd Quarter) / Nov 13, 2025 / 44 days Annual Report / Mar 30, 2026 / 89 days Reference: ● 17-Q (1st Quarter): https://edge.pse.com.ph/openDiscViewer.do?edge_no=5781cd5d45d65d44ec6e1601ccee8f59 ● 17-Q (2nd Quarter):	

Report	Date of Submission	Actual No. of Days from deadline
17-Q (1st Quarter)	May 14, 2025	44 days
17-Q (2nd Quarter)	Aug 13, 2025	44 days
17-Q (3rd Quarter)	Nov 13, 2025	44 days
Annual Report	Mar 30, 2026	89 days

		https://edge.pse.com.ph/openDiscViewer.do?edge_no=0d15469001d224e2ec6e1601ccee8f59 ● 17-Q (3rd Quarter): https://edge.pse.com.ph/openDiscViewer.do?edge_no=31eec147f8084590ec6e1601ccee8f59 ● Annual Report: https://edge.pse.com.ph/openDiscViewer.do?edge_no=c43e00cede45acb964d70b69f0a3140b	
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; crossholdings among company affiliates; and any imbalances between the controlling shareholders' voting power and overall equity position in the company.	Compliant	The Security Ownership of Certain Beneficial Owners and Management of the Company is disclosed in the Annual Report and Information Statement. Reference: ● Annual Report, pages 40-41: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● 2025 Information Statement, pages 10-11. https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
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 (3) business days.	Compliant	As provided in the Company's Manual, all directors and officers are required to disclose/report to the C ompany any dealings in the Company's shares within three (3) business days.	

		Reference: ● Manual, page 49: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf .	
2. Company has a policy requiring all officers to disclose/report to the company any dealings in the company's shares within three (3) business days.	Compliant		
Supplement to Recommendation 8.2			
1. Company discloses the trading of the corporation's shares by directors, officers (or persons performing similar functions) and controlling shareholders. This includes the disclosure of the company's purchase of its shares from the market (*e.g.*, share buy-back program).	Compliant	The Company complies with the Securities and Regulations Code (SRC) on Reports of Directors and Officers and holders of more than 10%. As required, the Company files SEC Form 23-A on Initial Statement of Beneficial Ownership of Securities and SEC Form 23-B on Changes in the Beneficial Ownership of Securities. The Company also complies with the relevant provisions of the SRC and the Disclosure Rules of The Philippine Stock Exchange, Inc. In any event, trading of shares of directors, officers and controlling shareholders are promptly disclosed by the Company. Reference: ● Manual, pages 48-49: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • SEC Form 23-A of Ms. Ma. Milagros C. Yuhico https://geri.com.ph/wp-content/uploads/2026/04/SEC-Form-23A-Yuhico.pdf	

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 directors' academic qualifications, share ownership in the Company, membership in other boards, other executive positions, professional experiences, expertise, and relevant trainings attended are set out in the Company's Annual Report and Information Statement, among others. Reference: ● Annual Report, pages 30-33 : https://edge.pse.com.ph/openDiscViewer.do?edge_no=61780d0eac86fb71ec6e1601ccee8f59 ● 2025 Information Statement, pages 13-15: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
2. Board fully discloses all relevant and material information on key executives to evaluate their experience and qualifications and assess any potential conflicts of interest that might affect their judgment.	Compliant	The Company's key officers' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise, and relevant trainings attended are set out in the Company's Annual Report and Information Statement, among others. Reference: ● Annual Report, pages 30-33: https://edge.pse.com.ph/openDiscViewer.do?edge_no=61780d0eac86fb71ec6e1601ccee8f59 ● 2025 Information Statement, pages 13-15: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	

Recommendation 8.4			
1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same.	Compliant	The Company's Manual provides for the policies and procedure for setting the Board and executive officers' remuneration. Moreover, information relative to the remuneration of executive officers are set out in the Annual Report. Reference: ● Manual, pages 23-24: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Annual Report, pages 36-37 : https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● 2025 Information Statement, pages 19-20: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.	Compliant		
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Non-compliant		The Company complies with Part IV, Paragraph ((A) and (B) of "Annex C, of the SRC and discloses information on remuneration as a group and in aggregate amount and not on individual basis.
Recommendation 8.5			
1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions in their Manual on Corporate Governance.	Compliant	The Company's Manual required the disclosure of its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions in their Manual on Corporate Governance. The material or significant RPTs reviewed and approved during the year should be disclosed in its Annual Corporate Governance Report.	

		Reference; ● Manual, pages 48-49: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Annual Report, page 39 : https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
2. Company discloses material or significant RPTs reviewed and approved during the year.	Compliant	The Company discloses such information in the Annual Report and Information Statement, among others. Reference: ● Annual Report (page 39): https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● 2025 Information Statement, pages 10-11 : https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
Supplement to Recommendation 8.5			
1. Company requires directors to disclose their interests in transactions or any other conflict of interests.	Compliant	The Manual requires directors to immediately disclose any actual or potential conflict of interest that may arise and is prohibited from participating in the decision-making process where such conflict actually exists or potentially may exist. A similar requirement is found the Company's Conflict of Interest Policy.	

		Reference: ● Manual, pages 48-49: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Conflict of Interest Policy: https://geri.com.ph/investor-relations/corporate-governance/company-policies/conflict-of-interest-policy/	
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	Information on RPTs of the Company can be found in Note 21 of the AFS attached to the Annual Report. Reference: ● Annual Report, pages, 215-221: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
Recommendation 8.6			
1. Company makes a full, fair, accurate and timely disclosure to the public of every material fact or event that occur, particularly on the acquisition or disposal of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders.	Compliant	Set out in the Manual are numerous provisions espousing "Disclosure and Transparency" and "Commitment to Corporate Governance" all geared towards providing accurate, reliable and timely report to stakeholders. These are also covered by the provisions on Shareholder Rights and Protection of Minority Shareholders' Interests. Specific provision on disclosure of acquisition or disposition of significant assets is found under the heading "Reportorial or Disclosure System of GERI's Corporate Governance Policies" in the Manual.	

		Moreover, the Company also ensures that it complies with the relevant regulations of the SEC and the PSE Disclosure Rules. All required disclosures are immediately posted on the PSE Edge portal and on the Company website through the submission, among others of SEC Form 17-C (Current Report). Reference: ● Manual, pages 28-50: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● SEC Form 17-C (Current Report): https://geri.com.ph/company-disclosures/type/sec-form-17-c-current-report/ ● Annual Report, pages 43-44: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.	Compliant	This is covered by the Disclosure and Transparency provisions in the Manual. Reference: ● Manual, page 48: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
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 the	Compliant	There are no shareholder agreements, by-laws provisions, or other arrangements that constrain the directors' ability to vote independently.	

control, ownership, and strategic direction of the company.		The Manual provides for provisions on Disclosure and Transparency. Moreover, the Company's Code of Business Conduct and Ethics provides that a director should conduct fair business transactions with the Company and ensure that his personal interest does not bias, conflict, or prejudice Board decisions. Reference: ● Manual, pages 48-49: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Code of Business Conduct and Ethics: https://geri.com.ph/investor-relations/corporate-governance/code-of-business-conduct-and-ethics/	
Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	Compliant	GERI's corporate governance policies, programs and procedures are contained in its Manual, which was submitted to SEC and PSE. Reference: ● Manual: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
2. Company's MCG is submitted to the SEC and PSE.	Compliant		

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.	Compliant	Per PSE Disclosure Form 17-18, the Company submitted its Manual to SEC and PSE on 01 June 2017.	
Optional: Principle 8			
1. Does the company's Annual Report disclose the following information:		The Company's corporate objectives, financial performance indicators, non-financial indicators, dividend policy, biographical details of all directors, attendance details of each director in all director meetings held in 2025, attendance details, total remuneration of each director were provided in the company's Annual Report. Reference: ● Annual Report, pages 230-235: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
a. Corporate Objectives	Compliant	This is found in pages 4-5 of the Annual Report. Reference: ● Annual Report, pages 4-5: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
b. Financial performance indicators	Compliant	Financial Performance Indicators are disclosed in pages 18-28 of the Annual Report. Reference:	

		● Annual Report, pages 18-29: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
c. Non-financial performance indicators	Compliant	GERI's non-financial performance indicators are disclosed in pages 18-28 of the Annual Report. Reference: ● Annual Report, pages 18-28: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
d. Dividend Policy	Compliant	GERI's Dividend Policy is disclosed in pages 17-18 of the Annual Report. Reference: ● Annual Report, pages 17-18: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
e. Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and other directorships in listed companies) of all directors	Compliant	The profiles of each director are disclosed in Item 9 of the Annual Report . Reference: ● Annual Report, pages 29-34: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
f. Attendance details of each director in all directors' meetings held during the year	Compliant	The attendance details of each director in all directors' meetings held during the year are disclosed in the Annual Report.	

		Reference: ● Annual Report, pages 36-37: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
g. Total remuneration of each member of the Board of directors	Compliant	This is disclosed the Company's Annual Report, directors only receive a reasonable per diem. Reference: ● Annual Report, pages 39-40: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
2. The Annual Report contains a statement confirming the company's full compliance with the Code of Corporate Governance and where there is noncompliance, identifies and explains reason for each such issue.	Compliant	The confirmation of the Company's compliance with the Code of Corporate Governance is disclosed in its Annual Report. Reference: ● Annual Report, pages 42-43: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
3. The Annual Report/Annual CG Report discloses that the Board of directors conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems.	Compliant	This is provided in the Company's Annual Report relative to the Statements of Management's Responsibility for Financial Statements. Reference: ● Annual Report, pages 42-43: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
4. The company discloses in the Annual Report the key risks to which the company is materially	Compliant	The key risks to which the Company is materially exposed are disclosed in Item 1 of the Annual Report.	

exposed to (*i.e.*, financial, operational including IT, environmental, social, economic).		Reference: ● Annual Report, pages 4-12: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
Principle 9: The company should establish standards for the appropriate selection of an external auditor, and exercise effective oversight of the same to strengthen the external auditor's independence and enhance audit quality.			
Recommendation 9.1			
1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.	Compliant	As provided under the Company's Manual and Audit Committee Charter, the selection, appointment, re-appointment, removal and fees of external auditor shall be approved by the Board upon the recommendation of the committee and ratified by the stockholders. Reference: ● Manual, pages 28-29 : https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Audit Committee Charter: https://geri.com.ph/investor-relations/corporate-governance/board-committees/audit-committee/ • Annual Report, 28-29: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf • Annual Stockholders' Meeting Minutes of the Meeting: https://geri.com.ph/wp-content/uploads/2025/07/Draft-GERI-ASM-Minutes-26-June-2025.pdf	

2. The appointment, reappointment, removal, and fees of the external auditor is recommended by the Audit Committee, approved by the Board, and ratified by the shareholders.	Compliant	The Board and the stockholders approve the Audit Committee's recommendation on the appointment of external auditor. Reference: ● Manual, pages 28-29 : https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Audit Committee Charter: https://geri.com.ph/investor-relations/corporate-governance/board-committees/audit-committee/ ● Annual Report, 28-29: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● Annual Stockholders' Meeting Minutes of the Meeting: https://geri.com.ph/wp-content/uploads/2025/07/Draft-GERI-ASM-Minutes-26-June-2025.pdf	
3. For removal of the external auditor, the reasons for removal or change are disclosed to the regulators and the public through the company website and required disclosures.	Compliant		
Supplement to Recommendation 9.1			
1. Company has a policy of rotating the lead audit partner every five years.	Compliant	The Audit Committee Charter provides that the Company's external auditor shall either be rotated or the handling partner shall be changed every five (5) years or earlier. Reference:	

		• Manual, pages 38 to 39 : https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • Annual Report, pages 28-29 : https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
Recommendation 9.2			
1. Audit Committee Charter includes the Audit Committee's responsibility on: i. assessing the integrity and independence of external auditors; ii. exercising effective oversight to review and monitor the external auditor's independence and objectivity; and iii. exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.	Compliant	The Audit Committee Charter provides for these matters. Reference: • Manual, pages 28-29: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • Audit Committee Charter: https://geri.com.ph/investor-relations/corporate-governance/board-committees/audit-committee/	
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		
Supplement to Recommendations 9.2			
1. Audit Committee ensures that the external auditor is credible, competent and has the ability to	Compliant	This is covered by the Company's Audit Committee Charter.	

understand complex related party transactions, its counterparties, and valuations of such transactions.		Reference: • Manual, pages 28-29: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • Audit Committee Charter: https://geri.com.ph/investor-relations/corporate-governance/board-committees/audit-committee/	
2. Audit Committee ensures that the external auditor has adequate quality control procedures.	Compliant	This is covered by the Company's Audit Committee Charter. Reference: • Manual, pages 28-29: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • Audit Committee Charter: https://geri.com.ph/investor-relations/corporate-governance/board-committees/audit-committee/	
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	This is provided in the Company's Annual Report. Reference: • Annual Report, pages 28-29: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	

2. Audit Committee stays alert for any potential conflict of interest situations, given the guidelines or policies on non-audit services, which could be viewed as impairing the external auditor's objectivity.	Compliant	This is provided in the Company's Manual. Reference: ● Manual, pages 28-29: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
Supplement to Recommendation 9.3			
1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	Compliant	As stated in the Company's Manual the non-audit work, if allowed, should be disclosed in the Corporation's Annual Report and Annual Corporate Governance Report. For 2025, there were no non-audit professional services rendered by the Company's external auditor. Reference: ● Manual, page 31: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Annual Report, pages 28-29: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
Additional Recommendation to Principle 9			
1. Company's external auditor is duly accredited by the SEC under Group A category.	Compliant	The Company's external auditor is duly accredited by the SEC: 1. Name of audit engagement partner: Edcel U. Costales 2. Accreditation number: Partner - No. 134633 3. Accreditation Number: Firm – No. 0002. SEC Group A accreditation (until August 12, 2027)	

		4. Name, address, contact number of the audit firm: Punongbayan and Araullo; 20th Floor, Tower 1, The Enterprise Center, 6766 Ayala Avenue, Makati City; 8988-2288 Reference: • Annual Report, page 56: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf • General Information Statement, page 1. https://geri.com.ph/wp-content/uploads/2025/08/Global-Estate-Resorts-Inc._2025-General-Information-Sheet-for-Website.pdf	
2. Company's external auditor agreed to be subjected to the SEC Oversight Assurance Review (SOAR) Inspection Program conducted by the SEC's Office of the General Accountant (OGA).	Compliant	The Company's External Auditor, Punongbayan & Araullo, was last subjected to SOAR Inspection in 2018.	
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	The Manual provides that the Corporation should ensure that material and reportable non-financial and sustainability issues are disclosed. The Company's sustainability measures and initiatives are consolidated in its 2025 Annual Sustainability Report, which is attached to the Annual Report. Reference:	

		• Manual, page 49: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • Sustainability Report, pages 241-351: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	Compliant	The C ompany complies with SEC Memorandum Circular No, 4, Series of 2019 on Sustainability Reporting Guidelines for Publicly- Listed companies, as reflected in its 2025 Annual Sustainability Report. Moreover, the Company is now preparing to comply with SEC MC No. 16-2025.	
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	Listed below are the various modes of communication used by the Company to disseminate information between employees and management or the Company and its stockholders: • Bulletin boards, • Newsletters • Magazines • Electronic mail newsletters or messages • Memos • Reports • Press Releases • Corporate filings filed with the Securities and Exchange Commission and the Philippine Stock Exchange such as but not limited to press releases, Sec Form 17-C, Annual Report, Quarterly Report and other structure disclosures found in	

		https://edge.pse.com.ph/companyDisclosures/form.do?cmpy_id=193 Also, the Company utilizes its website as communication channel used by the Company in which all its public, material, and relevant information are disclosed. Reference: ● Corporate filings filed with the Securities and Exchange Commission and the Philippine Stock Exchange: https://edge.pse.com.ph/companyDisclosures/form.do?cmpy_id=193 ● GERI Company Disclosures: https://geri.com.ph/investor-relations/company-disclosures/sec-filings/	
Supplemental to Principle 11			
1. Company has a website disclosing up-to-date information on the following:		Links of the following information are available at:	
a. Financial statements/reports (latest quarterly)	Compliant	Reference: ● 2025 Quarterly Reports: https://geri.com.ph/company-disclosures/type/sec-form-17-q-quarterly-report/	
b. Materials provided in briefings to analysts and media	Compliant	Reference: ● Materials provided in briefings to analysts and media:	

		https://geri.com.ph/news/	
c. Downloadable annual report	Compliant	Reference: ● 2025 Annual Report: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
d. Notice of ASM and/or SSM	Compliant	Reference: ● 2025 Information Statement, pages 19-20: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
e. Minutes of ASM and/or SSM	Compliant	Reference: ● Minutes of ASM and/or SSM: https://geri.com.ph/wp-content/uploads/2025/07/Draft-GERI-ASM-Minutes-26-June-2025.pdf	
a. Company's Articles of Incorporation and By-Laws	Compliant	Reference: ● Articles of Incorporation and By-Laws: https://geri.com.ph/about/articles-of-incorporation-by-laws/	
Additional Recommendation to Principle 11			
1. Company complies with SEC-prescribed website template.	Compliant	The Company complies with SEC Memorandum Circular No. 11, series of 2014.	

		Reference: ● GERI's Company's website: https://geri.com.ph/	
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	The Company's internal control system are set out in the Manual and the adoption of which is part of the duties and functions of the Board (page 18). This is also embodied in the "Internal Control and Risk Management Responsibilities of the Board" (pages 22 -23). The Audit Committee assists the Board in fulfilling its oversight responsibilities for the financial reporting process, internal control, risk management, internal audit, external audit, management and legal, tax and regulatory compliance while the Management is responsible for the implementation of the internal control system of the Company (pages 28-32). Reference: ● Manual, pages 18, 22-23 and 28-32: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	Compliant	This is also covered by the "Internal Control and Risk Management Responsibilities of the Board" contained in the Manual. Reference: ● Manual, pages 22-23:	

		https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
Supplement to Recommendations 12.1			
1. Company has a formal comprehensive enterprise-wide compliance program covering compliance with laws and relevant regulations that is annually reviewed. The program includes appropriate training and awareness initiatives to facilitate understanding, acceptance, and compliance with the said issuances.	Compliant	The Company adopted the Manual to effectively serve as its comprehensive enterprise-wide compliance program. The Manual shall serve to institutionalize the Company's principles of good corporate governance and for this purpose, the Board, Management, employees and shareholders of the Company shall exert utmost efforts to promote and encourage awareness of these principles. Corporate Governance as defined in the Manual, is the system of stewardship and control to guide the organizations in fulfilling their long-term economic, moral, legal and social obligations towards their stakeholders . Corporate governance necessitates compliance with laws and relevant regulations. Reference: ● Manual, page 2: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
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	The Manual has various provisions under the heading of "Internal Auditor" which covers this matter. The Company's Internal Audit is in-house and is headed by Mr. Allan D. Espiritu. . Reference: ● Manual, page 39-40:	

		https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59 ● 2025 Information Statement, page 15: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf ● Annual Report, page 38. https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● GIS, page 4. https://geri.com.ph/wp-content/uploads/2025/08/Global-Estate-Resorts-Inc._2025-General-Information-Sheet-for-Website.pdf	
Recommendation 12.3			
1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	Compliant	The Company's Chief Audit Executive is Mr. Allan D. Espiritu. The Manual has various provisions under the heading of "Internal Auditor" which covers this matter. The appointment of CAE is also provided under the heading "Audit Committee" in the Manual. Reference: ● Manual, pages 28-32 and 39-40:	

		https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59 ● 2025 Information Statement, page 15: ● https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf ● Annual Report, page 38. https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● GIS, page 4. https://geri.com.ph/wp-content/uploads/2025/08/Global-Estate-Resorts-Inc._2025-General-Information-Sheet-for-Website.pdf	
2. CAE oversees and is responsible for the internal audit activity of the organization, including that portion that is outsourced to a third-party service provider.	Compliant		
3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the	Compliant	There is a provision in the Manual requiring Audit Committee approval of the terms and conditions of outsourcing internal audit services, assigning a qualified independent executive or senior management personnel may be included in the said terms	

responsibility for managing the fully outsourced internal audit activity.		and conditions. At the moment, this is not applicable since the internal audit functions are not outsourced. Reference: ● Manual, page 31: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
Recommendation 12.4			
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	Compliant	The various divisions and departments of the Company respectively manage the risks associated with their functions.	
Supplement to Recommendation 12.4			
1. Company seeks external technical support in risk management when such competence is not available internally.	Compliant	When warranted, the Company may seek external technical support in risk management.	
Recommendation 12.5			
1. In managing the company's Risk Management System, the company has a Chief Risk Officer (CRO), who is the ultimate champion of Enterprise Risk Management (ERM).	Compliant	The Company's Chief Risk Officer is Mr. Allan D. Espiritu. He was appointed as such on 27 June 2024. Reference: ● SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59 ● 2025 Information Statement, pages 12 and 15:	
2. CRO has adequate authority, stature, resources, and support to fulfill his/her responsibilities.	Compliant		

		https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf ● Annual Report, page 38. https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● GIS, page 4. https://geri.com.ph/wp-content/uploads/2025/08/Global-Estate-Resorts-Inc._2025-General-Information-Sheet-for-Website.pdf	
Additional Recommendation to Principle 12			
1. Company's Chief Executive Officer and Chief Audit Executive attest in writing, at least annually, that a sound internal audit, control and compliance system is in place and working effectively.	Compliant	In the Company's Manual, a statement that the directors have reviewed the effectiveness of the risk management system and ensure the adequacy; and that the risk management system is reviewed annually, is provided. Reference: ● Manual, pages 22-23: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
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	The Manual provides for a list of shareholders' rights. Reference: ● Manual, pages 41-46:	

		https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	Compliant		
Supplement to Recommendation 13.1			
1. Company's common share has one vote per one share.	Compliant	This is provided in the Amended By-Laws and Information Statement. ● Amended By-Laws, pages 3 and 4: https://geri.com.ph/wp-content/uploads/2020/06/Amended-By-Laws-2019-1.pdf ● 2025 Information Statement, pages 5-6: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
2. Board ensures that all shareholders of the same class are treated equally with respect to voting rights, subscription rights and transfer rights.	Compliant	This is provided in the Company's Manual and Amended By-Laws: Reference: ● Manual, pages 41-46: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf ● Amended By-Laws, page 9: https://geri.com.ph/wp-content/uploads/2020/06/Amended-By-Laws-2019-1.pdf	

3. Board has an effective, secure, and efficient voting system.	Compliant	The Company's voting procedure is disclosed in the Manual, Amended By-Laws and Information Statement. Reference: • Manual, pages 41-42: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • Amended By-Laws, page 10 : https://geri.com.ph/wp-content/uploads/2020/06/Amended-By-Laws-2019-1.pdf • 2025 Information Statement, pages 5-6: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
4. Board has an effective shareholder voting mechanisms such as supermajority or "majority of minority" requirements to protect minority shareholders against actions of controlling shareholders.	Compliant	The Board is committed to respect the rights of the shareholders as provided for in the Revised Corporation Code. These include the right to vote on all matters that require their consent or approval, such that a director shall not be removed without cause if it will deny minority shareholders representation in the Board. Reference: • Manual, pages 41-42: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • Amended By-Laws, page 10: https://geri.com.ph/wp-content/uploads/2020/06/Amended-By-Laws-2019-1.pdf	

		• 2025 Information Statement, pages 5-6: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
5. Board allows shareholders to call a special shareholders' meeting and submit a proposal for consideration or agenda item at the Annual Stockholders' Meeting or special meeting.	Compliant	This is provided in the Company's Amended By-Laws and Manual: Reference: • Amended By-Laws, page 9 : https://geri.com.ph/wp-content/uploads/2020/06/Amended-By-Laws-2019-1.pdf • Manual, page 44 : https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf.	
6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	Compliant	The Manual has various provisions under the heading "Shareholder Rights and Protection of Minority Shareholders' Interests". Reference: • Manual, pages 44-46: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf.	
7. Company has a transparent and specific dividend policy.	Compliant	This is provided in the Company's Manual, in relation to the shareholders' right to dividends, and in the Annual Report. Reference:	

		• Manual, pages 43: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf. • Annual Report, pages 17-18. https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
Optional: Recommendation 13.1			
1. Company appoints an independent party to count and/or validate the votes at the Annual Shareholders' Meeting.	Compliant	The Company's Stock and Transfer Agent, BDO Unibank, Inc. - Trust & Investments Group Securities Services & Corporate Agencies may be requested to validate the votes at the Annual Shareholders' Meeting.	
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.	Nom-Compliant		The Notice of Annual Stockholders' Meeting for 2025 was disclosed 21 days before the meeting held on 26 June 2025, in compliance with the SEC Notice dated March 12, 2025 on Alternative Mode For Distributing And Providing Copies Of The Notice Of Meeting, Information Statement, and Other Documents in Connection with the Holding Of Annual Stockholders' Meeting ("ASM") and Special Stockholders' Meeting ("SSM"), Collectively, "Meeting" for the year 2025. Reference:

			● GERI's PSE Disclosure: https://edge.pse.com.ph/companyDisclosures/form.do?cmpy_id=193 ● 2025 Information Statement: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf
Supplemental to Recommendation 13.2			
1. Company's Notice of Annual Stockholders' Meeting contains the following information:			
a. The profiles of directors (i.e., age, academic qualifications, date of first appointment, experience, and directorships in other listed companies)	Compliant	The Company's Information Statement for the 2025 Annual Stockholders' included the profiles of directors, which provide information on their first appointment, experience and directorships in other listed companies. Reference: ● 2025 Information Statement: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
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	These are provided in the Information Statement. Reference: ● 2025 Information Statement, page 3: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
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	In compliance with SEC rules, the Results of the Annual Stockholders Meeting is immediately disclosed in the PSE Edge portal after the Annual Stockholders' Meeting through the filing of SEC Form 17-C and subsequently posted on the Company's website. Likewise, the Minutes of the 2025 Annual Shareholders' Meeting, is uploaded in the Company's website within five (5) business days from the end of the meeting. Reference: ● 2025 Information Statement, page 3: https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf ● SEC Form 17-C on the Results of the Annual Stockholder's Meeting held on June 26 2025: https://edge.pse.com.ph/openDiscViewer.do?edge_no=030e45889aa64fdeec6e1601ccee8f59 ● Draft Minutes of the 2025 Annual Stockholders' Meeting: https://geri.com.ph/wp-content/uploads/2025/07/Draft-GERI-ASM-Minutes-26-June-2025.pdf	

2. Minutes of the Annual and Special Shareholders' Meetings were available on the company website within five business days from the end of the meeting.	Compliant		
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.	Compliant	The Company invites the External Auditor to attend the ASM. Representatives of Punongbayan and Araullo, the Company's External Auditor, attended the 2025 ASM. Their attendance is disclosed in the Minutes of the said meeting . Reference: ● Draft Minutes of the 2025 Annual Stockholders' Meeting: https://geri.com.ph/wp-content/uploads/2025/07/Draft-GERI-ASM-Minutes-26-June-2025.pdf	
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 provided in the Manual. Reference: ● Manual, page 19: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf.	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Compliant	The alternative dispute mechanism is found in Section IV(G)(2)(m) and Section VII (E) of the Company's Manual. Reference: ● Manual, pages 19 and 46:	

		https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf.	
Recommendation 13.5			
1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.	Compliant	The Company's Investor Relations Officer is: Mr. Andy Dela Cruz Tel. No. (632) 8-894-6300 / 7-905-2800 Fax N/A Email: investorrelations@megaworldcorp.com The name and contact details of the Company's Investor Relations Officer can also be found on the Company's website:https://geri.com.ph/investor-relations/investor-relations-contact-information/	
2. IRO is present at every shareholder's meeting.		The Company's IRO is invited during Annual Shareholders' Meeting.	
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	As stated in GERI's Code of Business Conduct and Ethics, the Company complies with all applicable laws and regulations designed to protect the rights of all shareholders, including those holding minority interests. In addition, the Company's Manual has various provisions under the heading "Shareholder Rights and Protection of Minority Shareholders' Interests". Reference: • Manual, pages 41-46: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf.	

2. Company has at least thirty percent (30%) public float to increase liquidity in the market.	Non-compliant		As of December 31, 2025 , the Company's public float is 17.46%. Reference: ● Public Ownership Report: https://edge.pse.com.ph/openDiscViewer.do?edge_no=ca72cf9538b4a00364d70b69f0a3140b
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	The Manual, which was approved and adopted by the Board, contains provisions specific to its shareholders, employees, stakeholders, and the community it operates which are all intended to protect their interests and in so doing promote cooperation between them and company. Reference: ● Manual, pages 41-50: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf.	
Recommendation 14.2			
1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.	Compliant	Please refer to the response in Recommendation 14.1.	

Recommendation 14.3			
1. Board adopts a transparent framework and process that allow stakeholders to communicate with the company and to obtain redress for the violation of their rights.	Compliant	The Company's investor relations program aims at developing and maintaining effective communication between the Company and its various stakeholders and should there be any concern or issue on the part of the stakeholders, they can reach out to the Company's Investor Relations Officer. Details about the Investor Relations Officer of the Company is shared to the public in the Company's website. For any concerns, stakeholder may reach out to the Company through the "Contact Us" page of the Company's website: https://geri.com.ph/contact-us/ Reference: ● Investor Relations Page https://geri.com.ph/investor-relations/	
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	The alternative dispute mechanism is found in the Manual. Reference: ● Manual, pages 19 and 46: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf.	
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	Compliant	The Company has not yet sought any exemption for the application of any law, rule, or regulation especially when it refers to a corporate governance issue.	

the reason for such action, as well as presents the specific steps being taken to finally comply with the applicable law, rule, or regulation.			
2. Company respects intellectual property rights.	Compliant	The Company respects intellectual property rights. As disclosed in its Annual Report, the Company believes that its operations and those of its subsidiaries are not dependent on any trademark, patent, copyright, license, franchise, or royalty agreement. Nonetheless, given the nature of its business, the Company has trademark registrations and/or applications for its corporate name and key projects. In developing corporate names and trademarks for its projects, the Company is guided by the relevant provisions of the Intellectual Property Code of the Philippines and issuances of the Intellectual Property Office, and is mindful of existing registered trademarks. Reference: ● Annual Report, page 6 : https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
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	To drive strategic goals and robust corporate governance, the Company continually advances its employee development framework. This includes structured programs in training, health, safety, welfare, professional growth, and engagement programs designed to maximize workforce potential. To support these objectives, the **Human Resources Division**, reorganized in **August 1, 2025**, is structured into three strategic branches:	

		• **People Management:** Executes foundational talent management strategies and initiatives, including talent acquisition, performance management, time and attendance, comprehensive benefits, workplace wellness and policy compliance. • **People Experience:** Fosters an inclusive, high-performance culture and optimizes the end-to-end employee lifecycle to drive engagement and retention. • **People Development:** Drives continuous learning, professional growth, and organizational development. Additionally, the Company conducts a strategic **Training and Organizational Needs Analysis (TONA)**. This process objectively assesses organizational requirements alongside individual employee development needs to ensure alignment. Through **targeted engagement initiatives** and the Company's enhanced in-house learning academy, the **Global-Estate Center of Excellence (GCE)**, the Company bridges competency gaps and maximizes workforce strengths. These efforts provide the workforce with the supportive environment, systems, and capabilities required to achieve corporate objectives. Reference: • Manual, page 47: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf • Policy and Data Relating to Health, Safety and Welfare of Employees including Company Sponsored Trainings: https://geri.com.ph/investor-relations/corporate-governance/company-policies/policy-and-data-relating-to-health-safety-and-welfare-of-employees-including-company-sponsored-	

		trainings/ Memorandum Re: Changes of Human Resource Management Department (effective August 1, 2025)	
Supplement to Recommendation 15.1			
1. Company has a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures.	Compliant	On September 23, 2011, the Company approved an Executive Stock Option Plan (ESOP) for key Company executives, directors, and senior officers. The purpose of the Plan is to enable the key Company executives, directors and senior officers who are largely responsible for its further growth and development to obtain an ownership interest in the Company, thereby encouraging long-term commitment to the Company. All 5 tranches of the ESOP have expired, the last of which expired on 16 June 2023. Thus, as of 31 December 2024, there are no remaining share options that can be exercised. Reference: ● Annual Report, pages 18 and 37: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf ● Information Statement, pages 21; Management Report – pages 36-37 : https://geri.com.ph/wp-content/uploads/2025/05/2025-GERI-Definitive-Information-Statement-Wirh-Annexes.pdf	
2. Company has policies and practices on health, safety, and welfare of its employees.	Compliant	In 2025, GERI continued to implement occupational safety measures under its Environmental, Health, and Safety (EHS) Policy, which covers all employees across all its offices and project sites. This is done in accordance with RA 11058 and incorporates best practices outlined in ISO 45001 (Occupational Health and Safety) and ISO 14001 (Environmental	

		Management). Workforce health and safety programs are implemented through GERI's EHS Group in coordination with estate management and functional departments. These programs are designed to prevent work-related injuries and illnesses, promote safe behavior, and support employee well-being in compliance with national occupational safety and health regulations. The Company implements its EHS Policy and Procedures through regular annual EHS inspections and audits, supported by the EHS Flash Reports awareness campaign, ensuring that monthly reports on safety, environmental performance, and sustainability were actively communicated to employees across offices and project sites. The Company places strong emphasis on preventive safety practices, including the conduct of quarterly evacuation drills, to minimize the risk of accidents and workplace injuries. Reference: ● Sustainability Report, page 285-288 : https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
3. Company has policies and practices on training and development of its employees.	Compliant	GERI puts a premium on providing its workforce with the proper training to enhance skills and inspire employee rapport. These initiatives aim to support personal and professional growth while ensuring a safe and resilient workplace. For the 2025 reporting period, average training hours by gender and employee category increased significantly as Global Citizenship Education (GCE) became operational and started scheduling training services. These results reflect the Company's continued emphasis on structured learning and skills development aligned with operational requirements.	

		Employees are also encouraged to participate in skills development seminars. These seminars cover a broad range of topics, including digital marketing, leadership, and operational efficiency, which provide employees with the opportunity to learn new skills and stay updated on industry trends. GERI invests in both in-house and external programs aimed at bridging the gap in employee development and building next-generation company leaders. Reference: ● Sustainability Report, 282-285: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
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	The Employees' Handbook provides for disciplinary actions depending on the gravity of the infraction committed, such infraction include violations of Company policies, including those relating to anti-corruption, Management also created an email address where concerned employees may send anonymous reports on alleged corruption & unethical behaviors. Reports received through this email address may only be opened by top management and may be used by Management as basis to initiate an investigation to the extent that one may be warranted by the contents of the report. The Company also has a Policy on Receiving Gifts from Suppliers which is also intended to deter corrupt practices. Reference:	

		• Code of Business Conduct and Ethics: https://geri.com.ph/investor-relations/corporate-governance/code-of-business-conduct-and-ethics/ • Policy on Receiving Gifts from Suppliers: https://geri.com.ph/investor-relations/corporate-governance/company-policies/reiteration-of-company-policy-on-receiving-gifts-from-supplier-or-contractor/	
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	Compliant	The Board disseminated the anti-corruption policy to employees across the organization through the Employee Handbook and through employee orientation of newly hired employees.	
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 Employees' Handbook provides for disciplinary actions depending on the gravity of the infraction committed, such infraction include violations of Company policies, including those relating to anti-corruption, Management also created an email address where concerned employees may send anonymous reports on alleged corruption & unethical behaviors. Reports received through this email address may only be opened by top management and may be used by Management as basis to initiate an investigation to the extent that one may be warranted by the contents of the report. The Company also has a Policy on Receiving Gifts from Suppliers which is also intended to deter corrupt practices. Reference:	

		• Code of Business Conduct and Ethics: https://geri.com.ph/investor-relations/corporate-governance/code-of-business-conduct-and-ethics/ • Policy on Receiving Gifts from Suppliers: https://geri.com.ph/investor-relations/corporate-governance/company-policies/reiteration-of-company-policy-on-receiving-gifts-from-supplier-or-contractor/	
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	The Company has a Code of Business Conduct and Ethics which provides for the Company's Whistleblowing Policy. This policy enables the employees to freely communicate their concerns. Reference: • Code of Business Conduct and Ethics: https://geri.com.ph/investor-relations/corporate-governance/code-of-business-conduct-and-ethics/	
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	The Company has a Code of Business Conduct and Ethics which provides for the Company's Whistleblowing Policy. This policy enables the employees to freely communicate their concerns. Reference: • Code of Business Conduct and Ethics: https://geri.com.ph/investor-relations/corporate-governance/code-of-business-conduct-and-ethics/	

3. Board supervises and ensures the enforcement of the whistleblowing framework.	Compliant	The Company has a Code of Business Conduct and Ethics which provides for the Company's Whistleblowing Policy. This policy enables the employees to freely communicate their concerns. Reference: ● Code of Business Conduct and Ethics: https://geri.com.ph/investor-relations/corporate-governance/code-of-business-conduct-and-ethics/	
Principle 16: The company should be socially responsible in all its dealings with the communities where it operates. It should ensure that its interactions serve its environment and stakeholders in a positive and progressive manner that is fully supportive of its comprehensive and balanced development.			
Recommendation 16.1			
1. Company recognizes and places importance on the interdependence between business and society and promotes a mutually beneficial relationship that allows the company to grow its business, while contributing to the advancement of the society where it operates.	Compliant	The Company, through its Manual, categorically recognizes this interdependence and acknowledges that the Corporation should be socially responsible in all its dealing with the communities where it operates and 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. Reference: ● Manual, page 49: https://geri.com.ph/wp-content/uploads/2021/05/Manual-on-Corporate-Governance.pdf	
Optional: Principle 16			
1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development	Compliant	The Company is committed to following all environmental laws and regulations applicable to the scope of the Company's operations. The Environmental, Health, and Safety (EHS) Group regularly conducts audits and site inspections across townships and sites to ensure the Company's compliance with	

		waste management, water quality, emissions control, and other environmental requirements. The Company identifies areas of non-compliance and takes corrective actions to reduce the Company's environmental impact. A monitoring system is in place to detect potential areas of non-compliance and identify opportunities for improvement. Reference: ● Sustainability Report, pages 265-267, 299-318 : https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	
2. Company exerts effort to interact positively with the communities in which it operates	Compliant	Please see response on Recommendation 16.1. Moreover, the Company encourages volunteerism and promotes socially responsible culture with the participation of employees in different community programs. The Company actively engages with local government units (LGUs) to gather feedback and concerns from community members about its projects. This input helps improve project outcomes, gain support for approvals, and contribute to long-term sustainability. In addition, this also helps in mitigating risks, collecting feedback, strengthening community relations and enhances the Company's social license to operate. In 2025, community-based initiatives such as Brigada Eskwela at Biñan Elementary School, tree planting and mangrove restoration in Cavinti and Batangas, and Boracay Newcoast's quarterly coastal clean-up drives provided platforms for collaboration with residents, local organizations, and government units. These activities were not only environmental in nature but also strengthened social ties, mobilizing hundreds	

		of volunteers and reinforcing shared responsibility for public spaces. Reference: ● Sustainability Report, pages 289-293: https://geri.com.ph/wp-content/uploads/2026/04/17A-filed-2025.pdf	

Pursuant to the requirements of the Securities Regulation Code and the Philippine Stock Exchange, this Integrated Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized in QUEZON CITY on MAY 29 2026.

ANDREW L. TAN
Chairman of the Board

MONICA T. SALOMON
President

CRESENCIO P. AQUINO
Independent Director

MA. MILAGROS C. YUHICO
Independent Director

LAILANI V. VILLANUEVA
Compliance Officer

MARIA CARLA T. UYKIM
Corporate Secretary

SUBSCRIBED AND SWORN to before me this MAY 29 2026 affiants exhibiting to me their competent proof of identity as follows:

Name	Competent Evidence of Identity
ANDREW L. TAN	TIN: 125-960-003
MONICA T. SALOMON	TIN: 182-240-560
CRESENCIO P. AQUINO	TIN: 113-313-284
MA. MILAGROS C. YUHICO	TIN: 131-467-958
LAILANI V. VILLANUEVA	TIN: 221-996-849
MARIA CARLA T. UYKIM	TIN: 159-353-280

Doc No. 511;
Page No. 104;
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Series of 2026.

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ROLL NO. 60345
QUEZON CITY

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PTR No. 8024023 / 05 January 2026 / Quezon City
MCLE Compliance No. VIII-0010505;
Issued on 12th of July 2024 valid until 14th of April 2028

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