

| A. Rights of shareholders |   |   |      |                            |
|---------------------------|---|---|------|----------------------------|
| A.1                       |   | Right to participate effectively in and vote  | Y/ N | Reference/ Source document |
| A.1.1(B)                  | Does the company allow the use of secure electronic voting in absentia at the general meetings of shareholders? | <b>OECD Principle II (C)</b><br>(4) Shareholders should be able to vote in person or in absentia and equal effect should be given to votes whether cast in person or in absentia. | N    |                            |

| B. Equitable treatment of shareholders |  |               |  |  |
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| B.1                                    |  | Notice of AGM |  |  |

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| B.1.1(B) | Does the company release its notice of AGM (with detailed agendas and explanatory circulars), as announced to the Exchange, at least 28 days before the date of the meeting? | <p><b>OECD Principle II (C)</b></p> <p>(1) Shareholders should be furnished with sufficient and timely information concerning the date, location and agenda of general meetings, as well as full and timely information regarding the issues to be decided at the meeting.</p> <p>(3) Effective shareholder participation in key corporate governance decisions, such as the nomination and election of board members, should be facilitated.</p> <p><b>OECD Principle III (A)</b></p> <p><b>ICGN 8.3.2 Shareholder participation in governance</b></p> <p>Shareholders should have the right to participate in key corporate governance decisions, such as the right to nominate, appoint and remove directors on an individual basis and also the right to appoint external auditors.</p> <p><b>ICGN 8.4.1 Shareholder ownership rights</b></p> <p>The exercise of ownership rights by all shareholders should be facilitated, including giving shareholders timely and adequate notice of all matters proposed for shareholder vote.</p> <p><b>CLSA-ACGA (2010) CG Watch 2010 - Appendix 2.</b></p> <p><b>(I) CG rules and practices</b></p> <p>(25) Do company release their AGM notices (with detailed agendas and explanatory circulars) at least 28 days before the date of the meeting?</p> | Y | <p><a href="http://www.novo.com.ph/Announcement">www.novo.com.ph/Announcement</a></p> <p>The first Notice of AGM was released on March 2, 2020, 28 days before the original date of the Annual General Membership Meeting. A notice of cancellation due to the Enhanced Community Lockdown was published on March 23, 2020. The final Notice of Meeting was published on the website on April 27, 2020, 28 days before the rescheduled Annual General Membership meeting. Publication in the newspaper was delayed to May 1 and 2 due to ECQ.</p> |
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| <b>C. Roles of Stakeholders</b> |  |   |   |  |
| C.1                             | <b>The rights of stakeholders that are established by law or through mutual agreements are to be respected</b> |   |   |  |
| C.1.1 (B)                       | Does the company practice integrated   | <b>International &lt;IR&gt; Framework - DRAFT ,IIRC Council Item 3b</b> | Y |  |

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| <b>D. Disclosure and transparency</b> |  |  |  |  |
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| <b>D.1 Quality of Annual Report</b> |   |                             |   |   |
| D.1.1 (B)                           | Are the audited annual financial report                       | <b>OECD Principle V (C)</b> | N |   |
| D.1.2 (B)                           | Does the company disclose details of remuneration of the CEO? |                             | N | Amended Articles of Incorporation Articles Second A.1.d |

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| <b>E. Responsibilities of the Board</b>       |   |   |     |             |
| <b>E.1 Board Competencies and Diversity</b>   |   |   |     |             |
| E.1.1(B)                                      | Does the company have at least one female independent director/commissioner?  | <b>ICGN 2.4.1 Skills and experience</b><br>The board should consist of directors with the requisite range of skills, competence, knowledge, experience and approach, as well as a diversity of perspectives, to set the context for appropriate board behaviours and to enable it to discharge its duties and responsibilities effectively.   | Y   | AGM Minutes |
| <b>E.2 Nominating Committee</b>               |   |   |     |             |
| E.2.1(B)                                      | Does the Nominating Committee comprise entirely of independent directors/commissioners?   | <b>ICGN 2.4.4 Composition of board committees</b><br>The members of these key board committees should be solely non-executive directors, and in the case of the audit and remuneration committees, solely independent directors. All members of the nominations committee should be independent from management and at least a majority should be independent from dominant owners. | Y   |             |
| E.2.2(B)                                      | Does the Nominating Committee undertake the process of identifying the quality of directors aligned with the company's strategic directions?  |   | N/A |             |
| <b>E.3 Board Appointments and Re-Election</b> |   |   |     |             |
| E.3.1(B)                                      | Does the company use professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for candidates to the board of directors/commissioners? | <b>WORLD BANK PRINCIPLE 6</b><br>(VI.I.21) Are boards known to hire professional search firms when proposing candidates to the board?   | N   |             |
| <b>E.4 Board Structure &amp; Composition</b>  |   |   |     |             |

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| E.4.1(B) | Do independent non-executive directors/commissioners make up more than 50% of the board of directors/commissioners? |  | N |  |
| E.5      | Board Performance   |  |   |  |
| E.5.1(B) | Does the company have a separate level Risk Committee?  | International Financial Corporation’s Global Corporate Governance Forum Publication: When Do Companies Need a Board-level Risk Management Committee?(Volume 31, pp.11, March 2013) | N |  |