

**From:** Philippine Stock Exchange <no-reply@pse.com.ph>  
**Sent:** Wednesday, 28 May 2025 1:57 pm

**Subject:** Integrated Annual Corporate Governance Report

Dear Sir/Madam:

Your disclosure was approved as Company Report. Details are as follows:

Company Name: Pacific Online Systems Corporation  
Reference Number: 0017678-2025  
Date and Time: Wednesday, May 28, 2025 13:57 PM  
Template Name: Integrated Annual Corporate Governance Report  
Report Number: CR03893-2025

Best Regards,  
PSE EDGE

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The Philippine Stock Exchange, Inc., 6th to 10th Floors, PSE Tower, 5th Avenue corner 28th Street, Bonifacio Global City, Taguig City, Philippines 1634

## SECURITIES AND EXCHANGE COMMISSION

### SEC FORM - I-ACGR

#### INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

1. For the fiscal year ended  
Dec 31, 2024
2. SEC Identification Number  
AS093-008809
3. BIR Tax Identification Number  
003-865-392-000
4. Exact name of issuer as specified in its charter  
PACIFIC ONLINE SYSTEMS CORPORATION
5. Province, country or other jurisdiction of incorporation  
Metro Manila, Philippines
6. Industry Classification Code(SEC Use Only)
7. Address of principal office  
28/F East Tower, Philippine Stock Exchange, Exchange Road, Ortigas Center, Pasig  
City, Metro Manila  
Postal Code  
1605
8. Issuer's telephone number, including area code  
(632) 8584-1700
9. Former name, former address, and former fiscal year, if changed since last report  
N/A

*The Exchange does not warrant and holds no responsibility for the veracity of the facts and representations contained in all corporate disclosures, including financial reports. All data contained herein are prepared and submitted by the disclosing party to the Exchange, and are disseminated solely for purposes of information. Any questions on the data contained herein should be addressed directly to the Corporate Information Officer of the disclosing party.*



**Pacific Online Systems Corporation**  
**LOTO**

**PSE Disclosure Form I-ACGR - Integrated Annual Corporate Governance Report**  
**Reference: SEC Code of Corporate Governance for Publicly-Listed Companies, PSE**  
**Corporate Governance Guidelines, and ASEAN Corporate Governance Scorecard**

**Description of the Disclosure**

Integrated Annual Corporate Governance Report for calendar year 2024

**Filed on behalf by:**

<b>Name</b>	JASON NALUPTA
<b>Designation</b>	CORPORATE SECRETARY



# SECURITIES AND EXCHANGE COMMISSION

THE SEC HEADQUARTERS 7907 Makati Avenue, Salcedo Village, Bel-Air, Makati City  
1209 Trunk Line No:02-5322-7696 Email Us:www.sec.gov.ph/imessagemo@sec.gov.ph



**The following document has been received:**

**Receiving:** RICHMOND CARLOS AGTARAP

**Receipt Date and Time:** May 28, 2025 01:33:07 PM

## Company Information

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**SEC Registration No.:** AS93008809

**Company Name:** PACIFIC ONLINE SYSTEMS CORP.

**Industry Classification:** G51000

**Company Type:** Stock Corporation

## Document Information

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**Document ID:** OST10528202583420942

**Document Type:** I-ACGR

**Document Code:** I-ACGR

**Period Covered:** December 31, 2024

**Submission Type:** Annual

**Remarks:** None

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Acceptance of this document is subject to review of forms and contents



## SEC FORM – I-ACGR

### INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

#### GENERAL INSTRUCTIONS

##### A. Use of Form I-ACGR

This SEC Form shall be used as a tool to disclose Publicly-Listed Companies' compliance/non-compliance with the recommendations provided under the Code of Corporate Governance for Publicly-Listed Companies, which follows the "comply or explain" approach, and for harmonizing the corporate governance reportorial requirements of the SEC and the Philippine Stock Exchange (PSE).

##### B. Preparation of Report

These general instructions are not to be filed with the report. The report shall contain the numbers and captions of all items.

The I-ACGR has four columns, arranged as follows:

RECOMMENDED CG PRACTICE/POLICY	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
<p>Contains CG Practices/ Policies, labelled as follows:</p> <p>(1) <b>"Recommendations"</b> – derived from the CG Code for PLCs;</p> <p>(2) <b>"Supplement to Recommendation"</b> – derived from the PSE CG Guidelines for Listed Companies;</p> <p>(3) <b>"Additional Recommendations"</b> – CG Practices not found in the CG Code for PLCs and PSE CG Guidelines but are expected already of PLCs; and</p> <p>(4) <b>"Optional Recommendation"</b> – practices taken from the ASEAN Corporate Governance Scorecard</p> <p><b>*Items under (1) – (3) must be answered/disclosed by the PLCs following the "comply or explain" approach. Answering of items under (4) are left to the discretion of PLCs.</b></p>	<p>The company shall <b>indicate compliance or non-compliance</b> with the recommended practice.</p>	<p>The company shall provide additional information to <b>support their compliance</b> with the recommended CG practice</p>	<p>The PLCs shall <b>provide the explanations for any non-compliance</b>, pursuant to the "comply or explain" approach.</p> <p>Please note that the explanation given should describe the non-compliance and include <b>how the overall Principle being recommended is still being achieved</b> by the company.</p> <p><b>*"Not Applicable" or "None" shall not be considered as sufficient explanation</b></p>

**C. Signature and Filing of the Report**

- a. Three (3) copies of a fully accomplished I-ACGR shall be filed with the Main Office of the Commission **on or before May 30 of the following year for every year that the company remains listed in the PSE;**
- b. At least one (1) complete copy of the I-ACGR shall be duly notarized and shall bear **original and manual** signatures
- c. The I-ACGR shall be signed under oath by: (1) Chairman of the Board; (2) Chief Executive Officer or President; (3) All Independent Directors; (4) Compliance Officer; and (5) Corporate Secretary.
- d. The I-ACGR shall cover all relevant information from January to December of the given year.
- e. All reports shall comply with the full disclosure requirements of the Securities Regulation Code.





INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON- COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
<b>The Board's Governance Responsibilities</b>			
<b>Principle 1:</b> 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.			
<b>Recommendation 1.1</b>			
1. Board is composed of directors with collective working knowledge, experience or expertise that is relevant to the company's industry/sector.	Compliant	Provide information or link/reference to a document containing information on the following:	
2. Board has an appropriate mix of competence and expertise.	Compliant	Academic qualifications, industry knowledge, professional experience, expertise and relevant trainings of directors	
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	<p>Company website:  <a href="https://www.loto.com.ph/leadership/">https://www.loto.com.ph/leadership/</a></p> <p>SEC Form 17A (Annual Report) for 2024, pp. 18-20, 28 for the relevant trainings in 2024  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>Qualification standards for directors to facilitate the selection of potential nominees and to serve as benchmark for the evaluation of its performance</p> <p>Revised Manual on Corporate Governance (page 5 item no. 2.1.1; page 13 Item 2.9 – Qualification of Directors):</p>	

		<a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>  Charter of the Board: <a href="https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf">https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf</a>  SEC Form 17A Annual Report for 2024, pp.18-20 <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a>  Definitive Information Statement for 2024 Annual Stockholders' Meeting (DIS), pp. 6-8 <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a>  <a href="https://www.loto.com.ph/disclosures/">https://www.loto.com.ph/disclosures/</a>  Board Diversity Skill Set Matrix: <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Board-Diversity-2025.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Board-Diversity-2025.pdf</a>	
<b>Recommendation 1.2</b>			
1. Board is composed of a majority of non-executive directors.	Compliant	Identify or provide link/reference to a document identifying the directors and the type of their directorships.  The Board is composed of 9 members.  Breakdown:	

		<ul style="list-style-type: none"> <li>• 3 are Independent Directors/Non-Executive Directors</li> <li>• 4 are regular/Non-Executive directors</li> <li>• 2 are Executive Directors</li> </ul> <p>Company website:  <a href="https://www.loto.com.ph/leadership/">https://www.loto.com.ph/leadership/</a></p> <p>Definitive Information Statement for 2024 Annual Stockholders' Meeting (DIS), pp.6-8  <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p> <p>SEC Form 17A (Annual Report) 2024, pp. 18-20  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>Board Charter  <a href="https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf">https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf</a></p> <p>Results of the 2024 ASM  <a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Annual-or-Special-Stockholders-Meeting-06-28-24.pdf">https://www.loto.com.ph/wp-content/uploads/Results-of-Annual-or-Special-Stockholders-Meeting-06-28-24.pdf</a></p>	
<b>Recommendation 1.3</b>			
1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	Compliant	Provide link or reference to the company's Board Charter and Manual on Corporate	

		<p><i>Governance relating to its policy on training of directors.</i></p> <p>Revised Manual on Corporate Governance p. 5-6  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>Board Charter, p. 7 Item VII.h  <a href="https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf">https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf</a></p>	
2. Company has an orientation program for first time directors.	Compliant	<p><i>Provide information or link/reference to a document containing information on the orientation program and trainings of directors for the previous year, including the number of hours attended and topic covered.</i></p>	
3. Company has relevant annual continuing training for all directors.	Compliant	<p>SEC Form 17A (Annual Report) 2024, p.28 for 2024 Trainings  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>2024 Annual Training  <a href="https://www.loto.com.ph/wp-content/uploads/Continuing-Education-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Continuing-Education-2024.pdf</a></p>	
<b>Recommendation 1.4</b>			
1. Board has a policy on board diversity.	Compliant	<p><i>Provide information on or link/reference to a document containing information on the company's board diversity policy.</i></p>	

		<p>Revised Manual on Corporate Governance page 5 item 2.1.1  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>Board has 2 female Directors (Atty. Maria Gracia P. Tan and Mischel Gabrielle O. Mendoza) and 7 male Directors</p> <p>Board Charter, p. 1, Item III.a  <a href="https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf">https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf</a></p> <p>SEC Form 17A (Annual Report) 2024, pp. 19-20  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>Board Diversity Skill Set Matrix  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Board-Diversity-2025.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Board-Diversity-2025.pdf</a></p>	
<b>Optional: Recommendation 1.4</b>			
1. Company has a policy on and discloses measurable objectives for implementing its board diversity and reports on progress in achieving its objectives.	Compliant	<p><i>Provide information on or link/reference to a document containing the company's policy and measurable objectives for implementing board diversity.</i></p> <p><i>Provide link or reference to a progress report in achieving its objectives.</i></p>	

		<p>Revised Manual on Corporate Governance page 5 Item 2.1.1  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>DIS for 2024 ASM, pp. 42  <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p> <p>Our Corporate Governance Committee pre-qualified and recommended to the Board of Directors Atty. Maria Gracia M. Pulido-Tan, and Ms. Mischel Gabrielle O. Mendoza. They were elected as directors by stockholders during the June 28, 2024 ASM.</p> <p>Proxy Form  <a href="https://www.loto.com.ph/wp-content/uploads/Proxy-Form-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Proxy-Form-2024.pdf</a></p> <p>Board Diversity Skill Set Matrix  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Board-Diversity-2025.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Board-Diversity-2025.pdf</a></p>	
<b>Recommendation 1.5</b>			
1. Board is assisted by a Corporate Secretary.	Compliant	<i>Provide information on or link/reference to a document containing information on the Corporate Secretary, including his/her name, qualifications, duties and functions.</i>  <p>Atty. Jason C. Nalupta is the Company's Corporate Secretary. He is not a member of the Board of Directors.</p>	
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		

		<p>Revised Manual on Corporate Governance pp. 6-8 Item 2.2-3  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>SEC Form 17A (Annual Report) 2024, p. 21  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>DIS for 2024 ASM, p.9  <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p>	
4. Corporate Secretary attends training/s on corporate governance.	Compliant	<p><i>Provide information or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered.</i></p> <p>Atty. Jason Nalupta attended a four-hour corporate governance seminar on August 27, 2024 with topics focusing on global economic and geo political outlook, artificial intelligence and cybersecurity.</p> <p>2024 Annual Training  <a href="https://www.loto.com.ph/wp-content/uploads/Continuing-Education-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Continuing-Education-2024.pdf</a></p>	

		<a href="https://www.loto.com.ph/wp-content/uploads/2024-09-06-Other-SEC-Forms-Reports-and-Requirements.pdf">https://www.loto.com.ph/wp-content/uploads/2024-09-06-Other-SEC-Forms-Reports-and-Requirements.pdf</a>	
<b>Optional: Recommendation 1.5</b>			
1. Corporate Secretary distributes materials for board meetings at least five business days before scheduled meeting.	Compliant	<p><i>Provide proof that corporate secretary distributed board meeting materials at least five business days before scheduled meeting.</i></p> <p>Board and Committee meeting materials are electronically sent to members of the Board ahead of the scheduled meetings to provide them ample time to prepare and review. Printed copies are also distributed upon the request of some directors.</p> <p>Revised Manual on Corporate Governance, <a href="#">page 17 Item 2.13.4</a>  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	
<b>Recommendation 1.6</b>			
1. Board is assisted by a Compliance Officer.	Compliant	<p><i>Provide information on or link/reference to a document containing information on the Compliance Officer, including his/her name, position, qualifications, duties and functions.</i></p>	
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	<p>Compliance Officer: Michelle T. Hernandez</p> <p>Ms. Hernandez is not a member of the Board of Directors.</p> <p>Results of the 2024 ASM</p>	



		<a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Annual-or-Special-Stockholders-Meeting-06-28-24.pdf">https://www.loto.com.ph/wp-content/uploads/Results-of-Annual-or-Special-Stockholders-Meeting-06-28-24.pdf</a>  Revised Manual on Corporate Governance, p.7-8 Item 2.3 <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>  SEC Form 17A (Annual Report) 2024, p. 22 <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a>  DIS for 2024 ASM, p.10 <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a>	
4. Compliance Officer attends training/s on corporate governance.	Compliant	<i>Provide information on or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered.</i>  Ms. Hernandez attended a corporate governance seminar on August 27, 2024 with topics focusing on global economic and geo-political outlook, artificial intelligence and cybersecurity.  2024 Annual Training <a href="https://www.loto.com.ph/wp-content/uploads/2024-Annual-Training.pdf">https://www.loto.com.ph/wp-content/uploads/2024-Annual-Training.pdf</a>	

		<a href="#">content/uploads/Continuing-Education-2024.pdf</a>  <a href="https://www.loto.com.ph/wp-content/uploads/2024-09-06-Other-SEC-Forms-Reports-and-Requirements.pdf">https://www.loto.com.ph/wp-content/uploads/2024-09-06-Other-SEC-Forms-Reports-and-Requirements.pdf</a>	
<b>Principle 2:</b> 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.			
<b>Recommendation 2.1</b>			
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	<p><i>Provide information or reference to a document containing information on how the directors performed their duties (can include board resolutions, minutes of meeting).</i></p> <p>Revised Manual on Corporate Governance, pp. 8-10  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>The Board participates fully during the annual stockholders' meeting, board and board committee meetings. include the approval of the annual and quarterly financial reports, ratify board committee decisions, , Discuss business updates, and formulate and deliberate on strategies to further the business. Kindly refer to the summary of activities shown below.</p> <p>Summary of 2024 Board and Committee Meetings</p>	

		<a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a>	
<b>Recommendation 2.2</b>			
1. Board oversees the development, review and approval of the company's business objectives and strategy.	Compliant	<i>Provide information or link/reference to a document containing information on how the directors performed this function (can include board resolutions, minutes of meeting).</i>	
2. Board oversees and monitors the implementation of the company's business objectives and strategy.	Compliant	<p>The Board of Directors leads the overall company's business direction by developing strategy and identifying targets for the coming years. The CEO's role is to ensure the delivery of these targets within the general business environment, with quarterly business reviews with the Management Team as well as the Board. The Management Team then cascades the objectives and deliverables to the employees, for timely and appropriate implementation, evaluation and corrective courses of action, if required.</p> <p>Further, the Board of Directors ensures the company's capital and debt structure align with strategic goals and risk appetite through the following measures:</p> <ol style="list-style-type: none"> <li>1. The Board regularly reviews the company's financial reports, which include balance sheets, income statements, and cash management. This thorough examination allows the board to</li> </ol>	

		<p>scrutinize the components of each account, including the current capital and debt structure, understanding their composition and implications for the company's financial health.</p> <ol style="list-style-type: none"> <li>2. During regular board meetings, the Board assesses whether the existing financial structure supports the company's strategic goals and long-term objectives. This analysis helps identify areas where adjustments may be necessary to better align with the company's vision.</li> <li>3. The Board continuously monitors the company's financial performance and market conditions.</li> <li>4. Major decisions of the company require board resolutions and approvals. These decisions are documented in official board meetings and recorded in corporate governance documents.</li> </ol> <p>2024 Summary of Board and Committee Activities  <a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a></p> <p>Revised Manual on Corporate Governance, p.8-10  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	
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		<p><i>Indicate frequency of review of business objectives and strategy</i></p> <p>Business objectives and strategies are reviewed and deliberated on an annual basis, and on a per need requirement. Management Committee Meetings are also held regularly to discuss trends and updates to help formulate business plans and initiatives for presentation to the Board.</p> <p>2024 Summary of Board and Committee Activities  <a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a></p> <p>Quarterly Operations Review  <a href="https://www.loto.com.ph/financial-report/">https://www.loto.com.ph/financial-report/</a></p>	
<b>Supplement to Recommendation 2.2</b>			
1. Board has a clearly defined and updated vision, mission and core values.	Compliant	<p><i>Indicate or provide link/reference to a document containing the company's vision, mission and core values.</i></p> <p><a href="https://www.loto.com.ph/mission-vision-core-values/">https://www.loto.com.ph/mission-vision-core-values/</a></p> <p><i>Indicate frequency of review of the vision, mission, and core values.</i></p> <p>Review was done by the Board annually with the current vision and</p>	

		mission statements having been approved during the meetings held in January and February 2025.	
2. Board has a strategy execution process that facilitates effective management performance and is attuned to the company's business environment, and culture.	Compliant	<p><i>Provide information on or link/reference to a document containing information on the strategy execution process.</i></p> <p>The Board of Directors chaired by Mr. Willy N. Ocier leads the overall company's business direction by developing strategy and identifying targets for the coming years. The CEO's role is to ensure the delivery of these targets within the general business environment, with quarterly business reviews with the Management Team as well as the Board. The Management Team then cascades the objectives and deliverables to the employees, for timely and appropriate implementation, evaluation and corrective courses of action, if required.</p> <p>The Board has approved the Company's 2024 Sustainability Report during the first quarter of 2025. It contains the Company's ESG initiatives and programs from January 1 to December 31, 2024.</p> <p>Revised Manual on Corporate Governance  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	

		<p>2024 Summary of Board and Committee Activities  <a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a></p> <p>2024 Sustainability Report  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf</a></p>	
<b>Recommendation 2.3</b>			
1. Board is headed by a competent and qualified Chairperson.	Compliant	<p><i>Provide information or reference to a document containing information of the Chairperson, including his/her name and qualifications.</i></p> <p>Mr. Willy N. Ocier is the Chairman of the Board. He was elected as a member of the Board on June 28, 2024, and appointed during the Board Organizational Meeting held on the same day.</p> <p><a href="https://www.loto.com.ph/our-company/leadership">https://www.loto.com.ph/our-company/leadership</a></p> <p>SEC Form 17A (Annual Report) 2024, pp. 18-19  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>DIS for 2024 ASM, p. 6  <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p>	

		<a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Annual-or-Special-Stockholders-Meeting-06-28-24.pdf">Results of the 2024 ASM https://www.loto.com.ph/wp-content/uploads/Results-of-Annual-or-Special-Stockholders-Meeting-06-28-24.pdf</a>	
<b>Recommendation 2.4</b>			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	Compliant	<i>Disclose and provide information or link/reference to a document containing information on the company's succession planning policies and programs and its implementation.</i>	
2. Board adopts a policy on the retirement for directors and key officers.	Compliant	<a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">Revised Manual on Corporate Governance, Item 2.18.2.1.4, p.20 https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>  A fundamental responsibility of the Board of Directors is to ensure that effective processes are in place to provide continuity of Board and executive leadership. The Board ensures that such leadership possesses sufficient depth, talent and conviction for effective Board oversight and execution of long-term strategies, consistent with the Company's vision and mission statements. Hence, a process for identifying and assessing potential internal candidates, periodic review and assessment of readiness, contingency planning for temporary absences of the key positions due to disability or any other unexpected event, should be in place.	



		<p>The Board will review and assess said processes on an annual basis. A succession planning process shall be established to include:</p> <ul style="list-style-type: none"> <li>a) Identification of critical positions;</li> <li>b) Identifying potential successors, and behavior;</li> <li>c) Readiness of successors;</li> <li>d) Possession of necessary knowledge, skills; and</li> <li>e) Tracking the progress.</li> </ul> <p>The Board of Directors has adopted a policy with respect to the retirement of directors and key officers at age 80.</p> <p>In the adoption of a policy on retirement of directors and key officers, however, the Board of Directors, through the Corporate Governance Committee, will still be mindful that long-term experience is still a critical asset for persons engaged in the gaming industry and this will still be considered in the determination of directors and/or officers due to be made subject of mandatory retirement.</p>	
<b>Recommendation 2.5</b>			
1. Board aligns the remuneration of key officers and board members with long-term interests of the company.	Compliant	<i>Provide information on or link/reference to a document containing information on the company's remuneration policy and its implementation, including the relationship between remuneration and performance.</i>	
2. Board adopts a policy specifying the relationship between remuneration and performance.	Compliant		

<p>3. Directors do not participate in discussions or deliberations involving his/her own remuneration.</p>	<p>Compliant</p>	<p>Revised Manual on Corporate Governance, Item 2.18.2.3, pp. 23-24  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>The Corporate Governance Committee which has oversight on the remuneration function conducts a yearly review of the Company's remuneration policy which aligns the remuneration with the performance of its key officers and board members.</p> <p>Page 18 (Manual on CG)  2.16 COMPENSATION OF DIRECTORS</p> <p>Directors shall not receive any compensation unless approved by the stockholders or provided in the Corporation's By-Laws. No director shall participate in the approval of his compensation. However, the Board may, from time to time, approve a reasonable per diem that a director may receive for attendance in Board and Board Committee meetings.</p> <p>Conflict of Interest Policy  <a href="https://www.loto.com.ph/wp-content/uploads/POLICY-ON-CONFLICT-OF-INTEREST-2017-May-31-2017.pdf">https://www.loto.com.ph/wp-content/uploads/POLICY-ON-CONFLICT-OF-INTEREST-2017-May-31-2017.pdf</a></p> <p>The Board of Directors values the management team and employees, and recognizes the need for commensurate pay taking into account corporate and individual performance. In order to deliver its long-term vision and</p>	
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		<p>mission, the Board of Directors espouses meritocracy and integrity within and loyalty to the organization. In terms of compensating key officers, all discussions are maintained in strictest confidence.</p> <p>The Directors are prohibited from deciding their own remuneration.</p>	
<b>Optional: Recommendation 2.5</b>			
1. Board approves the remuneration of senior executives.	Compliant	<p><i>Provide proof of board approval.</i></p> <p>The Board of Directors through the Corporate Governance Committee is tasked to decide, determine and approve matters relating to the compensation and benefits of the Company's officers and executive directors, and to provide communications with the Board and, as appropriate, communications with the shareholders and regulators.</p> <p>Corporate Governance Charter, Item 1.c, pp. 1-2; Compensation of Directors, Executives, Employees, pp. 5-6  <a href="https://www.loto.com.ph/wp-content/uploads/CG-Com-Charter-amended-02-14-24.pdf">https://www.loto.com.ph/wp-content/uploads/CG-Com-Charter-amended-02-14-24.pdf</a></p> <p>During the June 28, 2024 Annual Stockholders' Meeting, the stockholders ratified all acts of the Board and Committees.</p>	
2. Company has measurable standards to align the performance-based	Compliant	<i>Provide information on or link/reference to a document containing measurable standards</i>	

remuneration of the executive directors and senior executives with long-term interest, such as claw back provision and deferred bonuses.		<p><i>to align performance-based remuneration with the long-term interest of the company.</i></p> <p>The company has measurable standards which align the performance-based remuneration of the executive directors and senior management with the long-term interest of the Company.</p> <p>The Company aligns the performance of its employees with remuneration via merit-based remuneration increases and career advancement opportunities based on annual performance appraisals, which are done within the first quarter of the following year.</p>	
<b>Recommendation 2.6</b>			
1. Board has a formal and transparent board nomination and election policy.	Compliant	<p><i>Provide information or reference to a document containing information on the company's nomination and election policy and process and its implementation, including the criteria used in selecting new directors, how the shortlisted candidates and how it encourages nominations from shareholders.</i></p> <p>Revised Manual on Corporate Governance, p. 12,13, 20-23  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p><i>Provide proof if minority shareholders have a right to nominate candidates to the board.</i></p>	
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Compliant		
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.	Complaint		

		As stated in the Company's Manual on Corporate Governance and By-Laws, which are published on the company's website, minority shareholders may nominate candidates to the Board. Shareholders of record may submit their nominees in writing no later than January 30 of each year. These shall also bear the nominees' formal acceptance. This will allow the Corporate Governance Committee to assess and evaluate the nominees, who must possess the qualifications and none of the disqualifications of Directors as stated in the Company's By-Laws.	
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	<p>Further, after the nomination, the CG Committee shall prepare a List of Candidates which shall contain all the information about the nominees for election as members of the Board of Directors, which list shall be made available to the SEC and to all stockholders through the filing and distribution of the Information Statement or Proxy Statement, or in such other reports as the Corporation will be required to submit to the SEC.</p> <p>The name of the person or group of persons who recommended the nomination of the independent director(s) shall be identified in such report including any relationship with the nominee.</p> <p>Only nominees whose names appear in the List of Candidates shall be eligible for</p>	

		<p>election as directors. No other nominations for election as director shall be entertained after the List of Candidates have been prepared and finalized.</p> <p>No further nominations for election as director shall be entertained or allowed on the floor during the annual stockholders' meeting to ensure that all nominees are properly vetted.</p> <p>Based on the Final List of Candidates, directors are elected individually. Each shareholder may vote such number of shares for as many persons he may choose to be elected from the Final List, or he may cumulate said shares and give one candidate as many votes as the number of his shares multiplied by the number of his shares shall equal, or he may distribute them on the same principle among as many candidates as he shall see fit, provided that the total number of votes cast by him shall not exceed the number of shares owned by him multiplies by the number of directors to be elected.</p> <p>Profiles of directors for election are posted in the company's website.  <a href="https://www.loto.com.ph/leadership/">https://www.loto.com.ph/leadership/</a></p> <p>Revised Manual of Corporate Governance, p. 12,13, 20-22</p>	
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<b>Optional: Recommendation to 2.6</b>			
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.	Compliant	<i>Identify the professional search firm used or other external sources of candidates.</i>  Revised Manual on Corporate Governance, p. 20-23 <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>	
<b>Recommendation 2.7</b>			

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	<i>Provide information on or reference to a document containing the company's policy on related party transactions, including policy on review and approval of significant RPTs.</i>	
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	Compliant	Revised Manual on Corporate Governance, p. 29-31 <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>	
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	Compliant	<p>Material Related Transactions Policy <a href="https://www.loto.com.ph/wp-content/uploads/RELATED-PARTY-TRANSACTIONS-POLICY-Dec-31-2019.pdf">https://www.loto.com.ph/wp-content/uploads/RELATED-PARTY-TRANSACTIONS-POLICY-Dec-31-2019.pdf</a></p> <p>The Material Related Party Transactions Policy was approved by the Board on October 15, 2019.</p> <p><i>Identify transactions that were approved pursuant to the policy.</i></p> <p>SEC Form 17A for 2024, Audited Financial Statements – Related Party Transactions, Item 20, p. 126 of pdf, Item 16, pp. 190 of pdf <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>As of December 31, 2024, there were no material related party transactions that have exceeded the threshold of 10% or higher of the Company's total assets based on its latest financial statement.</p>	



Supplement to Recommendations 2.7			
1. Board clearly defines the threshold for disclosure and approval of RPTs and categorizes such transactions according to those that are considered <i>de minimis</i> or transactions that need not be reported or announced, those that need to be disclosed, and those that need prior shareholder approval. The aggregate amount of RPTs within any twelve (12) month period should be considered for purposes of applying the thresholds for disclosure and approval.	Compliant	<p><i>Provide information on a materiality threshold for RPT disclosure and approval, if any. Provide information on RPT categories.</i></p> <p>In accordance with SEC Memo Circular No. 10, series of 2019 on material related party transactions policy for publicly listed companies, the Board approved on October 15, 2019 and submitted its Material Related Party Transactions Policy to the SEC and posted the same on its website.</p> <p>Material Related Party Transactions Policy <a href="https://www.loto.com.ph/wp-content/uploads/RELATED-PARTY-TRANSACTIONS-POLICY-Dec-31-2019.pdf">https://www.loto.com.ph/wp-content/uploads/RELATED-PARTY-TRANSACTIONS-POLICY-Dec-31-2019.pdf</a></p> <p>An advisement report on material RPTs amounting to 10% or higher of Pacific Online's total assets shall be filed within three calendar days after execution of the transaction. The advisement report shall be signed by Pacific Online's Corporate Secretary or authorized representative.</p>	
2. Board establishes a voting system whereby a majority of non-related party shareholders approve specific types of related party transactions during shareholders' meetings.	Compliant	<p><i>Provide information on voting system, if any.</i></p> <p>The Board of Directors reviews and approves all material RPTs endorsed by the Related Party Transactions Committee. All Board-approved material RPTs may be subject to ratification by a vote of the majority and minority</p>	

		<p>shareholders during shareholders' meetings.</p> <p>Revised Manual on Corporate Governance, p. 29-31  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>The agenda items included in the Notice to the June 28, 2024 Annual Stockholders' Meeting were for the stockholders' approval. During the Company's June 28, 2024 Annual Stockholders' Meeting, the Board of Directors presented to the stockholders the acts of the Board, Board Committees, and Management for the stockholders' confirmation, ratification and approval. These included among others the related party transactions entered into by the Company from May 26, 2023 to June 28, 2024.</p> <p>On the other hand, the acts of the Board, Board Committees and Management from June 28, 2024 to June 27, 2025 shall be ratified by the stockholders on June 27, 2025 during the ASM.</p>	
<b>Recommendation 2.8</b>			
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	<p><i>Provide information on or reference to a document containing the Board's policy and responsibility for approving the selection of management.</i></p> <p>Board Charter, Item VI,k, p. 5</p>	

		<p><a href="https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf">https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf</a></p> <p>Revised Manual on Corporate Governance, Item 2.4.1.h, p. 8  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p><i>Identify the Management Team appointed.</i></p> <p>Chief Executive Officer –  Armin Antonio B. Raquel-Santos</p> <p>Results of June 28, 2024 Organizational Meeting  <a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Annual-or-Special-Stockholders-Meeting-06-28-24.pdf">https://www.loto.com.ph/wp-content/uploads/Results-of-Annual-or-Special-Stockholders-Meeting-06-28-24.pdf</a></p> <p>Internal Auditor –  Anna Josefina G. Esteban</p> <p>Risk Officer –  Mischel Gabrielle O. Mendoza</p> <p>Compliance Officer –  Michelle T. Hernandez</p> <p>Data Protection Officer –  Allan D. Aldea</p> <p>Results of the 2024 ASM</p>	
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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	<p><i>Provide information on or reference to a document containing the Board's policy and responsibility for assessing the performance of management.</i></p> <p><b>Revised Manual on Corporate Governance, Item 2.4.1.h, p. 8</b>  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p><a href="https://www.loto.com.ph/governance-pacific-online/">https://www.loto.com.ph/governance-pacific-online/</a></p> <p><b>BOD Assessment Form for 2024</b>  <a href="https://www.loto.com.ph/wp-content/uploads/LOTO-Board-Eval-Form-2024.pdf">https://www.loto.com.ph/wp-content/uploads/LOTO-Board-Eval-Form-2024.pdf</a></p> <p><i>Provide information on the assessment process and indicate frequency of assessment of performance.</i></p> <p>The Board assessed the Chairperson, President, Chief Risk Officer, Compliance Officer, and the Chief Audit Executive for their past performances, and the same shall be done on an annual basis. Evaluation criteria includes accomplishment of defined goals in line with company strategies and objectives. Likewise, demonstration of core values is</p>	

		assessed. The 2023 and 2024 performances were completed within the first quarter of 2024 and 2025, respectively.	
<b>Recommendation 2.9</b>			
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	<i>Provide information on or link/reference to a document containing the Board's performance management framework for management and personnel.</i>	
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	<p>BOD Charter  <a href="https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf">https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf</a></p> <p>Monitor compliance with policies, and achievement against objectives, by holding management accountable for its activity through the measurement and control of operations by regular reports to the Board, including monthly performance reporting and budget updates. The Board shall establish an effective performance management framework that will ensure that the performance of Management and personnel is at par with the standards set by the Board and senior management.</p>	
<b>Recommendation 2.10</b>			
1. Board oversees that an appropriate internal control system is in place.	Compliant	<i>Provide information on or link/reference to a document showing the Board's responsibility for overseeing that an appropriate internal</i>	

2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	Compliant	<p><i>control system is in place and what is included in the internal control system.</i></p> <p>Board Charter  <a href="https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf">https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf</a></p> <p>Audit Committee – Internal Audit Charter  <a href="https://www.loto.com.ph/wp-content/uploads/Internal-Audit-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Internal-Audit-Charter-Feb.-09-2022.pdf</a></p>	
3. Board approves the Internal Audit Charter.	Compliant	<p><i>Provide reference or link to the Company's Internal Audit Charter</i></p> <p>The Board of Directors annually reviews and approves the Audit Committee Charter as well as the Internal Audit Committee Charter.  <a href="https://www.loto.com.ph/wp-content/uploads/Internal-Audit-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Internal-Audit-Charter-Feb.-09-2022.pdf</a></p> <p>The Audit Committee Charter and Internal Audit Charter were reviewed and approved by the Audit Committee on February 14, 2024, and ratified by the Board on February 15, 2024.</p> <p>Summary of 2024 Board and Committee Activities  <a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a></p>	

## 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	<p><i>Provide information on or link/reference to a document showing the Board's oversight responsibility on the establishment of a sound enterprise risk management framework and how the board was guided by the framework.</i></p>	
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	<p><a href="https://www.loto.com.ph/wp-content/uploads/Enterprise-Risk-Management.pdf">https://www.loto.com.ph/wp-content/uploads/Enterprise-Risk-Management.pdf</a></p> <p>Board Charter, Item VI.d., p. 13-14  <a href="https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf">https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf</a></p> <p>Risk Oversight Committee Charter  <a href="https://www.loto.com.ph/wp-content/uploads/Board-Risk-Oversight-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Board-Risk-Oversight-Committee-Charter-Feb.-09-2022.pdf</a></p> <p><i>Provide proof of effectiveness of risk management strategies, if any.</i></p> <p>The Enterprise Risk Management (ERM) matrices are prepared bi-annually by the respective Business Units process of which includes identification, rationalization and assessment/prioritizing of risks. Development and implementation of risk management strategies then follow which involve avoidance, reduction, transfer or acceptance.</p> <p>Thereafter, these are presented to the Management for discussion. The ERM matrices are then presented to the Risk</p>	

		<p>Oversight Committee to ensure the integrity and quality of the Company's risk management system.</p> <p>The matrices used by the Company include the risks' descriptions and information on how they are mitigated. They are also categorized based on "Impact" and "Likelihood of Occurrence." Effectiveness of the strategies employed to manage the risk may be determined if the risk items from the previous year are considered "closed" or "moved to issue" or "open" with provisions on how they may be mitigated.</p> <p>In 2024, these risk matrices were presented and discussed with the Risk Oversight Committee in February and October 2024.</p>	
<b>Recommendation 2.12</b>			
1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary role.	Compliant	<p><i>Provide link to the company's website where the Board Charter is disclosed.</i></p> <p>Board Charter  <a href="https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf">https://www.loto.com.ph/wp-content/uploads/Charter-of-the-Board-of-Directors-May-06-2020.pdf</a> </p>	
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		
<b>Additional Recommendation to Principle 2</b>			



1. Board has a clear insider trading policy.	Compliant	<p><i>Provide information on or link/reference to a document showing company's insider trading policy.</i></p> <p>Insider Trading Policy  <a href="https://www.loto.com.ph/wp-content/uploads/INSIDER-TRADING-POLICY-May-31-2017.pdf">https://www.loto.com.ph/wp-content/uploads/INSIDER-TRADING-POLICY-May-31-2017.pdf</a></p>	
<b>Optional: Principle 2</b>			
1. Company has a policy on granting loans to directors, either forbidding the practice or ensuring that the transaction is conducted at arm's length basis and at market rates.	Compliant	<p><i>Provide information on or link/reference to a document showing company's policy on granting loans to directors, if any.</i></p> <p>Conflict of Interest Policy  <a href="https://www.loto.com.ph/wp-content/uploads/POLICY-ON-CONFLICT-OF-INTEREST-2017-May-31-2017.pdf">https://www.loto.com.ph/wp-content/uploads/POLICY-ON-CONFLICT-OF-INTEREST-2017-May-31-2017.pdf</a></p> <p><a href="https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf">https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf</a></p> <p>"The Company expects directors, as well as officers and employees, to act ethically at all times and to acknowledge their adherence to the policies comprising the Company's code of conduct set forth in the Company's Code of Ethics. The Company will not make any personal loans or extensions of credit to directors or executive officers. The Company will not permit any waiver of any ethics policy for any director or executive officer. If an actual or potential conflict of interest arises for a director or</p>	

		<p>officer, the director or officer shall promptly inform the CEO and the presiding director. If a significant conflict exists and cannot be resolved, the director or officer should resign."</p>	
<p>2. Company discloses the types of decision requiring board of directors' approval.</p>	Compliant	<p><i>Indicate the two types of decision requiring board of directors' approval and where they are disclosed</i></p> <p>Revised Manual of Corporate Governance  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>The Board approves the Company's annual and quarterly financials, business strategies and plans, and other material information. These are filed with the SEC and PSE, and uploaded on the company's website.</p> <p><a href="https://www.loto.com.ph/financial-report/">https://www.loto.com.ph/financial-report/</a></p> <p>Summary of Board and Committee Activities in 2024  <a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a></p> <p>Financial Reports  <a href="https://www.loto.com.ph/financial-report/">https://www.loto.com.ph/financial-report/</a></p>	

**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	<p><i>Provide information or link/reference to a document containing information on all the board committees established by the company.</i></p> <p>SEC Form 17 A (Annual Report) for 2024, pp.18-20  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>Revised Manual on Corporate Governance, p. 18-31  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	
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#### 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	<p><i>Provide information or link/reference to a document containing information on the Audit Committee, including its functions.</i></p> <p>Audit Committee Charter  <a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf</a></p> <p><i>Indicate if it is the Audit Committee's responsibility to recommend the appointment and removal of the company's external auditor.</i></p>	
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		<p>It is the Audit Committee's responsibility to recommend the appointment and the removal of the Company's External Auditor. On February 14, 2024, the Audit Committee recommended to the Board the appointment of Reyes Tacandong &amp; Co. as the Company's External Auditor for 2024. On February 15, 2024, the Board approved the Audit Committee's recommendation.</p> <p>Summary of 2024 Board Activities  <a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a></p> <p>Reyes Tacandong &amp; Co. was appointed as External Auditor during the June 28, 2024 ASM.</p> <p><i>Indicate if it is the Audit Committee's responsibility to recommend the appointment and removal of the company's external auditor.</i></p> <p>Revised Manual on Corporate Governance pp.33-34, 2.18.17  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>"The Audit Committee shall recommend the appointment, reappointment, removal, and fees of the external auditor for the approval of the Board and ratification of the shareholders. When there is a change or removal of the</p>	
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		external auditor, the reason therefor shall be disclosed to the proper regulatory authorities and the public through the proper disclosures and the company website."									
2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.	Compliant	<p>Provide information or link/reference to a document containing information on the members of the Audit Committee, including their qualifications and type of directorship.</p> <p><a href="https://www.loto.com.ph/committee-matters/">https://www.loto.com.ph/committee-matters/</a></p> <p>Audit Committee Composition:</p> <table><tr><td>Joseph T. Chua</td><td>Chairman (NED-ID)</td></tr><tr><td>Tarcisio M. Medalla</td><td>Member (NED)</td></tr><tr><td>Atty. Ma. Gracia M. Pulido-Tan</td><td>Member (NED-ID)</td></tr><tr><td>Roberto V. Antonio</td><td>Member (NED-ID)</td></tr></table> <p><a href="https://www.loto.com.ph/governance-pacific-online/">https://www.loto.com.ph/governance-pacific-online/</a></p> <p><a href="https://www.loto.com.ph/leadership/">https://www.loto.com.ph/leadership/</a></p> <p>DIS for 2024 ASM, p.40 <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p> <p>Results of the 2024 Organizational Meeting <a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf">https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf</a></p>	Joseph T. Chua	Chairman (NED-ID)	Tarcisio M. Medalla	Member (NED)	Atty. Ma. Gracia M. Pulido-Tan	Member (NED-ID)	Roberto V. Antonio	Member (NED-ID)	
Joseph T. Chua	Chairman (NED-ID)										
Tarcisio M. Medalla	Member (NED)										
Atty. Ma. Gracia M. Pulido-Tan	Member (NED-ID)										
Roberto V. Antonio	Member (NED-ID)										

<p>3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.</p>	<p>Compliant</p>	<p><i>Provide information or link/reference to a document containing information on the background, knowledge, skills, and/or experience of the members of the Audit Committee.</i></p> <p>Board of Directors  <a href="https://www.loto.com.ph/our-company/leadership">https://www.loto.com.ph/our-company/leadership</a></p> <p>SEC Form 17A (Annual Report) for 2024, pp. 18-20  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>DIS for 2024 ASM, pp. 6-8  <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p> <p>Board Diversity Skill Set  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Board-Diversity-2025.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Board-Diversity-2025.pdf</a></p>	
<p>4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.</p>	<p>Compliant</p>	<p><i>Provide information or link/reference to a document containing information on the Chairman of the Audit Committee.</i></p> <p><a href="https://www.loto.com.ph/our-company/leadership">https://www.loto.com.ph/our-company/leadership</a></p> <p>Audit Committee Chairman:  Mr. Joseph T. Chua –  Independent Director</p>	

		<p>Mr. Chua is not a chairperson of any other Board Committee, nor the Chairman of the Board.</p> <p>DIS for 2024 ASM, p. 8</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p>	
<b>Supplement to Recommendation 3.2</b>			
1. Audit Committee approves all non-audit services conducted by the external auditor.	Compliant	<p><i>Provide proof that the Audit Committee approved all non-audit services conducted by the external auditor.</i></p> <p><a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf</a></p> <p>The External Auditor, Reyes &amp; Tacandong &amp; Co., did not perform non-audit services in 2024.</p> <p>SEC Form 17A for 2024, p.17-18</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p>	
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	Compliant	<p><i>Provide proof that the Audit Committee conducted regular meetings and dialogues with the external audit team without anyone from management present.</i></p> <p>The Audit Committee met four (4) times in 2024. A meeting among non-Executive Directors was conducted in February 2023 with the External Auditor without the presence of Management.</p>	

		<p>Attendance to 2024 Audit Committee Meeting  <a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Attendance-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Attendance-2024.pdf</a></p> <p>2024 Summary of Board and Committee Meetings  <a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a></p>	
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#### Optional: Recommendation 3.2

1. Audit Committee meet at least four times during the year.	Compliant	<p><i>Indicate the number of Audit Committee meetings during the year and provide proof.</i></p> <p>The Audit Committee met four (4) times in 2024.</p> <p>Attendance to 2024 Audit Committee Meeting  <a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Attendance-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Attendance-2024.pdf</a></p> <p>SEC Form 17A (Annual Report) 2024, p.29  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>2024 Summary of Board and Committee Meetings  <a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a></p>	
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<p>2. Audit Committee approves the appointment and removal of the internal auditor.</p>	<p>Compliant</p>	<p><i>Provide proof that the Audit Committee approved the appointment and removal of the internal auditor.</i></p> <p>It is the Audit Committee's responsibility to recommend the appointment and removal of the company's internal auditor.</p> <p>Audit Committee Charter, Item IV.g, p.4  <a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf</a></p> <p>During the June 28, 2024 Organizational Meeting, Ms. Anna Josefina G. Esteban was re-appointed as the Company's Chief Audit Executive for 2024-2025.</p> <p><b>Anna Josefina G. Esteban</b>, 57, Filipino, is the Chief Audit Executive of the corporation since September 2016. She is also the Chief Audit Executive of the following publicly listed companies such as Belle Corporation, Premium Leisure Corp., and APC Group, Inc. Prior to joining the Belle Group, she served as Treasurer and Chief Finance Officer of Miriam (formerly Maryknoll) College Foundation, Inc. and worked at the Asian Development Bank for 18 years as Senior Officer at the Office of the Treasurer, Office of the Auditor General and Operations Evaluation Office. Earlier on, she was the Head of the Finance Systems</p>	
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		<p>and Audit Unit of Magnolia Nestle Corporation (a joint venture of San Miguel Corporation and Nestle S.A.). She was an auditor and management consultant at Carlos J. Valdes &amp; Co. and was an accounting/finance professor at the College of St. Benilde and the Graduate School of Business of De La Salle University (DLSU). Ms. Esteban is a Certified Public Accountant, Certified Information Systems Auditor and Certified Data Privacy Auditor. She earned her Bachelor of Science degree in Accounting at the College of the Holy Spirit, Manila and her Master in Business Administration (with distinction) at DLSU.</p> <p>Results of the 2024 Organizational Meeting  <a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf">https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf</a></p>	
<b>Recommendation 3.3</b> <a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-May-29-2023.pdf">https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-May-29-2023.pdf</a>			
<p>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.</p>	Compliant	<p><i>Provide information or reference to a document containing information on the Corporate Governance Committee, including its functions.</i></p> <p>Corporate Governance Charter  <a href="https://www.loto.com.ph/wp-content/uploads/CG-Com-Charter-amended-02-14-24.pdf">https://www.loto.com.ph/wp-content/uploads/CG-Com-Charter-amended-02-14-24.pdf</a></p>	

		<p><a href="https://www.loto.com.ph/committee-matters/">https://www.loto.com.ph/committee-matters/</a></p> <p><i>Indicate if the Committee undertook the process of identifying the quality of directors aligned with the company's strategic direction, if applicable.</i></p> <p>The Committee undertook the process of identifying the quality of directors aligned with the company's strategic direction on February 14, 2024 and presented to the Board the final list of nominees for election on February 15, 2024 for election for 2024-2025.</p> <p>Corporate Governance Charter  <a href="https://www.loto.com.ph/wp-content/uploads/CG-Com-Charter-amended-02-14-24.pdf">https://www.loto.com.ph/wp-content/uploads/CG-Com-Charter-amended-02-14-24.pdf</a></p> <p><a href="https://www.loto.com.ph/committee-matters/">https://www.loto.com.ph/committee-matters/</a></p> <p>Revised Manual on Corporate Governance, p. 19-25  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>Summary of Board and Committee Activities in 2024  <a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a></p>	
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2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	Compliant	<a href="https://www.loto.com.ph/governance-pacific-online/">https://www.loto.com.ph/governance-pacific-online/</a>  The Corporate Governance Committee is composed of three (3) independent directors, namely: <table><tr><td>Roberto V. Antonio</td><td>Chairman (NED-ID)</td></tr><tr><td>Atty. Ma. Gracia M. Pulido-Tan</td><td>Member (NED-ID)</td></tr><tr><td>Joseph T. Chua</td><td>Member (NED-ID)</td></tr></table> Results of the 2024 Organizational Meeting <a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf">https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf</a>  2024 SEC Form 17A (Annual Report), p.29 <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a>	Roberto V. Antonio	Chairman (NED-ID)	Atty. Ma. Gracia M. Pulido-Tan	Member (NED-ID)	Joseph T. Chua	Member (NED-ID)	
Roberto V. Antonio	Chairman (NED-ID)								
Atty. Ma. Gracia M. Pulido-Tan	Member (NED-ID)								
Joseph T. Chua	Member (NED-ID)								
3. Chairman of the Corporate Governance Committee is an independent director.	Compliant	<i>Provide information or link/reference to a document containing information on the Chairman of the Corporate Governance Committee.</i>  The Chairman of the Corporate Governance Committee is Mr. Roberto V. Antonio. He was elected as Independent Director on September 13, 2022.  <a href="https://www.loto.com.ph/leadership/">https://www.loto.com.ph/leadership/</a>							

		<p>Results of the 2024 Organizational Meeting</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf">https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf</a></p>	
<b>Optional: Recommendation 3.3.</b>			
1. Corporate Governance Committee meet at least twice during the year.	Compliant	<p><i>Indicate the number of Corporate Governance Committee meetings held during the year and provide proof thereof.</i></p> <p>The Corporate Governance Committee met two (2) times in 2024.</p> <p>Attendance to 2024 Corporate Governance Committee Meetings</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/CG-Committee-Attendance-2024.pdf">https://www.loto.com.ph/wp-content/uploads/CG-Committee-Attendance-2024.pdf</a></p> <p>2024 SEC Form 17A (Annual Report), p. 29</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>Summary of Board and Committee Activities in 2024</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a></p>	
<b>Recommendation 3.4</b>			
1. Board establishes a separate Board Risk Oversight Committee (BROC) that should be responsible for the oversight of a	Compliant	<p><i>Provide information or link/reference to a document containing information on the</i></p>	

company's Enterprise Risk Management system to ensure its functionality and effectiveness.		<i>Board Risk Oversight Committee (BROC), including its functions.</i>  Revised Manual on Corporate Governance, p. 27-29 <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>  Risk Oversight Committee Charter <a href="https://www.loto.com.ph/wp-content/uploads/Board-Risk-Oversight-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Board-Risk-Oversight-Committee-Charter-Feb.-09-2022.pdf</a>									
2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	Compliant	<b>Risk Oversight Committee Composition</b> <table border="1"><tr><td>Atty. Ma. Gracia M. Pulido-Tan</td><td>Chairman (NED-ID)</td></tr><tr><td>Tarcisio M. Medalla</td><td>Member (NED)</td></tr><tr><td>Joseph T. Chua</td><td>Member (NED-ID)</td></tr><tr><td>Roberto V. Antonio</td><td>Member (NED-ID)</td></tr></table> <a href="https://www.loto.com.ph/leadership/">https://www.loto.com.ph/leadership/</a>  Results of the 2024 Organizational Meeting <a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf">https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf</a>	Atty. Ma. Gracia M. Pulido-Tan	Chairman (NED-ID)	Tarcisio M. Medalla	Member (NED)	Joseph T. Chua	Member (NED-ID)	Roberto V. Antonio	Member (NED-ID)	
Atty. Ma. Gracia M. Pulido-Tan	Chairman (NED-ID)										
Tarcisio M. Medalla	Member (NED)										
Joseph T. Chua	Member (NED-ID)										
Roberto V. Antonio	Member (NED-ID)										
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Compliant	<i>Provide information or link/reference to a document containing information on the Chairman of the BROC.</i>  <a href="https://www.loto.com.ph/leadership/">https://www.loto.com.ph/leadership/</a>  Board Risk Oversight Committee Chairperson:									

		<p>Atty. Maria Gracia M. Pulido-Tan – Independent Director</p> <p>She is not a chairperson of another Board Committee.</p> <p>Results of the 2024 Organizational Meeting  <a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf">https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf</a></p>	
4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.	Compliant	<p><i>Provide information or link/reference to a document containing information on the background, skills, and/or experience of the members of the BROC.</i></p> <p>Background and experience of the Board Risk Oversight Committee:</p> <p>References:  <a href="https://www.loto.com.ph/leadership/">https://www.loto.com.ph/leadership/</a></p> <p>DIS for the 2024 ASM, pp. 41-42  <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p> <p>Board Diversity Skill Set Matrix  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Board-Diversity-2025.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Board-Diversity-2025.pdf</a></p>	
<b>Recommendation 3.5</b>			

1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related party transactions of the company.	Compliant	<p><i>Provide information or link/reference to a document containing information on the Related Party Transactions (RPT) Committee, including its functions.</i></p> <p>Revised Manual on Corporate Governance, p. 29-31 <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p><a href="https://www.loto.com.ph/governance-pacific-online/">https://www.loto.com.ph/governance-pacific-online/</a></p> <p>Related Party Transactions Committee Charter <a href="https://www.loto.com.ph/wp-content/uploads/Related-Party-Transactions-Committee-Charter-Jan.-31-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Related-Party-Transactions-Committee-Charter-Jan.-31-2022.pdf</a></p>													
2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.	Compliant	<p><i>Provide information or link/reference to a document containing information on the members of the RPT Committee, including their qualifications and type of directorship.</i></p> <p>RPT Committee Composition</p> <table><tr><td>Roberto V. Antonio</td><td>Chairman (NED-ID)</td></tr><tr><td>Atty. Ma. Gracia M. Pulido-Tan</td><td>Member (NED-ID)</td></tr><tr><td>Joseph T. Chua</td><td>Member (NED-ID)</td></tr><tr><td>Henry N. Ocier</td><td>Member (NED)</td></tr><tr><td>Atty. Antonio Victoriano F. Gregorio III</td><td>Member (NED)</td></tr><tr><td>Raul B. De Mesa</td><td>Member (NED) until Dec. 5, 2024</td></tr></table> <p><a href="https://www.loto.com.ph/governance-pacific-online/">https://www.loto.com.ph/governance-pacific-online/</a></p>	Roberto V. Antonio	Chairman (NED-ID)	Atty. Ma. Gracia M. Pulido-Tan	Member (NED-ID)	Joseph T. Chua	Member (NED-ID)	Henry N. Ocier	Member (NED)	Atty. Antonio Victoriano F. Gregorio III	Member (NED)	Raul B. De Mesa	Member (NED) until Dec. 5, 2024	
Roberto V. Antonio	Chairman (NED-ID)														
Atty. Ma. Gracia M. Pulido-Tan	Member (NED-ID)														
Joseph T. Chua	Member (NED-ID)														
Henry N. Ocier	Member (NED)														
Atty. Antonio Victoriano F. Gregorio III	Member (NED)														
Raul B. De Mesa	Member (NED) until Dec. 5, 2024														



		<a href="https://www.loto.com.ph/leadership/">https://www.loto.com.ph/leadership/</a>  Mr. Roberto V. Antonio (ID) is the Chairperson of the RPT Committee. He is also the Chairperson of the Corporate Governance Committee.  Results of the 2024 Organizational Meeting <a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf">https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf</a>	
<b>Recommendation 3.6</b>			
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	<i>Provide information on or link/reference to the company's committee charters, containing all the required information, particularly the functions of the Committee that is necessary for performance evaluation process.</i>	
2. Committee Charters provide standards for evaluating the performance of the Committees.	Compliant	Company website/Governance at Pacific Online <a href="https://www.loto.com.ph/committee-matters/">https://www.loto.com.ph/committee-matters/</a>  Board Committee Compositions, Charters, Attendance to 2024 Meetings <a href="https://www.loto.com.ph/committee-matters/">https://www.loto.com.ph/committee-matters/</a>  Attendance to 2024 Audit Committee Meetings and Committee Charter	

		<p><a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Attendance-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Attendance-2024.pdf</a></p> <p><a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf</a></p> <p>Attendance to 2024 Corporate Governance Committee Meetings and Committee Charter</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/CG-Committee-Attendance-2024.pdf">https://www.loto.com.ph/wp-content/uploads/CG-Committee-Attendance-2024.pdf</a></p> <p><a href="https://www.loto.com.ph/wp-content/uploads/CG-Com-Charter-amended-02-14-24.pdf">https://www.loto.com.ph/wp-content/uploads/CG-Com-Charter-amended-02-14-24.pdf</a></p> <p>Attendance to 2024 Board Risk Oversight Committee Meetings and Committee Charter</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/Risk-Oversight-Committee-Attendance-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Risk-Oversight-Committee-Attendance-2024.pdf</a></p> <p><a href="https://www.loto.com.ph/wp-content/uploads/Board-Risk-Oversight-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Board-Risk-Oversight-Committee-Charter-Feb.-09-2022.pdf</a></p> <p>Attendance to 2024 Related Party Transactions Committee Meetings and Committee Charter</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/RPT-Committee-Attendance-2024.pdf">https://www.loto.com.ph/wp-content/uploads/RPT-Committee-Attendance-2024.pdf</a></p>	
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3. Committee Charters were fully disclosed on the company's website.	Compliant	Provide link to company's website where the Committee Charters are disclosed.  Board Committee Charters <a href="https://www.loto.com.ph/committee-matters/">https://www.loto.com.ph/committee-matters/</a>  Audit Committee Charter <a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf</a>  Risk Oversight Committee Charter <a href="https://www.loto.com.ph/wp-content/uploads/Board-Risk-Oversight-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Board-Risk-Oversight-Committee-Charter-Feb.-09-2022.pdf</a>  Corporate Governance Committee Charter	

		<a href="https://www.loto.com.ph/wp-content/uploads/CG-Com-Charter-amended-02-14-24.pdf">https://www.loto.com.ph/wp-content/uploads/CG-Com-Charter-amended-02-14-24.pdf</a>  Related Party Transactions Committee Charter <a href="https://www.loto.com.ph/wp-content/uploads/Related-Party-Transactions-Committee-Charter-Jan.-31-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Related-Party-Transactions-Committee-Charter-Jan.-31-2022.pdf</a>	
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**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	<i>Provide information on or link/reference to a document containing information on the process and procedure for tele/videoconferencing board and/or committee meetings.</i>  Revised Manual on Corporate Governance, p. 17 <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>  During and after the covid 19 pandemic, the Board and Committees met virtually in consideration of the attendees' safety and well-being. This is in accordance with the SEC's regulations on meetings via remote communication.  Revised Manual on Corporate Governance, p. 17	
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2. The directors review meeting materials for all Board and Committee meetings.	Compliant	Revised Manual on Corporate Governance, Item 2.13.4, p. 17 <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>	
3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	Compliant	<i>Provide information or link/reference to a document containing information on any questions raised or clarification/explanation sought by directors.</i>  Revised Manual on Corporate Governance, Item 2.14, p. 17 <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>	

		<p>Summary of Board and Committee Activities in 2024  <a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a></p>	
<b>Recommendation 4.2</b>			
<p>1. Non-executive directors concurrently serve in a maximum of five publicly-listed companies to ensure that they have sufficient time to fully prepare for minutes, challenge Management's proposals/views, and oversee the long-term strategy of the company.</p>	Compliant	<p><i>Disclose if the company has a policy setting the limit of board seats that a non-executive director can hold simultaneously.</i></p> <p>Revised Manual on Corporate Governance, Item 2.15.2, p.18  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p><a href="https://www.loto.com.ph/leadership/">https://www.loto.com.ph/leadership/</a></p> <p><i>Provide information or reference to document containing information on the directorships of the company's directors in both listed and non-listed companies.</i></p> <p>2024 SEC Form 17A (Annual Report), pp.18-20  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>DIS for 2024 ASM, p.6-8  <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p> <p><a href="https://www.loto.com.ph/leadership/">https://www.loto.com.ph/leadership/</a></p>	

<b>Recommendation 4.3</b>			
1. The directors notify the company's board before accepting a directorship in another company.	Compliant	<i>Provide copy of written notification to the board or minutes of board meeting wherein the matter was discussed.</i> Revised Manual on Corporate Governance, Item 2.15, p. 17 <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>	
<b>Optional: Principle 4</b>			
1. Company does not have any executive directors who serve in more than two boards of listed companies outside of the group.	Non-compliant		
2. Company schedules board of directors' meetings before the start of the financial year.	Compliant	Schedule of Board of Director's meetings for 2024 reviewed discussed and approved in November 2023. 2025 meetings were discussed and approved in October 2024.  Summary of Board and Committee Activities in 2024 <a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a>	
3. Board of directors meet at least six times during the year.	Compliant	Indicate the number of board meetings during the year and provide proof. Summary of Attendance to 2024 BOD Meetings <a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a>	

		<p>Board of Directors had 10 meetings for 2024, including the ASM and Organizational Meeting.</p> <p>Summary of Board and Committee Meetings in 2024  <a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a></p> <p>SEC Form 17A (Annual Report) 2024, p.26  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p>	
4. Company requires as minimum quorum of at least 2/3 for board decisions.	Compliant	<p><i>Indicate the required minimum quorum for board decisions.</i></p> <p>Presence of 2/3 of directors is required to determine a quorum.</p> <p>Revised Manual on Corporate Governance, Item 2.13, p. 17  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	
<b>Principle 5:</b> The board should endeavor to exercise an objective and independent judgment on all corporate affairs			
<b>Recommendation 5.1</b>			
1. The Board has at least 3 independent directors or such number as to constitute one-third of the board, whichever is higher.	Compliant	<p><i>Provide information or link/reference to a document containing information on the number of independent directors in the board.</i></p>	



		<p>The Company has three (3) Independent Directors, namely: Mr. Roberto V. Antonio, Mr. Joseph T. Chua, and Atty. Maria Gracia M. Pulido-Tan.</p> <p><a href="https://www.loto.com.ph/our-company/leadership">https://www.loto.com.ph/our-company/leadership</a></p> <p>SEC Form 17A (Annual Report) 2024, pp. 18-20  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p>	
<b>Recommendation 5.2</b>			
1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.	Compliant	<p><i>Provide information or link/reference to a document containing information on the qualifications of the independent directors.</i></p> <p>Revised Manual on Corporate Governance, p.13,15-17  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p><a href="https://www.loto.com.ph/leadership/">https://www.loto.com.ph/leadership/</a></p> <p>SEC Form 17A (Annual Report) 2024, p. 20  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p>	
<b>Supplement to Recommendation 5.2</b>			

<p>1. Company has no shareholder agreements, by-laws provisions, or other arrangements that constrain the directors' ability to vote independently.</p>	<p>Compliant</p>	<p><i>Provide link/reference to a document containing information that directors are not constrained to vote independently.</i></p> <p>Pacific Online has no shareholder agreements, by-laws, provisions, or other arrangements that constrain the directors' ability to vote independently.</p> <p>Revised Manual on Corporate Governance, p.12  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>"To exercise independent judgment. He shall view each problem or situation objectively. Should a disagreement with other directors arise, he should carefully evaluate and explain his position. He should not be afraid to take unpopular positions if he thinks such ideas are beneficial to the Company."</p>	
<p><b>Recommendation 5.3</b></p>			
<p>1. The independent directors serve for a cumulative term of nine years (reckoned from 2012).</p>	<p>Compliant</p>	<p><i>Provide information or link/reference to a document showing the years IDs have served as such.</i></p> <p>Atty. Maria Gracia M. Pulido-Tan was elected as Independent Director (ID) in May 2021.</p> <p>Mr. Roberto V. Antonio was elected as ID in September 2022.</p>	

		<p>Mr. Joseph T. Chua was elected as ID in May 2023.</p> <p>None of the Company's Independent Directors have served for a cumulative term of nine years as of December 31, 2024.</p> <p>Company website/Leadership  <a href="https://www.loto.com.ph/our-company/leadership">https://www.loto.com.ph/our-company/leadership</a></p> <p>SEC Form 17A (2024 Annual Report), p.20  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>Former Lead Independent Director Laurito E. Serrano ended his tenure in May 2023 after having served as ID for 9 years. Mr. Joseph T. Chua replaced him.</p>	
2. The company bars an independent director from serving in such capacity after the term limit of nine years.	Compliant	<p><i>Provide information or link/reference to a document containing information on the company's policy on term limits for its independent directors.</i></p> <p>Revised Manual on Corporate Governance, Item 2.8.5 p. 12-13  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	
3. In the instance that the company retains an independent director in the same capacity after nine years, the board	Compliant	<p><i>Provide reference to the meritorious justification and proof of shareholders'</i></p>	

provides meritorious justification and seeks shareholders' approval during the annual shareholders' meeting.		<p><i>approval during the annual shareholders' meeting.</i></p> <p>Mr. Laurito E. Serrano completed his 9-year term as Independent Director in May 2023. He was not a nominee for re-election. During the May 26, 2023 ASM, Mr. Joseph T. Chua replaced Mr. Serrano. The other Independent Directors, Atty. Maria Gracia M. Pulido-Tan and Mr. Roberto V. Antonio are still within the term limit set forth in the Manual on Corporate Governance.</p>	
<b>Recommendation 5.4</b>			
1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	Compliant	<p><i>Identify the company's Chairman of the Board and Chief Executive Officer.</i></p> <p>Chairman of the Board: Willy N. Ocier</p> <p>President: Armin Antonio B. Raquel Santos</p> <p>Results of the 2024 Organizational Meeting  <a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf">https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf</a> </p>	
2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	Compliant	<p><i>Provide information or link/reference to a document containing information on the roles and responsibilities of the Chairman of the Board and Chief Executive Officer.</i></p> <p>President's Responsibilities   Revised Manual on Corporate Governance, p. 31-32</p>	

		<a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>  <i>Identify the relationship of Chairman and CEO.</i> No relationship between the Chairman and President.	
<b>Recommendation 5.5</b>			
1. If the Chairman of the Board is not an independent director, the board designates a lead director among the independent directors.	Compliant	Provide information or link/reference to a document containing information on a lead independent director and his roles and responsibilities, if any. Indicate if Chairman is Independent.  Revised Manual on Corporate Governance, p.11 <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>  <a href="https://www.loto.com.ph/leadership/">https://www.loto.com.ph/leadership/</a>  Chairman is not an Independent Director, however, a Lead Independent Director was appointed during the May 2024 Organizational Meeting.  Lead Independent Director: Atty. Maria Gracia M. Pulido-Tan  Results of the 2024 Organizational Meeting <a href="https://www.loto.com.ph/wp-content/uploads/Results-of-">https://www.loto.com.ph/wp-content/uploads/Results-of-</a>	

		<a href="#">Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf</a>	
<b>Recommendation 5.6</b>			
1. Directors with material interest in a transaction affecting the corporation abstain from taking part in the deliberations on the transaction.	Compliant	<p><i>Provide proof of abstention, if this was the case.</i></p> <p>None of the Corporation's directors has had any material interest in any transaction entered into by the Corporation.</p> <p>However, the Corporation's Manual on Corporation Governance, p.11, clearly requires that directors with or with potential conflict/s of interest must disclose the details and abstain from participating in the decision-making process.</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>Conflict of Interest Policy  <a href="https://www.loto.com.ph/wp-content/uploads/POLICY-ON-CONFLICT-OF-INTEREST-2017-May-31-2017.pdf">https://www.loto.com.ph/wp-content/uploads/POLICY-ON-CONFLICT-OF-INTEREST-2017-May-31-2017.pdf</a></p>	
<b>Recommendation 5.7</b>			
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	<p><i>Provide proof and details of said meeting, if any. Provide information on the frequency and attendees of meetings.</i></p> <p>Meetings among non-executive directors were conducted with the External Auditor, Internal Audit Head, Compliance Officer and Chief Risk Officer on February 14, 2024 which were</p>	
2. The meetings are chaired by the lead independent director.	Compliant		

		<p>chaired by Atty. Maria Gracia M. Pulid-Tan, Lead Independent Director.</p> <p>Summary of Board and Committee Activities in 2024  <a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a></p>	
<b>Optional: Principle 5</b>			
1. None of the directors is a former CEO of the company in the past 2 years.	Compliant	<p><i>Provide name/s of company CEO for the past 2 years.</i></p> <p>Mr. Jackson T. Ongsip was the CEO from October 7, 2021 to May 15, 2024.</p> <p>Mr. Armin Antonio B. Raquel Santos – first appointed as CEO on May 16, 2024, and re-appointed during the Organizational Meeting on June 28, 2024</p> <p>Results of the 2024 Organizational Meeting  <a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf">https://www.loto.com.ph/wp-content/uploads/Results-of-Organizational-Meeting-of-Board-of-Directors-06-28-24.pdf</a></p>	
<b>Principle 6:</b> 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.			
<b>Recommendation 6.1</b>			
1. Board conducts an annual self-assessment of its performance as a whole.	Compliant	<i>Provide proof of self-assessments conducted for the whole board, the individual</i>	
2. The Chairman conducts a self-assessment of his performance.	Compliant		

3. The individual members conduct a self-assessment of their performance.	Compliant	<i>members, the Chairman and the Committees.</i>	
4. Each committee conducts a self-assessment of its performance.	Compliant	<p>The Board conducts an annual self-assessment of its collective and individual performance, and that of the Board Committees, the Chairman, President, Chief Compliance Officer, Chief Risk Officer, and Chief Audit Executive.</p> <p>Year 2024 – Self Assessment Done in February 2025 for their 2024 performance  <a href="https://www.loto.com.ph/wp-content/uploads/LOTO-Board-Eval-Form-2024.pdf">https://www.loto.com.ph/wp-content/uploads/LOTO-Board-Eval-Form-2024.pdf</a> </p>	
5. Every three years, the assessments are supported by an external facilitator.	Non-Compliant	<i>Identify the external facilitator and provide proof of use of an external facilitator.</i>	The Company is currently conducting the assessments in-house but utilizes the processes and methods used by other companies affiliated with the Company's parent company which are already assisted by external facilitators. The Company shall endeavor to engage an external facilitator for the assessment of the Board's 2024 performance.
<b>Recommendation 6.2</b>			
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	<i>Provide information or link/reference to a document containing information on the system of the company to evaluate the performance of the board, individual</i>	



<p>2. The system allows for a feedback mechanism from the shareholders.</p>	<p>Compliant</p>	<p><i>directors and committees, including a feedback mechanism from shareholders.</i></p> <p>The Board of Directors conducts its own individual self-assessment every year and collegiately appraises the performances of the following: Chairman, Chief Executive Officer, Chief Compliance Officer, Chief Risk Officer, and Chief Audit Officer.</p> <p>Criteria used for the assessment are Independence, Leadership, Expertise and Corporate Governance as indicated in the evaluation forms which is made available to the public through the Company's website.</p> <p>Board Assessment Form for 2024  <a href="https://www.loto.com.ph/wp-content/uploads/LOTO-Board-Eval-Form-2024.pdf">https://www.loto.com.ph/wp-content/uploads/LOTO-Board-Eval-Form-2024.pdf</a></p> <p>Revised Manual on Corporate Governance, p. 18  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>In order to promote transparency and accountability, the Corporation has a dedicated contact information, where shareholders and stakeholders alike may communicate with the Board of Directors through the Governance Department on concerns they may have. Contact details of the Governance Department are included in the Company's website.</p>	
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		<p>Published email address:  <a href="mailto:contactus@pacificonline.com.ph">contactus@pacificonline.com.ph</a></p> <p><b>For governance related issues or concerns, stakeholders may refer to:</b>  Mischel O. Mendoza  Business Development Head &amp; Risk Officer  2803 A&amp;B Tektit Towers, Ortigas Center, Pasig City 1605  Tel.No.:(632) 8584-1700  Email: <a href="mailto:momendoza@pacificonline.com.ph">momendoza@pacificonline.com.ph</a></p> <p><b>For Investor Relations, stakeholders may contact:</b>  Michelle T. Hernandez  Compliance Officer  2803 A&amp;B Tektit Towers, Ortigas Center, Pasig City 1605  Tel.No.:(632) 8584-1700  Email: <a href="mailto:michelle.hernandez@bellecorp.com">michelle.hernandez@bellecorp.com</a></p> <p>SEC Form 17A (Annual Report) 2024 p.31  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a>  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p>	
<b>Principle 7:</b> Members of the Board are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.			
<b>Recommendation 7.1</b>			
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	<p><i>Provide information on or link/reference to the company's Code of Business Conduct and Ethics.</i></p> <p>Code of Conduct  <a href="https://www.loto.com.ph/wp-content/uploads/CODE-OF-CONDUCT.pdf">https://www.loto.com.ph/wp-content/uploads/CODE-OF-CONDUCT.pdf</a></p> <p>Code of Business Conduct and Ethics  <a href="https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf">https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf</a></p>	

2. The Code is properly disseminated to the Board, senior management and employees.	Compliant	<p><i>Provide information on or discuss how the company disseminated the Code to its Board, senior management and employees.</i></p> <p>The Code of Conduct is posted on the Company website for ease of access. The employees and officers are encouraged, through the department heads, to familiarize themselves with the Company's Code of Conduct by accessing the online version.</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/CODE-OF-CONDUCT.pdf">https://www.loto.com.ph/wp-content/uploads/CODE-OF-CONDUCT.pdf</a></p>	
3. The Code is disclosed and made available to the public through the company website.	Compliant	<p><i>Provide a link the company's website where the Code of Business Conduct and Ethics is posted/disclosed.</i></p> <p>Code of Business Conduct and Ethics  <a href="https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf">https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf</a></p> <p>Code of Conduct  <a href="https://www.loto.com.ph/wp-content/uploads/CODE-OF-CONDUCT.pdf">https://www.loto.com.ph/wp-content/uploads/CODE-OF-CONDUCT.pdf</a></p>	
<b>Supplement to Recommendation 7.1</b>			
1. Company has clear and stringent policies and procedures on curbing and penalizing company involvement in offering, paying and receiving bribes.	Compliant	<p><i>Provide information on or link/reference to a document containing information on the company's policy and procedure on curbing and penalizing bribery</i></p>	

		<p>Employees are encouraged to report violations or suspected violations without fear of retaliation.</p> <p>Whistle-Blowing Policy  <a href="https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf">https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf</a></p> <p>Code of Conduct, page 5-6  <a href="https://www.loto.com.ph/wp-content/uploads/CODE-OF-CONDUCT.pdf">https://www.loto.com.ph/wp-content/uploads/CODE-OF-CONDUCT.pdf</a></p> <p>Code of Conduct  3.8.1.1 Fraud Against the Company – committing any of the following offenses shall be penalized by DISMISSAL  3.8.1.1.1 Making false representation of facts;  3.8.1.1.2 Employing any kind of deception;  3.8.1.1.3 Making false or fraudulent claims against the company;  3.8.1.1.4 Initiating or participating in any action intended to defraud the company;  3.8.1.1.5 Obtaining payment, gain or benefit to which one is not entitled;  3.8.1.1.6 Knowingly honoring a forged signature for his/her own benefit or that of another person; and  3.8.1.1.7 Giving due course of approval to a document knowing it to be false or erroneous</p> <p>3.8.1.5.2 Conflict of interest occurs in situations that have the potential to</p>	
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		<p>undermine the impartiality of one person because of the possibility of a clash between the person's self-interest and professional/company interest such as the following, but not limited to:</p> <p>3.8.1.5.2.1 Receiving of gifts and favors to enrich oneself or others such as family or friends.</p> <p>3.8.1.5.2.2 Preferential treatment or be affected by undue influence to give External Providers unfair advantage</p>	
<b>Recommendation 7.2</b>			
1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	Compliant	<p><i>Provide proof of implementation and monitoring of compliance with the Code of Business Conduct and Ethics and internal policies.</i></p>	
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	Compliant	<p>SEC Form 17A (2024 Annual Report), Code of Conduct, p.30  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>The Department Heads are responsible for the dissemination of the Code of Conduct to the employees. Superiors are principally responsible for maintaining discipline in their work unit. Hence, they are accountable for the lack of discipline and order in their areas. Superiors are given sufficient authority to fully enforce all company policies and procedures, rules and office decorum to help ensure that everyone imbibes POSC's mission, core values of L.E.A.D.E.R.S and principles.</p>	

		<p>Required to comply: Board of Directors, Officers and all Employees of the Company.</p> <p><i>Indicate who are required to comply with the Code of Business Conduct and Ethics (CBCE) and any findings on non-compliance.</i></p> <p>Code the Conduct applies to employees.  <a href="https://www.loto.com.ph/wp-content/uploads/CODE-OF-CONDUCT.pdf">https://www.loto.com.ph/wp-content/uploads/CODE-OF-CONDUCT.pdf</a></p> <p>The Code of Business Conduct and Ethics applies to Directors, Senior Management and Employees.  <a href="https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf">https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf</a></p> <p>Stakeholders doing business with the Company shall align their practices with the Company's Code of Conduct.</p> <p>No findings on non-compliance as of to-date.</p>	
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#### 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	Compliant	<p><i>Provide information on or link/reference to the company's disclosure policies and procedures including reports distributed/made available to shareholders and other stockholders.</i></p>	
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<p>complete picture of a company's financial condition, results and business operations.</p>		<p>Corporate Disclosures</p> <p><a href="https://www.loto.com.ph/disclosures/">https://www.loto.com.ph/disclosures/</a>  <a href="https://www.loto.com.ph/financial-report/">https://www.loto.com.ph/financial-report/</a></p> <p>SEC Form 17A (Annual Report) for 2024, Audited Financial Statements, Sustainability Report</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>Revised Manual on Corporate Governance, p.38</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	
<b>Supplement to Recommendations 8.1</b>			
<p>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.</p>	<p>Compliant</p>	<p><i>Indicate the number of days within which the consolidated and interim reports were published, distributed or made available from the end of the fiscal year and end of the reporting period, respectively.</i></p> <p>Audited Consolidated Financial Statements for period ended December 31, 2024.</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/2025-21-02-Material-InformationTransaction.pdf">https://www.loto.com.ph/wp-content/uploads/2025-21-02-Material-InformationTransaction.pdf</a></p> <p>End of Fiscal Year – Dec. 31, 2024  Distribution/Publication – February 21, 2025</p>	

		<p>Consolidated FS (SEC Form 17C) at least 60 days from end of fiscal year</p> <p>Quarterly Reports, 2024  <a href="https://www.loto.com.ph/financial-report/">https://www.loto.com.ph/financial-report/</a></p> <p>2024 Q1 17Q Report disclosed on May 9, 2024  <a href="https://www.loto.com.ph/wp-content/uploads/Quarterly-Report-2024-03-31.pdf">https://www.loto.com.ph/wp-content/uploads/Quarterly-Report-2024-03-31.pdf</a></p> <p>2024 Q2 17Q Report disclosed on August 2, 2024  <a href="https://www.loto.com.ph/wp-content/uploads/Quarterly-Report-2Q.pdf">https://www.loto.com.ph/wp-content/uploads/Quarterly-Report-2Q.pdf</a></p> <p>2024 Q3 17Q Report disclosed on October 25, 2024 or less than 30 days from end of reporting period  <a href="https://www.loto.com.ph/wp-content/uploads/17-Q-2024-Q3.pdf">https://www.loto.com.ph/wp-content/uploads/17-Q-2024-Q3.pdf</a></p>	
<p>2. Company discloses in its annual report the principal risks associated with the identity of the company's controlling shareholders; the degree of ownership concentration; cross-holdings among company affiliates; and any imbalances between the controlling shareholders' voting power and overall equity position in the company.</p>	Compliant	<p><i>Provide link or reference to the company's annual report where the following are disclosed:</i></p> <ol style="list-style-type: none"> <li>1. <i>principal risks to minority shareholders associated with the identity of the company's controlling shareholders;</i></li> <li>2. <i>cross-holdings among company affiliates; and</i></li> <li>3. <i>any imbalances between the controlling shareholders' voting</i></li> </ol>	



		<p><i>power and overall equity position in the company.</i></p> <p>The Company discloses in its Annual Report and Definitive Information Statement, the principal risks associated with the identity of the Company's shareholders, the degree of ownership concentration, cross-holdings among company affiliates and other pertinent information on equity position in the Company.</p> <p>SEC Form 17A (Annual Report) for 2024, p. 24  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>DIS for 2024 ASM, p. 3-5  <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p>	
<b>Recommendation 8.2</b>			
1. Company has a policy requiring all directors to disclose/report to the company any dealings in the company's shares within three business days.	Compliant	<p><i>Provide information on or link/reference to the company's policy requiring directors and officers to disclose their dealings in the company's share.</i></p>	
2. Company has a policy requiring all officers to disclose/report to the company any dealings in the company's shares within three business days.	Compliant	<p>Revised Manual on Corporate Governance  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	

"Upon request, the Company shall provide the stockholders with periodic reports and information about directors and officers, and certain other matters such as their holdings of the Company's shares, dealings with the Company, relationships among directors and key officers, and the compensation of directors and officers, including termination and retirement provisions. To make certain that the information on the shareholdings of directors and officers are updated, all directors and key officers shall be required to report to the Company any dealings in the Company's shares within three (3) business days."

Name of Director/Officer	No. Shares held as of 12/31/24	Acquisition (+)	Disposition (-)	No. Shares held as of 12/31/23	% of ownership
Willy N. Ocier	89,163,500	8,300,000	-	10,303,500	9.95
Armin Antonio B. Rasquet-Santos	200	-	-	200	0
Michel Gabrielle O. Mendoza	585,000	-	-	585,000	0.07
Tarcisio M. Medalla	300	-	-	300	0
Henry N. Ocier	1,309,000	-	-	1,309,000	0.13
Maria Gracia M. Palido Tan	1,000	-	-	1,000	0
Roberto V. Antonio	20,000	10,000	-	10,000	0
Joseph T. Chua	289,050	-	-	289,050	0.03
Total	91,208,050	10,000	-	82,898,050	10.18

[https://www.loto.com.ph/disclosures/SEC Form 17A \(Annual Report\) 2024, p.31](https://www.loto.com.ph/disclosures/SEC%20Form%2017A%20(Annual%20Report)%202024,p.31)  
<https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf>

## 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

Compliant

*Provide information on or link/reference to the shareholdings of directors, management and top 100 shareholders.*

<p>the disclosure of the company's purchase of its shares from the market (e.g., share buy-back program).</p>		<p><a href="https://www.loto.com.ph/disclosures/">https://www.loto.com.ph/disclosures/</a></p> <p>Public Ownership Report as of Dec. 31, 2024  <a href="https://www.loto.com.ph/wp-content/uploads/POR-2024-Q4-Disclosure.pdf">https://www.loto.com.ph/wp-content/uploads/POR-2024-Q4-Disclosure.pdf</a></p> <p>Top 100 Shareholders as of Dec. 31, 2024  <a href="https://www.loto.com.ph/wp-content/uploads/2024-12-31-List-of-Top-100.pdf">https://www.loto.com.ph/wp-content/uploads/2024-12-31-List-of-Top-100.pdf</a></p> <p><i>Provide link or reference to the company's Conglomerate Map.</i></p> <p><a href="https://www.loto.com.ph/our-company/corporate-structure">https://www.loto.com.ph/our-company/corporate-structure</a></p> <p>Map of Conglomerate  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Conglomerate-map-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Conglomerate-map-2024.pdf</a>  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Conglomerate-map-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Conglomerate-map-2024.pdf</a></p> <p>SEC Form 17A (Annual Report) 2024, p. 144 of pdf  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p>	
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### 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	<p><i>Provide link or reference to the directors’ academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and relevant trainings attended.</i></p> <p>Directors’ academic qualifications, memberships in other boards, professional experiences and expertise:</p> <p>Share ownership in the company:</p> <table><tr><th>Name of Director/Officer</th><th>No. Shares held as of 12/31/24</th><th>Acquisition (+)</th><th>Disposition (-)</th><th>No. Shares held as of 12/31/23</th><th>% of ownership</th></tr><tr><td>Willy N. Ocier</td><td>89,183,500</td><td>8,300,000</td><td>-</td><td>89,803,500</td><td>9.95</td></tr><tr><td>Armin Antonio B. Raquel-Santos</td><td>200</td><td>-</td><td>-</td><td>200</td><td>0</td></tr><tr><td>Michel Gabrielle O. Mendoza</td><td>585,000</td><td>-</td><td>-</td><td>585,000</td><td>0.07</td></tr><tr><td>Tarciso M. Medalla</td><td>300</td><td>-</td><td>-</td><td>300</td><td>0</td></tr><tr><td>Henry N. Ocier</td><td>1,209,000</td><td>-</td><td>-</td><td>1,209,000</td><td>0.13</td></tr><tr><td>Maria Gracia M. Pulido Tan</td><td>1,000</td><td>-</td><td>-</td><td>1,000</td><td>0</td></tr><tr><td>Roberto V. Antonio</td><td>20,000</td><td>10,000</td><td>-</td><td>10,000</td><td>0</td></tr><tr><td>Joseph T. Chua</td><td>289,050</td><td>-</td><td>-</td><td>289,050</td><td>0.03</td></tr><tr><td>Total</td><td>91,208,050</td><td>10,000</td><td>-</td><td>82,898,050</td><td>10.18</td></tr></table> <p>Public Ownership Report as of Dec. 31, 2024 <a href="https://www.loto.com.ph/wp-content/uploads/POR-2024-Q4-Disclosure.pdf">https://www.loto.com.ph/wp-content/uploads/POR-2024-Q4-Disclosure.pdf</a></p> <p>SEC Form 17A (Annual Report) for 2024, pp.24-25 <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>2024 Continuing Education Program <a href="https://www.loto.com.ph/wp-content/uploads/Continuing-Education-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Continuing-Education-2024.pdf</a></p>	Name of Director/Officer	No. Shares held as of 12/31/24	Acquisition (+)	Disposition (-)	No. Shares held as of 12/31/23	% of ownership	Willy N. Ocier	89,183,500	8,300,000	-	89,803,500	9.95	Armin Antonio B. Raquel-Santos	200	-	-	200	0	Michel Gabrielle O. Mendoza	585,000	-	-	585,000	0.07	Tarciso M. Medalla	300	-	-	300	0	Henry N. Ocier	1,209,000	-	-	1,209,000	0.13	Maria Gracia M. Pulido Tan	1,000	-	-	1,000	0	Roberto V. Antonio	20,000	10,000	-	10,000	0	Joseph T. Chua	289,050	-	-	289,050	0.03	Total	91,208,050	10,000	-	82,898,050	10.18
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		<p>Qualifications, expertise, professional experience  <a href="https://www.loto.com.ph/our-company/leadership">https://www.loto.com.ph/our-company/leadership</a></p> <p>Board Diversity Skill Set  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Board-Diversity-2025.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Board-Diversity-2025.pdf</a></p>	
<p>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.</p>	Compliant	<p><i>Provide link or reference to the key officers' academic qualifications, share ownership in the company, membership on other boards, other executive positions, professional experiences, expertise and relevant training attended.</i></p> <p>Public Ownership Report as of Dec. 31, 2024  <a href="https://www.loto.com.ph/wp-content/uploads/POR-2024-Q4-Disclosure.pdf">https://www.loto.com.ph/wp-content/uploads/POR-2024-Q4-Disclosure.pdf</a></p> <p>2024 Continuing Education Program  <a href="https://www.loto.com.ph/wp-content/uploads/Continuing-Education-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Continuing-Education-2024.pdf</a></p> <p>Key Officers' Experience, educational background, affiliations  SEC Form 17A (Annual Report) for 2024, p.20-22  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p>	
<b>Recommendation 8.4</b>			

<p>1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same.</p>	<p>Compliant</p>	<p><i>Disclose or provide link/reference to the company policy and practice for setting board remuneration.</i></p> <p>Revised Manual on Corporate Governance, Item 2.16, p. 18, 23-24  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>"Directors shall not receive any compensation unless approved by the stockholders or provided in the Corporation's By-Laws. No director shall participate in the approval of his compensation.</p> <p>However, the Board, through the Corporate Governance Committee may, from time to time, approve a reasonable per diem that a director may receive for attendance in Board and Board Committee meetings."</p> <p>Each member of the Board of Directors received the following as Directors for the year 2024. The amounts represent their per diem for the meetings attended and all other responsibilities undertaken for the Company.</p>	
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		<table><tr><th>NAME</th><th>POSITION</th><th>TOTAL (Php)</th></tr><tr><td>Willy N. Ocier</td><td>Chairman</td><td>113,889</td></tr><tr><td>Armin Antonio B. Raquel Santos<sup>1</sup></td><td>President and Executive Director</td><td>113,889</td></tr><tr><td>Mischel Gabrielle O. Mendoza<sup>2</sup></td><td>Executive Director</td><td>91,667</td></tr><tr><td>Tarcisio M. Medalla</td><td>Non-Executive Director</td><td>325,000</td></tr><tr><td>Henry N. Ocier</td><td>Non-Executive Director</td><td>113,889</td></tr><tr><td>Maria Gracia M. Pulido Tan</td><td>Lead Independent Director</td><td>313,889</td></tr><tr><td>Roberto V. Antonio</td><td>Independent Director</td><td>313,889</td></tr><tr><td>Joseph T. Chua</td><td>Independent Director</td><td>325,000</td></tr><tr><td>Jackson T. Ongsip<sup>3</sup></td><td>President and Executive Director</td><td>44,118</td></tr><tr><td>Raul B. De Mesa<sup>4</sup></td><td>Non-Executive Director</td><td>80,556</td></tr><tr><td></td><td>TOTAL</td><td>P1,835,786</td></tr></table> <p><small>*Notes: <sup>1</sup> appointed as President and CEO effective May 16, 2024 <sup>2</sup> elected as director effective May 16, 2024 <sup>3</sup> term ended on May 15, 2024 <sup>4</sup> term ended on Dec. 5, 2024 (Deceased)</small></p>	NAME	POSITION	TOTAL (Php)	Willy N. Ocier	Chairman	113,889	Armin Antonio B. Raquel Santos <sup>1</sup>	President and Executive Director	113,889	Mischel Gabrielle O. Mendoza <sup>2</sup>	Executive Director	91,667	Tarcisio M. Medalla	Non-Executive Director	325,000	Henry N. Ocier	Non-Executive Director	113,889	Maria Gracia M. Pulido Tan	Lead Independent Director	313,889	Roberto V. Antonio	Independent Director	313,889	Joseph T. Chua	Independent Director	325,000	Jackson T. Ongsip <sup>3</sup>	President and Executive Director	44,118	Raul B. De Mesa <sup>4</sup>	Non-Executive Director	80,556		TOTAL	P1,835,786	
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2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.	Compliant	<p>Disclose or provide link/reference to the company policy and practice for determining executive remuneration.</p> <p>Revised Manual on Corporate Governance, p.24, item c. <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>One of the key responsibilities of the Corporate Governance Committee is to evaluate the performance of the President and other officers in light of the goals and objectives, and determine and approve the compensation level, including base salary, bonus amount and other compensation, if any, of each such officer based on this evaluation and other relevant factors.</p> <p>The Board then reviews and approves such recommendations should they find them just and reasonable.</p>																																					

3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Compliant	<p>Provide breakdown of director remuneration and executive compensation, particularly the remuneration of the CEO.</p> <p>SEC Form 17A (Annual Report) for 2024, p. 23 <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <table><thead><tr><th>Name and Principal Position</th><th>Year</th><th>Salary</th><th>Bonus</th><th>Other Annual Compensation</th></tr></thead><tbody><tr><td>Armin Antonio B. Raquel Santos President &amp; CEO (effective May 16, 2024)</td><td></td><td></td><td></td><td></td></tr><tr><td>Christopher C. Villaflo Chief Operating Officer</td><td></td><td></td><td></td><td></td></tr><tr><td>Mischel O. Mendoza Business Dev't Head &amp; Risk Officer</td><td></td><td></td><td></td><td></td></tr><tr><td>Jackson T. Ongsip President and CEO (until May 15, 2024)</td><td></td><td></td><td></td><td></td></tr><tr><td>Maria Neriza Banaria CFO and Treasurer (until August 14, 2024)</td><td></td><td></td><td></td><td></td></tr><tr><td>Total for President and 4 most highly compensated Executive Officers</td><td>2025 (Estimate)</td><td></td><td></td><td>Php 7,462,180</td></tr><tr><td></td><td>2024</td><td></td><td></td><td>8,026,947</td></tr><tr><td></td><td>2023</td><td></td><td></td><td>8,800,563</td></tr><tr><td>All other executive officers and directors as a Group</td><td>2025 (Estimate)</td><td></td><td></td><td>Php 3,207,578</td></tr><tr><td></td><td>2024</td><td></td><td></td><td>3,332,251</td></tr><tr><td></td><td>2023</td><td></td><td></td><td>5,652,524</td></tr></tbody></table>	Name and Principal Position	Year	Salary	Bonus	Other Annual Compensation	Armin Antonio B. Raquel Santos President & CEO (effective May 16, 2024)					Christopher C. Villaflo Chief Operating Officer					Mischel O. Mendoza Business Dev't Head & Risk Officer					Jackson T. Ongsip President and CEO (until May 15, 2024)					Maria Neriza Banaria CFO and Treasurer (until August 14, 2024)					Total for President and 4 most highly compensated Executive Officers	2025 (Estimate)			Php 7,462,180		2024			8,026,947		2023			8,800,563	All other executive officers and directors as a Group	2025 (Estimate)			Php 3,207,578		2024			3,332,251		2023			5,652,524	
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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	<p>Disclose or provide reference/link to company's RPT policies.</p> <p>Related Party Transactions Policy <a href="https://www.loto.com.ph/wp-content/uploads/RELATED-PARTY-TRANSACTIONS-POLICY-Dec-31-2019.pdf">https://www.loto.com.ph/wp-content/uploads/RELATED-PARTY-TRANSACTIONS-POLICY-Dec-31-2019.pdf</a></p> <p>Related Party Transactions Committee Charter <a href="https://www.loto.com.ph/wp-content/uploads/Related-Party-Transactions-Committee-Charter-Jan.-31-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Related-Party-Transactions-Committee-Charter-Jan.-31-2022.pdf</a></p> <p>No conflict-of-interest incident reported within the covered period.</p>																																																													



<p>2. Company discloses material or significant RPTs reviewed and approved during the year.</p>	<p>Compliant</p>	<p><i>Provide information on all RPTs for the previous year or reference to a document containing the following information on all RPTs:</i></p> <ol style="list-style-type: none"> <li>1. <i>name of the related counterparty;</i></li> <li>2. <i>relationship with the party;</i></li> <li>3. <i>transaction date;</i></li> <li>4. <i>type/nature of transaction;</i></li> <li>5. <i>the required approval (i.e. names of the board of directors approving, names and percentage of shareholders who approved) based on the company's policy; and other terms and conditions.</i></li> </ol> <p>SEC Form 17A, Annual Report for 2024, Audited Financial Statements, pp. 126, 190 of pdf  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p>	
<p><b>Supplement to Recommendation 8.5</b></p>			
<p>1. Company requires directors to disclose their interests in transactions or any other conflict of interests.</p>	<p>Compliant</p>	<p><i>Indicate where and when directors disclose their interests in transactions or any other conflict of interests.</i></p> <p>Policy on Conflict of Interest  <a href="https://www.loto.com.ph/wp-content/uploads/POLICY-ON-CONFLICT-OF-INTEREST-2017-May-31-2017.pdf">https://www.loto.com.ph/wp-content/uploads/POLICY-ON-CONFLICT-OF-INTEREST-2017-May-31-2017.pdf</a></p> <p>Revised Manual on Corporate Governance, p.36-37</p>	

<https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf>

**PART IV – REPORTORIAL OR DISCLOSURE SYSTEM OF COMPANY'S CORPORATE GOVERNANCE POLICIES**

4.1. The reports or disclosures required under this Manual shall be prepared and submitted to the SEC by the respective committee through the Compliance Officer or the Corporate Governance Committee.

4.2. The Board shall commit at all times to fully disclose material information relative to the Company. It shall cause the filing of all required information with the proper regulatory authorities, with such report being comprehensive, accurate, reliable and timely.

The Board shall ensure that such disclosures will give shareholders and other stakeholders a fair and complete picture of the Company's Financial condition, results and business operations.

The Board shall, when appropriate, consider using media and analyst's briefings as channels of communication to ensure the timely and accurate dissemination of public, material, and relevant information to its shareholders and stakeholders.

4.3. The Company shall make a full, fair, accurate and timely disclosure to the public of every material fact or event that affects the Company. All material information that, in the judgment of the

		<p>Board or the Company's management, could potentially affect share price in a significant manner, shall be publicly disclosed, so long as such disclosure does not violate regulations of the SEC, the Philippine Stock Exchange ("PSE") or any governmental body, nor any legal or binding agreement. Such information shall include but shall not be limited to earnings results, acquisition or disposal of significant assets, board changes, material related party transactions, shareholdings of directors and change of ownership.</p> <p>In the case of an acquisition or disposal of significant asset/s by the Company, the Company shall appoint an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of asset/s.</p> <p>4.4. All disclosed information shall be released via the approved PSE procedure for company announcements, as well as through the annual report.</p> <p>Policy on Conflict of Interest  <a href="https://www.loto.com.ph/wp-content/uploads/POLICY-ON-CONFLICT-OF-INTEREST-2017-May-31-2017.pdf">https://www.loto.com.ph/wp-content/uploads/POLICY-ON-CONFLICT-OF-INTEREST-2017-May-31-2017.pdf</a></p> <p>Policy on Insider Trading  <a href="https://www.loto.com.ph/wp-content/uploads/INSIDER-TRADING-POLICY-May-31-2017.pdf">https://www.loto.com.ph/wp-content/uploads/INSIDER-TRADING-POLICY-May-31-2017.pdf</a></p>	
Optional : Recommendation 8.5			

<p>1. Company discloses that RPTs are conducted in such a way to ensure that they are fair and at arms' length.</p>	<p>Compliant</p>	<p><i>Provide link or reference where this is disclosed, if any</i></p> <p>Related Party Transactions Committee Charter  <a href="https://www.loto.com.ph/wp-content/uploads/Related-Party-Transactions-Committee-Charter-Jan.-31-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Related-Party-Transactions-Committee-Charter-Jan.-31-2022.pdf</a></p> <p>"The Committee shall be responsible for reviewing all material related party transactions of the Company and ensuring that all RPTs are conducted on a fair and arms- length basis."</p> <p>Policy on Related Party Transactions  <a href="https://www.loto.com.ph/wp-content/uploads/RELATED-PARTY-TRANSACTIONS-POLICY-Dec-31-2019.pdf">https://www.loto.com.ph/wp-content/uploads/RELATED-PARTY-TRANSACTIONS-POLICY-Dec-31-2019.pdf</a></p> <p>Revised Manual on Corporate Governance, Item 2.18.4.2.c, p.30  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	
<p><b>Recommendation 8.6</b></p>			
<p>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.</p>	<p>Compliant</p>	<p><i>Provide link or reference where this is disclosed.</i></p> <p><a href="https://www.loto.com.ph/disclosures/">https://www.loto.com.ph/disclosures/</a></p> <p>SEC Form 17A (Annual Report) for 2024  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>Corporate Disclosures</p>	

		<a href="https://www.loto.com.ph/disclosures/">https://www.loto.com.ph/disclosures/</a>  Declaration of dividends in 2024 <a href="https://www.loto.com.ph/wp-content/uploads/Declaration-of-Cash-Dividends-2.29.24.pdf">https://www.loto.com.ph/wp-content/uploads/Declaration-of-Cash-Dividends-2.29.24.pdf</a>  Related Party Transactions Policy and Guidelines <a href="https://www.loto.com.ph/wp-content/uploads/RELATED-PARTY-TRANSACTIONS-POLICY-Dec-31-2019.pdf">https://www.loto.com.ph/wp-content/uploads/RELATED-PARTY-TRANSACTIONS-POLICY-Dec-31-2019.pdf</a>	
2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.	Compliant	<p><i>Identify independent party appointed to evaluate the fairness of the transaction price. Disclose the rules and procedures for evaluation the fairness of the transaction price, if any.</i></p> <p>The Company shall exercise due diligence and consult with its parent company as it appoints a third-party to evaluate the fairness of the transaction on the acquisition and disposal of assets. Compliance will all regulatory requirements shall be done at all times.</p> <p>Management shall prepare the terms of reference which is the basis for the service providers' offer sheet. It is incumbent that these providers have gone through the parent company's accreditation per company policy. Once completed, the bids are presented to the Board for consideration and approval, and filing of appropriate disclosures, as they are required.</p>	

		<p>Related Party Transactions Committee Charter</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/Related-Party-Transactions-Committee-Charter-Jan.-31-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Related-Party-Transactions-Committee-Charter-Jan.-31-2022.pdf</a></p>	
<b>Supplement to Recommendation 8.6</b>			
<p>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 control, ownership, and strategic direction of the company.</p>	Compliant	<p><i>Provide link or reference where these are disclosed.</i></p> <p>There are no shareholder agreements, voting trust agreements, confidentiality agreements, and such other agreements that may impact on the control, ownership, and strategic direction of the company reported for the period covered.</p> <p>These shall be disclosed if and when the agreements materialize.</p>	
<b>Recommendation 8.7</b>			
<p>1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).</p>	Compliant	<p><i>Provide link to the company's website where the Manual on Corporate Governance is posted.</i></p> <p>Revised Manual on Corporate Governance</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	
<p>2. Company's MCG is submitted to the SEC and PSE.</p>	Compliant		
<p>3. Company's MCG is posted on its company website.</p>	Compliant		
<b>Supplement to Recommendation 8.7</b>			

1. Company submits to the SEC and PSE an updated MCG to disclose any changes in its corporate governance practices.	Compliant	Provide proof of submission Proof of submission <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>	
<b>Optional: Principle 8</b>			
1. Does the company's Annual Report disclose the following information:		Provide link or reference to the company's Annual Report containing the said information.	
a. Corporate Objectives	Compliant		
b. Financial performance indicators	Compliant		
c. Non-financial performance indicators	Compliant		
d. Dividend Policy	Compliant		
e. Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and other directorships in listed companies) of all directors	Compliant	SEC Form 17A (Annual Report) for 2024 <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a>  Corporate Objectives, (p. 26) <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a>	
f. Attendance details of each director in all directors meetings held during the year	Compliant	Financial Performance Indicators 2024 Audited Financial Statements (p.44-111 of pdf) <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a>	
g. Total remuneration of each member of the board of directors	Compliant	Non-financial performance indicators, Sustainability Report (p.113-141 of pdf) <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a>  <a href="https://www.loto.com.ph/sustainability-reports/">https://www.loto.com.ph/sustainability-reports/</a> Dividend Policy, (p.9)	

<https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf>

Biographical details, (p.18-20)

<https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf>

Attendance to 2024 meetings, (p. 26. 29)

<https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf>

Total Remuneration, p. 24

<https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf>

NAME	POSITION	TOTAL (Php)
Willy N. Ocier	Chairman	113,889
Armin Antonio B. Raquel Santos <sup>1</sup>	President and Executive Director	113,889
Mischel Gabrielle O. Mendoza <sup>2</sup>	Executive Director	91,667
Farciso M. Medalla	Non-Executive Director	325,000
Henry N. Ocier	Non-Executive Director	113,889
Maria Gracia M. Pulido Tan	Lead Independent Director	313,889
Roberto V. Antonio	Independent Director	313,889
Joseph T. Chua	Independent Director	325,000
Jackson T. Ongsip <sup>3</sup>	President and Executive Director	44,118
Raul B. De Mesa <sup>4</sup>	Non-Executive Director	80,556
TOTAL		P1,835,786

<sup>1</sup>Notes:

<sup>1</sup> appointed as President and CEO effective May 16, 2024

<sup>2</sup> elected as director effective May 16, 2024

<sup>3</sup> term ended on May 15, 2024

<sup>4</sup> term ended on Dec. 5, 2024 (Deceased)

2. The Annual Report contains a statement confirming the company's full compliance with the Code of Corporate Governance and where there is non-compliance, identifies and explains reason for each such issue.

Compliant

*Provide link or reference to where this is contained in the Annual Report.*

SEC Form 17A (Annual Report) 2024, p. 30

<https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.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	<p><i>Provide link or reference to where this is contained in the Annual Report.</i></p> <p>SEC Form 17A (Annual Report) 2024, p. 29  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p>	
4. The Annual Report/Annual CG Report contains a statement from the board of directors or Audit Committee commenting on the adequacy of the company's internal controls/risk management systems.	Compliant	<p><i>Provide link or reference to where this is contained in the Annual Report.</i></p> <p>SEC Form 17A (Annual Report) 2024, p. 30  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>Internal Audit and Compliance Attestation for 2024  <a href="https://www.loto.com.ph/wp-content/uploads/2024-POSC-IA-Attestation-final.pdf">https://www.loto.com.ph/wp-content/uploads/2024-POSC-IA-Attestation-final.pdf</a></p>	
5. The company discloses in the Annual Report the key risks to which the company is materially exposed to (i.e. financial, operational including IT, environmental, social, economic).	Compliant	<p><i>Provide link or reference to where this is contained in the Annual Report.</i></p> <p>SEC Form 17A (Annual Report) 2024, p. 6-7  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p>	

**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**

<p>1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.</p>	<p>Compliant</p>	<p><i>Provide information or link/reference to a document containing information on the process for approving and recommending the appointment, reappointment, removal and fees of the company's external auditor.</i></p> <p>Manual on Corporate Governance, p. 25 and 27, Item 2.18.3.2  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>Audit Committee Charter  <a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf</a></p> <p>The Audit Committee is in charge of recommending the appointment, reappointment, removal and fees of the Company's external auditor to the Board. The Board is then tasked to endorse the same to the shareholders during the ASM. During the May 2023 ASM, the shareholders approved the said recommendation by proxy voting, voting in absentia or thru remote communication.</p> <p>The partners of the external auditor follow a rotation cycle to ensure the impartiality and integrity of reporting business results.</p> <p>Results of the 2024 ASM</p>	
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		<a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Annual-or-Special-Stockholders-Meeting-06-28-24.pdf">https://www.loto.com.ph/wp-content/uploads/Results-of-Annual-or-Special-Stockholders-Meeting-06-28-24.pdf</a>									
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	<p><i>Indicate the percentage of shareholders that ratified the appointment, reappointment, removal and fees of the external auditor.</i></p> <p>Percentage of shareholders that ratified External Auditor's appointment</p> <table border="1"> <thead> <tr> <th>AGENDA ITEM</th><th>VOTES IN FAVOR</th><th>VOTES AGAINST</th><th>ABSTAIN</th></tr> </thead> <tbody> <tr> <td>Appointment of Reyes Tacandong &amp; Co. as External Auditor for Year 2024</td><td>712,263,939 (79.55% of Total Outstanding Shares)</td><td>0</td><td>0</td></tr> </tbody> </table> <p>Minutes of 2024 ASM, draft  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-2024-ASM-minutes.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-2024-ASM-minutes.pdf</a></p> <p>Audit Committee Charter  <a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf</a></p> <p>Results of the 2024 ASM  <a href="https://www.loto.com.ph/wp-content/uploads/Results-of-Annual-or-Special-Stockholders-Meeting-06-28-24.pdf">https://www.loto.com.ph/wp-content/uploads/Results-of-Annual-or-Special-Stockholders-Meeting-06-28-24.pdf</a></p>	AGENDA ITEM	VOTES IN FAVOR	VOTES AGAINST	ABSTAIN	Appointment of Reyes Tacandong & Co. as External Auditor for Year 2024	712,263,939 (79.55% of Total Outstanding Shares)	0	0	
AGENDA ITEM	VOTES IN FAVOR	VOTES AGAINST	ABSTAIN								
Appointment of Reyes Tacandong & Co. as External Auditor for Year 2024	712,263,939 (79.55% of Total Outstanding Shares)	0	0								
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	<i>Provide information on or link/reference to a document containing the company's reason for removal or change of external auditor.</i>									

		<p>The Company's External Auditor, Reyes Tacandong &amp; Co. (RTC) has not been changed since 2021.</p> <p>RTC was re-appointed as External Auditor for 2024 as approved by the stockholders during the June 28, 2024 proxy for.</p> <p>DIS for 2024 ASM, p. 15-16  <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p>	
<b>Supplement to Recommendation 9.1</b>			
1. Company has a policy of rotating the lead audit partner every five years.	Compliant	<p><i>Provide information on or link/reference to a document containing the policy of rotating the lead audit partner every five years.</i></p> <p>External Auditor Selection, Appointment and Rotation Policy,  <a href="https://www.loto.com.ph/wp-content/uploads/External-Auditor-Selection-Appointment-and-Rotation-Policy-Dec.-31-2019.pdf">https://www.loto.com.ph/wp-content/uploads/External-Auditor-Selection-Appointment-and-Rotation-Policy-Dec.-31-2019.pdf</a></p> <p>SEC Form 17A (Annual Report) for 2024, Item 8, p. 17-18.  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p>	
<b>Recommendation 9.2</b>			
<p>1. Audit Committee Charter includes the Audit Committee's responsibility on:</p> <p>i. assessing the integrity and independence of external auditors;</p>	Compliant	<p><i>Provide link/reference to the company's Audit Committee Charter</i></p> <p>Audit Committee Charter</p>	

<p>ii. exercising effective oversight to review and monitor the external auditor's independence and objectivity; and</p> <p>iii. exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.</p>		<a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf</a>	
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	<i>Provide link/reference to the company's Audit Committee Charter</i> <b>Audit Committee Charter</b> <a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf</a>	
<b>Supplement to Recommendations 9.2</b>			
1. Audit Committee ensures that the external auditor is credible, competent and has the ability to understand complex related party transactions, its counterparties, and valuations of such transactions.	Compliant	<i>Provide link/reference to the company's Audit Committee Charter</i> <b>Audit Committee Charter</b> <a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf</a>	
2. Audit Committee ensures that the external auditor has adequate quality control procedures.	Compliant	<i>Provide link/reference to the company's Audit Committee Charter</i> <b>Audit Committee Charter</b> <a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf</a>	
<b>Recommendation 9.3</b>			

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	<p><i>Disclose the nature of non-audit services performed by the external auditor, if any</i></p> <p>SEC Form 17A (Annual Report) for 2024, p. 17  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>There were no non-audit services performed by Reyes Tacandong &amp; Co. for the period 2024.</p>	
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	<p><i>Provide link or reference to guidelines or policies on non-audit services</i></p> <p>Audit Committee Charter  <a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf</a></p>	
<b>Supplement to Recommendation 9.3</b>			
1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	Compliant	<p><i>Provide information on audit and non-audit fees paid.</i></p> <p>SEC Form 17A (Annual Report) for 2024, p. 17  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>Audit Fees: P1,100,000  Tax Services Other Fees: none</p>	
<b>Additional Recommendation to Principle 9</b>			
1. Company's external auditor is duly accredited by the SEC under Group A category.	Compliant	<p><i>Provide information on company's external auditor, such as:</i></p>	

		<ol style="list-style-type: none"> <li>1. <i>Name of the audit engagement partner</i> Belinda B. Fernando</li> <li>2. <i>Accreditation number</i> Firm's SEC Registration No. PP201007009*</li> </ol> <p><i>*Based on the Supreme Court decision dated January 27, 2023, the Supreme Court has declared the circulars issued by the SEC, requiring accreditation of Certified Public Accountants acting as external auditors of corporations issuing registered securities and possessing secondary licenses, as null and void.</i></p> <ol style="list-style-type: none"> <li>3. <i>Date Accredited</i> May 6, 2010</li> <li>4. <i>Expiry date of accreditation</i> not applicable</li> <li>5. <i>Name, address, contact number of the audit firm</i> Reyes Tacandong &amp; Co. Belinda B. Fernando, BDO Towers Valero, 8741 Paseo de Roxas, Makati City 1226 Philippines, +632 8 982 9100</li> </ol>	
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	Provide information on the following: <ol style="list-style-type: none"> <li>1. <i>Date it was subjected to SOAR inspection</i></li> <li>2. <i>Name of the Audit firm</i></li> <li>3. <i>Members of the engagement team inspected by the SEC</i></li> </ol>	

		<p>Reyes Tacandong &amp; Co. has been subjected to SOAR inspection program conducted by the SEC's OGA last July 2023.</p> <p>Members of the engagement teams subjected to the inspection program were provided to the SEC during the inspection.</p>	
<b>Principle 10:</b> The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.			
<b>Recommendation 10.1</b>			
<p>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.</p>	<p>Compliant</p>	<p><i>Disclose or provide link on the company's policies and practices on the disclosure of non-financial information, including EESG issues.</i></p> <p>The Corporate Governance Committee has been tasked by the Board to oversee the implementation of the sustainability framework, and periodically review the same to ensure it remains appropriate in consideration of the Company's size, complexity and business strategy, as well as business and regulatory environments. It shall also promote cooperation among other board committees to allow for an effective integration of sustainability-related issues reported to the Board. It also ensures that sustainability-related risks are managed effectively, and that the Company capitalizes on significant opportunities.</p>	



		<p>Corporate Governance Charter, p.3, Item IV, g and h  <a href="https://www.loto.com.ph/wp-content/uploads/CG-Com-Charter-amended-02-14-24.pdf">https://www.loto.com.ph/wp-content/uploads/CG-Com-Charter-amended-02-14-24.pdf</a></p> <p>Sustainability Report, SEC Form 17A (Annual Report) for 2024, pp. 44-68 of pdf  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p><a href="https://www.loto.com.ph/sustainability-reports/">https://www.loto.com.ph/sustainability-reports/</a></p> <p>Revised Manual on Corporate Governance  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	
2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	Compliant	<p><i>Provide link to Sustainability Report, if any. Disclose the standards used.</i></p> <p>Sustainability Report as Annex to the SEC Form 17A (Annual Report) for 2024, pp. 44-68 of pdf  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a>  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf</a></p>	

		<p>Standard used for the 2024 Sustainability Report: GRI</p> <p>The 2024 Sustainability Report was approved in February 2025.</p>	
<p><b>Principle 11:</b> 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.</p>			
<p><b>Recommendation 11.1</b></p>			
<p>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.</p>	<p>Compliant</p>	<p><i>Disclose and identify the communication channels used by the company (i.e. website, Analyst's briefing, Media briefings/press conferences, Quarterly reporting, Current reporting, etc.). Provide links, if any.</i></p> <p>Quarterly and annual financial reports are timely disclosed thru the PSE and the SEC, and posted on the Company websites. The corporate website is regularly updated to disclose results of operation and material information filed with regulators</p> <p>Company Website  <a href="https://www.loto.com.ph/">https://www.loto.com.ph/</a></p> <p>Presentation to Investors  <a href="https://www.loto.com.ph/presentation-investors/">https://www.loto.com.ph/presentation-investors/</a></p> <p>Quarterly Reporting  <a href="https://www.loto.com.ph/financial-report/">https://www.loto.com.ph/financial-report/</a></p> <p><a href="https://www.loto.com.ph/wp-content/uploads/17-Q-2024-Q3.pdf">https://www.loto.com.ph/wp-content/uploads/17-Q-2024-Q3.pdf</a></p>	

		<p>Current Reporting  <a href="https://www.loto.com.ph/disclosures/">https://www.loto.com.ph/disclosures/</a>  <a href="https://www.loto.com.ph/media-center-3/">https://www.loto.com.ph/media-center-3/</a></p>	
<b>Supplemental to Principle 11</b>			
1. Company has a website disclosing up-to-date information on the following:		<p>Provide link to company website  <a href="https://www.loto.com.ph/">https://www.loto.com.ph/</a></p>	
a. Financial statements/reports (latest quarterly)	Compliant	<p>Financial Reports  <a href="https://www.loto.com.ph/financial-report/">https://www.loto.com.ph/financial-report/</a></p>	
b. Materials provided in briefings to analysts and media	Compliant	<p>Quarterly Reports  <a href="https://www.loto.com.ph/wp-content/uploads/17-Q-2024-Q3.pdf">https://www.loto.com.ph/wp-content/uploads/17-Q-2024-Q3.pdf</a></p>	
c. Downloadable annual report	Compliant	<p><a href="https://www.loto.com.ph/wp-content/uploads/POSC-Q1-2025.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Q1-2025.pdf</a></p>	
d. Notice of ASM and/or SSM	Compliant		
e. Minutes of ASM and/or SSM	Compliant	<p>Investors' Presentation  <a href="https://www.loto.com.ph/presentation-investors/">https://www.loto.com.ph/presentation-investors/</a></p>	
f. Company's Articles of Incorporation and By-Laws	Compliant	<p>SEC Form 17A (Annual Report) for 2024  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>DIS for the 2024 ASM, p. 6 of pdf (Notice of ASM)  <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p> <p>Notice of 2024 ASM</p>	

		<a href="https://www.loto.com.ph/wp-content/uploads/Notice-of-Annual-or-Special-Stockholders-Meeting.pdf">https://www.loto.com.ph/wp-content/uploads/Notice-of-Annual-or-Special-Stockholders-Meeting.pdf</a>  <a href="https://www.loto.com.ph/notice-annual-or-special-stockholders-meeting/">https://www.loto.com.ph/notice-annual-or-special-stockholders-meeting/</a>  Minutes of ASM <a href="https://www.loto.com.ph/notice-annual-or-special-stockholders-meeting/">https://www.loto.com.ph/notice-annual-or-special-stockholders-meeting/</a>  Minutes of 2024 ASM <a href="https://www.loto.com.ph/wp-content/uploads/POSC-2024-ASM-minutes.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-2024-ASM-minutes.pdf</a>  Articles of Incorporation, 2019 <a href="https://www.loto.com.ph/wp-content/uploads/Amended-Articles-of-Incorporation-Feb-28-2019.pdf">https://www.loto.com.ph/wp-content/uploads/Amended-Articles-of-Incorporation-Feb-28-2019.pdf</a>  By-Laws, 2010 <a href="https://www.loto.com.ph/wp-content/uploads/By-Laws-Jan-27-2010.pdf">https://www.loto.com.ph/wp-content/uploads/By-Laws-Jan-27-2010.pdf</a>  <a href="https://www.loto.com.ph/articles-incorporation-laws">https://www.loto.com.ph/articles-incorporation-laws</a>	
<b>Additional Recommendation to Principle 11</b>			
1. Company complies with SEC-prescribed website template.	Compliant	Company website: <a href="https://www.loto.com.ph/">https://www.loto.com.ph/</a>	
<b>Internal Control System and Risk Management Framework</b>			
<b>Principle 12:</b> 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.			
<b>Recommendation 12.1</b>			

<p>1. Company has an adequate and effective internal control system in the conduct of its business.</p>	<p>Compliant</p>	<p><i>List quality service programs for the internal audit functions.</i></p> <p>Revised Manual on Corporate Governance, p.34-35  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>Internal Audit Charter  <a href="https://www.loto.com.ph/wp-content/uploads/Internal-Audit-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Internal-Audit-Charter-Feb.-09-2022.pdf</a></p> <p><i>Indicate frequency of review of the internal control system.</i></p> <p>Quarterly, results of which are regularly reported to the Audit Committee by the Chief Audit Executive.</p> <p>Internal Audit and Compliance Attestation for 2024  <a href="https://www.loto.com.ph/wp-content/uploads/2024-POSC-IA-Attestation-final.pdf">https://www.loto.com.ph/wp-content/uploads/2024-POSC-IA-Attestation-final.pdf</a></p>	
<p>2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.</p>	<p>Compliant</p>	<p><i>Identify international framework used for Enterprise Risk Management. Provide information or reference to a document containing information on:</i></p> <ol style="list-style-type: none"> <li><i>1. company's risk management procedures and processes;</i></li> <li><i>2. key risks the company is currently facing; and</i></li> </ol>	

		<p>3. <i>how the company manages the key risks.</i></p> <p>The Department Heads, who are considered as the risk owners, are tasked to gather and report their risks to the Chief Risk Officer. The CRO is tasked to evaluate the risks submitted and prepares the enterprise risk management matrices. These are then presented and discussed with the Risk Oversight Committee.</p> <p>1. Company's risk management procedures and processes  <a href="https://www.loto.com.ph/wp-content/uploads/Enterprise-Risk-Management.pdf">https://www.loto.com.ph/wp-content/uploads/Enterprise-Risk-Management.pdf</a></p> <p>2. Key risks the company is currently facing  SEC Form 17A (Annual Report) for 2024, p. 6  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p>3. How the company manages the key risks  <a href="https://www.loto.com.ph/wp-content/uploads/Enterprise-Risk-Management.pdf">https://www.loto.com.ph/wp-content/uploads/Enterprise-Risk-Management.pdf</a></p> <p><i>Indicate frequency of review of the enterprise risk management framework.</i></p> <p>Review of the enterprise risk management framework is done semi-annually. The ERM Matrices were</p>	
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		discussed and noted by the Board Risk Oversight Committee. in February and October 2024	
		Summary of 2024 Board Activities <a href="https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Summary-of-BOD-Committee-Meetings-2024.pdf</a>	
<b>Supplement to Recommendations 12.1</b>			
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	<p><i>Provide information on or link/reference to a document containing the company's compliance program covering compliance with laws and relevant regulations.</i></p> <p>The Board designated a Compliance Officer who monitors the progress of the Company's corporate governance initiatives. This is in line with the Board's thrust to ensure adherence to corporate principles and best practices. The Compliance Officer attends ethics and compliance programs provided by regulators and accredited facilitators. These enable the Compliance Officer to identify and reduce instances of violations, prevent the possibility of being sanctioned by the regulators, and help make the company run efficiently.</p> <p>The Compliance Officer is in constant coordination the Legal Counsel, Corporate Secretary, Finance Department, external auditors and other consultants in order to keep abreast with relevant laws and regulations. New issuances are immediately</p>	

		<p>communicated to all other departments, with proper training conducted when necessary. Should there be instances of infractions, the Compliance Officer, promptly addresses these through corrective means.</p> <p>Revised Manual on Corporate Governance, p.7-8  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p><i>Indicate frequency of review.</i>  Quarterly review, and whenever new circulars and/or notices are released by the SEC and PSE and other regulators. Should there be new memorandum circulars or issuances or notices from the regulators, these are immediately cascaded by the Governance Department to all concerned, for their reference or compliance.</p>	
<b>Optional: Recommendation 12.1</b>			
1. Company has a governance process on IT issues including disruption, cyber security, and disaster recovery, to ensure that all key risks are identified, managed and reported to the board.	Compliant	<p><i>Provide information on IT governance process.</i>  Information Technology Policy Statement  <a href="https://www.loto.com.ph/wp-content/uploads/INFORMATION-TECHNOLOGY-POLICY-STATEMENT.pdf">https://www.loto.com.ph/wp-content/uploads/INFORMATION-TECHNOLOGY-POLICY-STATEMENT.pdf</a></p> <p>The Board, through its Risk Oversight Committee, ensures that IT issues such as disruption, cybersecurity, and other disaster recovery are discussed and</p>	



		<p>corresponding action plans are specified to mitigate the risks identified.</p> <p>The Board, through its Risk Oversight Committee, ensures that IT issues such as disruption, cybersecurity, and other disaster recovery are discussed and corresponding action plans are specified to mitigate the risks identified.</p>	
<b>Recommendation 12.2</b>			
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	<p><i>Disclose if the internal audit is in-house or outsourced. If outsourced, identify external firm.</i></p> <p>Internal Audit is in-house</p>	
<b>Recommendation 12.3</b>			
1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	Compliant	<p><i>Identify the company's Chief Audit Executive (CAE) and provide information on or reference to a document containing his/her responsibilities.</i></p> <p>Chief Audit Executive: Anna Josefina G. Esteban</p> <p>Ms. Anna Josefina G. Esteban, Asst. Vice President for Internal Audit, is Belle's Chief Audit Executive.</p> <p>Ms. Esteban, 57, Filipino, is the Chief Audit Executive of the following publicly listed companies: (i) Belle Corporation; (ii) Premium Leisure Corp; (iii) Pacific Online Systems Corporation; and (iv) APC</p>	

		<p>Group, Inc. Prior to joining the Belle Group, she served as Treasurer and Chief Finance Officer of Miriam (formerly Maryknoll) College Foundation, Inc. and worked at the Asian Development Bank for 18 years as Senior Officer at the Office of the Treasurer, Office of the Auditor General and Operations Evaluation Office. Earlier on, she was the Head of the Finance Systems and Audit Unit of Magnolia Nestle Corporation (a joint venture of San Miguel Corporation and Nestle S.A.). She was an auditor and management consultant at Carlos J. Valdes &amp; Co. and was an accounting/finance professor at the College of St. Benilde and the Graduate School of Business of De La Salle University (DLSU). Ms. Esteban is a Certified Public Accountant, Certified Information Systems Auditor and Certified Data Privacy Auditor. She earned her Bachelor of Science degree in Accounting at the College of the Holy Spirit, Manila and her Master in Business Administration (with distinction) at DLSU.</p> <p>During the 2024 Organizational Meeting, Ms. Esteban was appointed as the Company's Chief Audit Executive.</p> <p>The Chief Audit Executive's responsibilities include:</p> <p>a. Provide a regular assessment of the adequacy and effectiveness of the Company's</p>	
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		<p>process for controlling its activities and managing its risks in the areas set forth under the mission and scope of work;</p> <p>b. Report significant issues related to the processes for controlling the activities of the organization, including resolution of such issues and potential improvements to those processes;</p> <p>c. Periodically provide information on the status and results of the annual audit plan and the sufficiency of the internal audit department resources;</p> <p>d. Coordinate with and provide oversight of the other control and monitoring functions (i.e. risk management, compliance, security, legal, environmental and external audit) in the context of internal auditing.</p> <p>e. Report significant governance issues noted in the conduct of internal audit work or as may be brought to its attention by other Company personnel.</p> <p>Internal Audit Charter  <a href="https://www.loto.com.ph/wp-content/uploads/Internal-Audit-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Internal-Audit-Charter-Feb.-09-2022.pdf</a></p>	
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	<p>CAE oversees and is responsible for the internal audit activity of the organization.</p> <p><u>Audit Committee Charter</u>  <a href="https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Audit-Committee-Charter-Feb.-09-2022.pdf</a></p>	

		<a href="https://www.loto.com.ph/wp-content/uploads/Internal-Audit-Charter-Feb.-09-2022.pdf">Internal Audit Charter https://www.loto.com.ph/wp-content/uploads/Internal-Audit-Charter-Feb.-09-2022.pdf</a>	
3. In case of a fully outsourced internal audit activity, qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.	Compliant	<i>Identify qualified independent executive or senior management personnel, of applicable.</i>  Internal Audit is in-house, and not out-sourced.	
<b>Recommendation 12.4</b>			
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	Compliant	<i>Provide information on company's risk management function.</i>  Revised Manual on Corporate Governance, Board Risk Oversight Committee Charter, p. 27-29 <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>  Risk Oversight Committee Charter <a href="https://www.loto.com.ph/wp-content/uploads/Board-Risk-Oversight-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Board-Risk-Oversight-Committee-Charter-Feb.-09-2022.pdf</a>	
<b>Supplement to Recommendation 12.4</b>			
1. Company seeks external technical support in risk management when such competence is not available internally.	Compliant	<i>Identify source of external technical support, if any.</i>  The Chief Risk Officer may seek external technical support if and when required as contained in the Board Risk Oversight	

		<p>Committee Charter, Outside Advisors, p.3  <a href="https://www.loto.com.ph/wp-content/uploads/Board-Risk-Oversight-Committee-Charter-Feb.-09-2022.pdf">https://www.loto.com.ph/wp-content/uploads/Board-Risk-Oversight-Committee-Charter-Feb.-09-2022.pdf</a></p>	
<b>Recommendation 12.5</b>			
<p>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).</p>	Compliant	<p><i>Identify the company's Chief Risk Officer (CRO) and provide information on or reference to a document containing his/her responsibilities and qualifications/background.</i></p> <p>SEC Form 17A for 2024, p.19  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p> <p><b>Mischel Gabrielle O. Mendoza</b>, Filipino, 36, is the Head of Business Development starting 2022, Apart from strategic planning and business development, she is in charge of monitoring the Company's sustainability efforts and corporate image. She concurrently holds the position of Integrated Management Representative (IMR) and Risk Officer of the Corporation. Prior to this, she served as Marketing, Corporate Planning Specialist, then Administration Division Head until her recent appointment back in Corporate Planning. Ms. Mendoza is also a director of Total Gaming Technologies, Inc., a subsidiary of Pacific Online, as well as director and co-founder of private company JIM Weaver Designs Corporation. She holds a</p>	

		Bachelor's Degree in Management Engineering from Ateneo de Manila University and took certificate courses abroad in both Tsinghua University in China and Josai International University in Japan.	
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	Compliant	Chief Risk Officer: Mischel Gabrielle O. Mendoza is also the Head for Business Development of the Company. She was also elected as a director of the Company effective May 16, 2024.	
<b>Additional Recommendation to Principle 12</b>			
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	<i>Provide link to CEO and CAE's attestation.</i> Internal Audit and Compliance Attestation for 2024 <a href="https://www.loto.com.ph/wp-content/uploads/2024-POSC-IA-Attestation-final.pdf">https://www.loto.com.ph/wp-content/uploads/2024-POSC-IA-Attestation-final.pdf</a>	
<b>Cultivating a Synergic Relationship with Shareholders</b>			
<b>Principle 13:</b> The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.			
<b>Recommendation 13.1</b>			
1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance.	Compliant	<i>Provide link or reference to the company's Manual on Corporate Governance where shareholders' rights are disclosed.</i>  Revised Manual on Corporate Governance, p. 37-40 <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>	

2. Board ensures that basic shareholder rights are disclosed on the company's website.	Compliant	<p><i>Provide link to company's website</i>  <a href="https://www.loto.com.ph/governance-pacific-online/">https://www.loto.com.ph/governance-pacific-online/</a></p> <p>Revised Manual on Corporate Governance, p.37-40  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	
<b>Supplement to Recommendation 13.1</b>			
1. Company's common share has one vote for one share.	Compliant	<p>Articles of Incorporation, Article VII, p. 4  <a href="https://www.loto.com.ph/wp-content/uploads/Amended-Articles-of-Incorporation-Feb-28-2019.pdf">https://www.loto.com.ph/wp-content/uploads/Amended-Articles-of-Incorporation-Feb-28-2019.pdf</a></p> <p>DIS for 2024 ASM, Voting Securities, B. Item 4 (c), p. 3  <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p>	
2. Board ensures that all shareholders of the same class are treated equally with respect to voting rights, subscription rights and transfer rights.	Compliant	<p><i>Provide information on all classes of shares, including their voting rights, if any.</i></p> <p>Revised Manual on Corporate Governance, p. 37  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	
3. Board has an effective, secure, and efficient voting system.	Compliant	<p><i>Provide link to voting procedure. Indicate if voting is by poll or show of hands.</i></p> <p>DIS for 2024 ASM, Guidelines for Participating via Remote Communication and Voting in Absentia, p. 19 item 19.c</p>	

		<a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a>  For the 2024 ASM, voting in absentia and participation thru remote communication were done.  The Board of Directors adopted a resolution allowing stockholders to participate, and to exercise their right to vote, via remote communication or in absentia. Voting will be made through a secure online voting facility accessible only to verified stockholders to protect the integrity and secrecy of votes cast.	
4. Board has an effective shareholder voting mechanism such as supermajority or "majority of minority" requirements to protect minority shareholders against actions of controlling shareholders.	Compliant	<i>Provide information on shareholder voting mechanisms such as supermajority or "majority of minority", if any.</i>  The Company has not adopted special shareholder voting mechanisms applicable to specific corporate acts. However, the Company has not adopted policies which will diminish the ability of minority shareholders to take part in the decision-making in important corporate acts, such as those under the Revised Corporation Code of the Philippines which require the vote of at least two-thirds (2/3) of the Company's outstanding capital stock.  Also, to further strengthen the minority shareholders' voting powers, the ability to exercise cumulative voting is not prohibited.	



5. Board allows shareholders to call a special shareholders' meeting and submit a proposal for consideration or agenda item at the AGM or special meeting.	Compliant	<p><i>Provide information on how this was allowed by board (i.e., minutes of meeting, board evaluation).</i></p> <p>The Board of Directors in April 2022 approved the final version of the revised Manual on Corporate Governance. It contains, among others, the approval for the shareholders to call a special shareholders' meeting and submit a proposal for consideration at the special or general meeting.</p> <p>Revised Manual on Corporate Governance, Item 5.3.3, p.38  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	
6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	Compliant	<p><i>Provide information or link/reference to the policies on treatment of minority shareholders.</i></p> <p>Revised Manual on Corporate Governance, p. 37-40  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	
7. Company has a transparent and specific dividend policy.	Compliant	<p><i>Provide information on or link/reference to the company's Dividend Policy.</i></p> <p>Dividend Policy Statement  <a href="https://www.loto.com.ph/wp-content/uploads/DIVIDEND-POLICY-STATEMENT-May-31-2017.pdf">https://www.loto.com.ph/wp-content/uploads/DIVIDEND-POLICY-STATEMENT-May-31-2017.pdf</a></p> <p><i>Indicate if company declared dividends. If yes, indicate the number of days within</i></p>	

		<p><i>which the dividends were paid after declaration. In case the company has offered scrip-dividends, indicate if the company paid the dividends within 60 days from declaration.</i></p> <p><a href="https://www.loto.com.ph/wp-content/uploads/Declaration-of-Cash-Dividends-2.29.24.pdf">https://www.loto.com.ph/wp-content/uploads/Declaration-of-Cash-Dividends-2.29.24.pdf</a></p> <p>On February 28 2024, the Company declared cash dividends of P0.10 per share, to shareholders as of record on March 14, 2024, and paid in full on March 26, 2024 or less than 30 days after declaration/approval of the Board.</p>	
<b>Optional: Recommendation 13.1</b>			
1. Company appoints an independent party to count and/or validate the votes at the Annual Shareholders' Meeting.	Compliant	<p><i>Identify the independent party that counted/validated the votes at the ASM, if any.</i></p> <p>Ms. Cristina Castro Naguit was present during the June 28, 2024 ASM</p> <p>Minutes of the 2024 ASM, draft  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-2024-ASM-minutes.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-2024-ASM-minutes.pdf</a></p>	
<b>Recommendation 13.2</b>			
1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant information at least 28 days before the meeting.	Compliant	<p><i>Indicate the number of days before the annual stockholders' meeting or special stockholders' meeting when the notice and agenda were sent out.</i></p> <p>At least 28 days  Issued: May 23, 2024</p>	

		<p>Amended 2024 DIS: May 30, 2024 ASM: June 28, 2024 DIS for the 2024 ASM</p> <p><a href="https://www.loto.com.ph/wp-content/uploads/Information-Statement-2024-05-23.pdf">https://www.loto.com.ph/wp-content/uploads/Information-Statement-2024-05-23.pdf</a></p> <p><i>Provide link to the Agenda included in the company's Information Statement (SEC Form 20-IS)</i></p> <p>DIS for the 2024 ASM, p.6 of pdf <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p>	
<b>Supplemental to Recommendation 13.2</b>			
1. Company's Notice of Annual Stockholders' Meeting contains the following information:		<p>DIS for the 2024 ASM, p.6 of pdf <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p>	
a. The profiles of directors (i.e., age, academic qualifications, date of first appointment, experience, and directorships in other listed companies)	Compliant	<p>DIS for the 2024 ASM, pp. 6-8 <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p>	
b. Auditors seeking appointment/re-appointment	Compliant	<p>DIS for the 2024 ASM, p 15-16 <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p>	
c. Proxy documents	Compliant	<p>DIS for the 2024 ASM, p. 8 of pdf</p>	

		<a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a>  2024 ASM Proxy Form <a href="https://www.loto.com.ph/wp-content/uploads/Proxy-Form-2024.pdf">https://www.loto.com.ph/wp-content/uploads/Proxy-Form-2024.pdf</a>	
<b>Optional: Recommendation 13.2</b>			
1. Company provides rationale for the agenda items for the annual stockholders meeting	Compliant	<i>Provide link or reference to the rationale for the agenda items</i>  DIS for the 2024 ASM, p. 7 of pdf <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a>	
<b>Recommendation 13.3</b>			
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	<i>Provide information or reference to a document containing information on all relevant questions raised and answers during the ASM and special meeting and the results of the vote taken during the most recent ASM/SSM.</i>  After the President's delivery of his report on the 2023 Results of Operations, the Chairman reminded the shareholders that questions on the report will be addressed during the Open Forum. The Q&A or Open Forum was conducted after the Appointment of External Auditors was taken up.  Minutes of the 2024 ASM (draft), pp. 6-7 Q&A	

		<a href="https://www.loto.com.ph/wp-content/uploads/POSC-2024-ASM-minutes.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-2024-ASM-minutes.pdf</a>	
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	<p><i>Provide link to minutes of meeting in the company website. Indicate voting results for all agenda items, including the approving, dissenting and abstaining votes. Indicate also if the voting on resolutions was by poll. Include whether there was opportunity to ask questions and the answers given, if any.</i></p> <p>Minutes of the 2024 ASM (draft), posted 3 days after the ASM  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-2024-ASM-minutes.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-2024-ASM-minutes.pdf</a></p> <p>Voting on all resolutions were done by poll thru Proxy Forms and voting in absentia.</p> <p>After the President's delivery of his report on the 2023 Results of Operations, the Chairman reminded the shareholders that questions on the report will be addressed during the Open Forum. The Q&amp;A or Open Forum was conducted after the Appointment of External Auditors was taken up.</p>	
<b>Supplement to Recommendation 13.3</b>			
1. Board ensures the attendance of the external auditor and other relevant	Compliant	<i>Indicate if the external auditor and other relevant individuals were present during the ASM and/or special meeting.</i>	

individuals to answer shareholders questions during the ASM and SSM.		<p>External and Internal Auditors as well as other Company Officers were in attendance during the virtual ASM</p> <p>Minutes of the 2024 ASM (draft)  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-2024-ASM-minutes.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-2024-ASM-minutes.pdf</a> </p>	
<b>Recommendation 13.4</b>			
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	<p><i>Provide details of the alternative dispute resolution made available to resolve intra-corporate disputes.</i></p> <p>Revised Manual on Corporate Governance, pp. 39-40  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a> </p> <p>Code of Business Conduct and Ethics, p. 3  <a href="https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf">https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf</a> </p>	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Compliant	<p><i>Provide link/reference to where it is found in the Manual on Corporate Governance.</i></p> <p>Revised Manual on Corporate Governance, pp. 39-40  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a> </p>	
<b>Recommendation 13.5</b>			

<p>1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.</p>	<p>Compliant</p>	<p><i>Disclose the contact details of the officer/office responsible for investor relations:</i></p> <p>DIS for 2024 ASM, p. 43  <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a></p> <p>Disclose the contact details of the officer/office responsible for investor relations, such as:  Name of the person:  Michelle T. Hernandez</p> <p>Telephone number:  +63 2 8584-1700</p> <p>Fax number:  +63 2 8571-7464</p> <p>E-mail addresses:  <a href="mailto:contactus@pacificonline.com.ph">contactus@pacificonline.com.ph</a></p> <p>Revised Manual on Corporate Governance, pp. 38-39  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	
<p>2. IRO is present at every shareholder's meeting.</p>	<p>Compliant</p>	<p>Minutes of the 2024 ASM (draft)  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-2024-ASM-minutes.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-2024-ASM-minutes.pdf</a></p> <p>IRO was present during the last Virtual ASM</p>	

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	<p><i>Provide information on how anti-takeover measures or similar devices were avoided by the board, if any.</i></p> <p>Take-over is not possible as the public float is only at 34.83% as of December 31, 2024.</p>	
2. Company has at least thirty percent (30%) public float to increase liquidity in the market.	Compliant	<p><i>Indicate the company's public float.</i></p> <p>Public Ownership Percentage:</p> <p>as of March 31, 2024  <a href="https://www.loto.com.ph/wp-content/uploads/Public-Ownership-Report-as-of-3.31.24.pdf">https://www.loto.com.ph/wp-content/uploads/Public-Ownership-Report-as-of-3.31.24.pdf</a></p> <p>as of June 30, 2024  <a href="https://www.loto.com.ph/wp-content/uploads/Public-Ownership-Report-2024-06-30.pdf">https://www.loto.com.ph/wp-content/uploads/Public-Ownership-Report-2024-06-30.pdf</a></p> <p>as of September 30, 2024  <a href="https://www.loto.com.ph/wp-content/uploads/POR-2024-Q3-Disclosure.pdf">https://www.loto.com.ph/wp-content/uploads/POR-2024-Q3-Disclosure.pdf</a></p> <p>as of December 31, 2024  <a href="https://www.loto.com.ph/wp-content/uploads/POR-2024-Q4-Disclosure.pdf">https://www.loto.com.ph/wp-content/uploads/POR-2024-Q4-Disclosure.pdf</a></p>	
Optional: Principle 13			
1. Company has policies and practices to encourage shareholders to engage with	Compliant	<i>Disclose or provide link/reference to policies and practices to encourage shareholders' participation beyond ASM</i>	



<p>the company beyond the Annual Stockholders' Meeting</p>	<p>Presentation to Investors  <a href="https://www.loto.com.ph/presentation-investors/">https://www.loto.com.ph/presentation-investors/</a></p> <p>Shareholders are encouraged to communicate with any of the following in relation to their concern:</p> <p>For governance-related issues or concerns, stakeholders may refer to:</p> <p>Mischel O. Mendoza  Business Development Head &amp; Risk Officer  2803 A&amp;B Tektite Towers, Ortigas Center, Pasig City 1605  Tel. No.:(632) 8584-1700  Email:  <a href="mailto:momendoza@pacificonline.com.ph">momendoza@pacificonline.com.ph</a></p> <p>For Investor Relations, stakeholders may contact:</p> <p>Michelle T. Hernandez  Compliance Officer and Contact for Investor Relations  2803 A&amp;B Tektite Towers, Ortigas Center, Pasig City 1605  Tel. No.:(632) 8584-1700</p> <p>Stakeholders may also send their suggestions through:  <a href="https://www.loto.com.ph/contact-us/">https://www.loto.com.ph/contact-us/</a></p>	
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2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.	Compliant	PSE and SEC Filings <a href="https://www.loto.com.ph/disclosures/">https://www.loto.com.ph/disclosures/</a>  DIS for 2024 Annual Stockholders' Meeting, p. 19 item 19.c <a href="https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf">https://www.loto.com.ph/wp-content/uploads/Amend-1Information-Statement-5.30.24.pdf</a>	
<b>Duties to Stakeholders</b>			
<b>Principle 14:</b> 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.			
<b>Recommendation 14.1</b>			
1. Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth and sustainability.	Compliant	<i>Identify the company's shareholder and provide information or reference to a document containing information on the company's policies and programs for its stakeholders.</i>  Revised Manual on Corporate Governance, pp. 37-40 <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a>  Whistle Blowing Policy	

		<p><a href="https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf">https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf</a></p> <p>Code of Business Conduct and Ethics  <a href="https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf">https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf</a></p> <p>Policy for Purchase of Goods and Services  <a href="https://www.loto.com.ph/wp-content/uploads/POLICY-FOR-PURCHASE-OF-GOODS-AND-SERVICES-Mar.-01-2019.pdf">https://www.loto.com.ph/wp-content/uploads/POLICY-FOR-PURCHASE-OF-GOODS-AND-SERVICES-Mar.-01-2019.pdf</a></p> <p>Policy on Accreditation and Performance Evaluation of External Providers  <a href="https://www.loto.com.ph/wp-content/uploads/ACCREDITATION-AND-PERFORMANCE-EVALUATION-OF-EXTERNAL-PROVIDERS-POLICY-Mar.-01-2019.pdf">https://www.loto.com.ph/wp-content/uploads/ACCREDITATION-AND-PERFORMANCE-EVALUATION-OF-EXTERNAL-PROVIDERS-POLICY-Mar.-01-2019.pdf</a></p> <p>Employee Welfare, Sustainability Report, GRI 403, pp. 16-18  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf</a></p> <p>Orientations and Trainings, Sustainability Report, GRI 404, p. 18-19  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf</a></p>	
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## Recommendation 14.2

<p>1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.</p>	<p>Compliant</p>	<p><i>Identify policies and programs for the protection and fair treatment of company's stakeholders.</i></p> <p>Manual on Corporate Governance, pp. 37-40  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>Corporate Policies  <a href="https://www.loto.com.ph/corporate-policies/">https://www.loto.com.ph/corporate-policies/</a></p> <p>2024 Sustainability Report, pp. 18-19  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf</a></p> <p>For governance-related issues or concerns, stakeholders may refer to:</p> <p>Mischel O. Mendoza  Business Development Head &amp; Risk Officer  2803 A&amp;B Tektite Towers, Ortigas Center, Pasig City 1605  Tel. No.:(632) 8584-1700  Email:  <a href="mailto:momendoza@pacificonline.com.ph">momendoza@pacificonline.com.ph</a></p> <p>For Investor Relations, stakeholders may contact:</p> <p>Michelle T. Hernandez  Compliance Officer and Contact for Investor Relations</p>	
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		2803 A&B Tekliti Towers, Ortigas Center, Pasig City 1605 Tel. No.:(632) 8584-1700	
<b>Recommendation 14.3</b>			
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	<p><i>Provide the contact details (i.e. name of contact person, dedicated phone number or e-mail address, etc.) which stakeholders can use to voice their concerns and/or complaints for possible violation of their rights.</i></p> <p>For governance-related issues or concerns, stakeholders may refer to:</p> <p>Mischel O. Mendoza Business Development Head &amp; Risk Officer 2803 A&amp;B Tekliti Towers, Ortigas Center, Pasig City 1605 Tel. No.:(632) 8584-1700 Email: <a href="mailto:momendoza@pacificonline.com.ph">momendoza@pacificonline.com.ph</a></p> <p>For Whistle-blowing related matters, concerns may be sent to:</p> <p>The President or his designee through email address: <a href="mailto:whistleblower@pacificonline.com.ph">whistleblower@pacificonline.com.ph</a></p> <p>Whistle-blowing Policy <a href="https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf">https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf</a></p>	
<b>Supplement to Recommendation 14.3</b>			

<p>1. Company establishes an alternative dispute resolution system so that conflicts and differences with key stakeholders is settled in a fair and expeditious manner.</p>	<p>Compliant</p>	<p><i>Provide information on the alternative dispute resolution system established by the company.</i></p> <p><b>Alternative Dispute Resolution</b></p> <p>It is the responsibility of the Board of Directors to establish an alternative dispute resolution system to settle intra-corporate disputes in an amicable and effective manner.</p> <p>As such, the Board of Directors may engage the services of a neutral third party to assist in the resolution of issues between the Company and stockholders, third parties and regulatory authorities. The alternative dispute resolution system may include arbitration, mediation, conciliation, early neutral evaluation, mini-trial, or any combination thereof, as the Company and the circumstances sees fit.</p> <p>Conflict Resolution  <a href="https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf">https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf</a></p> <p>Manual on Corporate Governance, pp. 39-40  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p>	
<p><b>Additional Recommendations to Principle 14</b></p>			
<p>1. Company does not seek any exemption from the application of a law, rule or</p>	<p>Compliant</p>	<p><i>Disclose any request for exemption by the company and the reason for the request.</i></p>	

regulation especially when it refers to a corporate governance issue. If an exemption was sought, the company discloses the reason for such action, as well as presents the specific steps being taken to finally comply with the applicable law, rule or regulation.		No such request for exemptions for the period covered.	
2. Company respects intellectual property rights.	Compliant	<p><i>Provide specific instances, if any.</i></p> <p>The Business Development Department is in constant coordination with the Legal Department to monitor registration of logos, business names etc. of Pacific Online and subsidiaries with the Intellectual Property Office of the Philippines (IPOPHL). The logo and name of the Company are currently registered with the IPOPHL.</p> <p>In the past, the Company requested its Legal Department to verify if the proposed name for its project has a pending or current registration with the IPOPHL. Actual use of the proposed name shall have the clearance of the Legal Department as verified with IPOPHL prior to its actual use.</p>	
<b>Optional: Principle 14</b>			
1. Company discloses its policies and practices that address customers' welfare	Compliant	<p><i>Identify policies, programs and practices that address customers' welfare or provide link/reference to a document containing the same.</i></p> <p>Corporate Policies</p>	

		<a href="https://www.loto.com.ph/corporate-policies/">https://www.loto.com.ph/corporate-policies/</a>  Whistle Blowing Policy <a href="https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf">https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf</a>  The Company is committed to the highest standards of ethics in compliance with all applicable laws, rules, and regulations as it conducts its business as a good corporate citizen. This commitment and standard of conduct governs POSC's relationships with its customers, suppliers, shareholders, competitors, the communities it operates in, and with employees themselves at every level of the organization.  For governance-related issues or concerns, stakeholders may refer to:  Mischel O. Mendoza Business Development Head & Risk Officer 2803 A&B Tektite Towers, Ortigas Center, Pasig City 1605 Tel. No.:(632) 8584-1700 Email: <a href="mailto:momendoza@pacificonline.com.ph">momendoza@pacificonline.com.ph</a>	
2. Company discloses its policies and practices that address supplier/contractor selection procedures	Compliant	<i>Identify policies, programs and practices that address supplier/contractor selection procedures or provide link/reference to a document containing the same.</i>	



		<p>Policy for Purchase of Goods and Services  <a href="https://www.loto.com.ph/wp-content/uploads/POLICY-FOR-PURCHASE-OF-GOODS-AND-SERVICES-Mar.-01-2019.pdf">https://www.loto.com.ph/wp-content/uploads/POLICY-FOR-PURCHASE-OF-GOODS-AND-SERVICES-Mar.-01-2019.pdf</a></p> <p>Policy on Accreditation and Performance Evaluation of External Providers  <a href="https://www.loto.com.ph/wp-content/uploads/ACCREDITATION-AND-PERFORMANCE-EVALUATION-OF-EXTERNAL-PROVIDERS-POLICY-Mar.-01-2019.pdf">https://www.loto.com.ph/wp-content/uploads/ACCREDITATION-AND-PERFORMANCE-EVALUATION-OF-EXTERNAL-PROVIDERS-POLICY-Mar.-01-2019.pdf</a></p> <p>Corporate Policies  <a href="https://www.loto.com.ph/corporate-policies/">https://www.loto.com.ph/corporate-policies/</a></p>	
<b>Principle 15:</b> 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.			
<b>Recommendation 15.1</b>			
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	<p><i>Provide information on or link/reference to company policies programs and procedures that encourage employee participation.</i></p> <p><a href="https://www.loto.com.ph/corporate-policies/">https://www.loto.com.ph/corporate-policies/</a></p> <p>Sustainability Reports  <a href="https://www.loto.com.ph/sustainability-reports/">https://www.loto.com.ph/sustainability-reports/</a></p>	

		<p>Employee Welfare and Trainings and Orientation participated in by the employees</p> <p>Employee Welfare, 2024 Sustainability Report, GRI 404, p. 18-19  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf</a></p> <p>Orientations and Trainings, 2024 Sustainability Report, GRI 403, pp. 16-18 of PDF  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf</a></p> <p>The Company prioritizes employee welfare, recognizes and rewards high performers, and provides a healthy and safe working environment and equal opportunities regardless of age, race, gender and religion. The Company aspires to be an employer of choice offering competitive compensation and benefits, career growth, training and volunteering opportunities, work-life balance, engagement programs, among others.</p> <p>Pacific Online endeavors to create and provide many opportunities for career development and advancement to its directors, officers and employees. There are available training and orientation programs for all career levels and functions.</p>	
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### Supplement to Recommendation 15.1

<p>1. Company has a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures.</p>	<p>Compliant</p>	<p><i>Disclose if company has in place a merit-based performance incentive mechanism such as an employee stock option plan (ESOP) or any such scheme that awards and incentivizes employees, at the same time aligns their interests with those of the shareholders.</i></p> <p>Performance is measured against defined targets, which are based on both financial and non-financial indicators of progress towards the short and long-term goals of the Company.</p> <p>Employee compensation and rewards are determined based on the individual performance of the employee and overall Company performance.</p> <p>An Employee Stock Option Plan (ESOP) is in place, which awards and incentivizes employees, at the same time aligns their interests with those of the shareholders.</p> <p>SEC Form 17A Annual Report for 2024, p.22-23  <a href="https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf">https://www.loto.com.ph/wp-content/uploads/2025-04-14-POSC-17A-Disclosed-to-PSEFINAL.pdf</a></p>	
<p>2. Company has policies and practices on health, safety and welfare of its employees.</p>	<p>Compliant</p>	<p><i>Disclose and provide information on policies and practices on health, safety and welfare of employees. Include statistics and data, if any.</i></p> <p>Corporate Policies</p>	

		<a href="https://www.loto.com.ph/corporate-policies/">https://www.loto.com.ph/corporate-policies/</a>  The Company has established an Occupational Health and Safety (OSH) Committee and appointed Safety Officers.  Employee Welfare, 2024 Sustainability Report, GRI 404, pp.18-19 <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf</a>  Company-wide drills and trainings are implemented regularly.	
3. Company has policies and practices on training and development of its employees.	Compliant	<i>Disclose and provide information on policies and practices on training and development of employees. Include information on any training conducted or attended.</i>  Corporate Policies <a href="https://www.loto.com.ph/corporate-policies/">https://www.loto.com.ph/corporate-policies/</a>  Employee Welfare, 2024 Sustainability Report, GRI 404, p.18-19 <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf</a>  Orientations and Trainings, 2024 Sustainability Report, GRI 403, pp. 16-18 <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf</a>	

		<p>View statistics and data on Employee Welfare and Trainings and Orientation participated in by the employees</p> <p>2024 Sustainability Report, p. 19  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf</a></p>	
<b>Recommendation 15.2</b>			
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	<p>Identify or provide link/reference to the company's policies, programs and practices on anti-corruption.</p> <p>Whistle Blowing Policy  <a href="https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf">https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf</a></p> <p>Code of Business Conduct  <a href="https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf">https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf</a></p>	
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	Compliant	<p>Identify how the board disseminated the policy and program to employees across organization.</p> <p>The Board, through the CG Committee, Human Resources Department and the Compliance Officer, disseminates policies to employees thru email blasts, conducting training sessions and during onboarding for new hires. The policies are also posted on LOTO corporate website, and updated as necessary.</p>	

		<p>Corporate Policies  <a href="https://www.loto.com.ph/corporate-policies/">https://www.loto.com.ph/corporate-policies/</a></p> <p>Code of Business Conduct  <a href="https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf">https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf</a></p>	
<b>Supplement to Recommendation 15.2</b>			
1. Company has clear and stringent policies and procedures on curbing and penalizing employee involvement in offering, paying and receiving bribes.	Compliant	<p><i>Identify or provide link/reference to the company policy and procedures on penalizing employees involved in corrupt practices.</i></p> <p>Whistle Blowing Policy  <a href="https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf">https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf</a></p> <p><a href="https://www.loto.com.ph/corporate-policies/">https://www.loto.com.ph/corporate-policies/</a></p> <p>Code of Business Conduct  <a href="https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf">https://www.loto.com.ph/wp-content/uploads/CODE-OF-BUSINESS-CONDUCT-AND-ETHICS-2019.pdf</a></p> <p><i>Include any finding of violations of the company policy.</i></p> <p>No violations for the period covered.</p>	
<b>Recommendation 15.3</b>			

<p>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</p>	<p>Compliant</p>	<p><i>Disclose or provide link/reference to the company whistle-blowing policy and procedure for employees.</i></p> <p>Whistle Blowing Policy  <a href="https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf">https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf</a></p> <p><i>Indicate if the framework includes procedures to protect the employees from retaliation.</i></p> <p>Anyone who in good faith reports a violation of the Code or policies, or law shall not be retaliated upon or suffer harassment or adverse employment consequence. Belle expressly disapproves of acts of retaliation, intimidation and other harmful actions.</p> <p><i>Provide contact details to report any illegal or unethical behavior.</i></p> <p>Report to: The President or his designee  Email Address:  <a href="mailto:whistleblower@pacificonline.com.ph">whistleblower@pacificonline.com.ph</a></p>	
<p>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.</p>	<p>Compliant</p>	<p>Whistle Blowing Policy  <a href="https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf">https://www.loto.com.ph/wp-content/uploads/WHISTLE-BLOWING-POLICY-Apr.-11-2023.pdf</a></p> <p>The Code of Business Conduct, Code of Discipline, and other relevant rules and</p>	

		<p>regulations, shall serve as guide in determining the penalties and sanctions to be imposed by HR where violations are proven and validated by the Internal Audit Group.</p> <p>The principle of due process shall be observed in the handling of all cases.</p> <p>The Corporate Governance Committee, as it is in charge of monitoring compliance with the Code of Conduct and Business Ethics, applicable laws, rules and regulations, etc., shall be informed of all such complaints or reports and their status to be rendered by the Ethics Committee. This Committee is composed of the Heads of Governance, Internal Audit and Human Resources which is tasked to further investigate a report if such is well substantiated. Concerns complaints may be sent thru <a href="mailto:whistleblower@pacificonline.com.ph">whistleblower@pacificonline.com.ph</a>.</p>	
3. Board supervises and ensures the enforcement of the whistleblowing framework.	Compliant	<p><i>Provide information on how the board supervised and ensured enforcement of the whistleblowing framework, including any incident of whistleblowing.</i></p> <p>The Board, through the Corporate Governance Committee and the HRD and Governance departments, supervises and ensures enforcement of the whistle-blowing framework.</p> <p>Reports of violation are sent to the President or his designee. The Ethics</p>	



		<p>Committee is then tasked to conduct investigations of the said allegation. It has also been mandated to acknowledge reports within a reasonable period of time. All complaints shall thereafter be presented to the Board of Directors, which includes sanctions rendered by the Ethics Committee.</p> <p>Since it was released, there are no reported violations of the policies on the Code of Conduct.</p>	
<p><b>Principle 16:</b> 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.</p>			
<p><b>Recommendation 16.1</b></p>			
<p>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.</p>	<p>Compliant</p>	<p><i>Provide information or reference to a document containing information on the company's community involvement and environment-related programs.</i></p> <p>Sustainability  <a href="https://www.loto.com.ph/sustainability-at-pacific-online/">https://www.loto.com.ph/sustainability-at-pacific-online/</a></p> <p>2024 Sustainability Report  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf</a></p> <p>Corporate Social Responsibility  <a href="https://www.loto.com.ph/sustainability-reports/">https://www.loto.com.ph/sustainability-reports/</a></p>	
<p><b>Optional: Principle 16</b></p>			

<p>1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development</p>	<p>Compliant</p>	<p><i>Identify or provide link/reference to policies, programs and practices to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development.</i></p> <p>Revised Manual on Corporate Governance  <a href="https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf">https://www.loto.com.ph/wp-content/uploads/CG-MANUAL-Apr.-25-2022.pdf</a></p> <p>Sustainability  <a href="https://www.loto.com.ph/sustainability-at-pacific-online/">https://www.loto.com.ph/sustainability-at-pacific-online/</a></p> <p>2024 Sustainability Report  <a href="https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf</a></p> <p>Corporate Social Responsibility  <a href="https://www.loto.com.ph/sustainability-reports/">https://www.loto.com.ph/sustainability-reports/</a></p>	
<p>2. Company exerts effort to interact positively with the communities in which it operates</p>	<p>Compliant</p>	<p><i>Identify or provide link/reference to policies, programs and practices to interact positively with the communities in which it operates.</i></p> <p>Corporate Social Responsibility  <a href="https://www.loto.com.ph/sustainability-reports/">https://www.loto.com.ph/sustainability-reports/</a></p> <p>Sustainability  <a href="https://www.loto.com.ph/sustainability-at-pacific-online/">https://www.loto.com.ph/sustainability-at-pacific-online/</a></p> <p>2024 Sustainability Report</p>	

		<a href="https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf">https://www.loto.com.ph/wp-content/uploads/POSC-Sustainability-Report-2024.pdf</a>	
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Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized, in the City of \_\_\_\_\_ on \_\_\_\_\_ 2025.



**Willy N. Ocier**  
Chairman of the Board

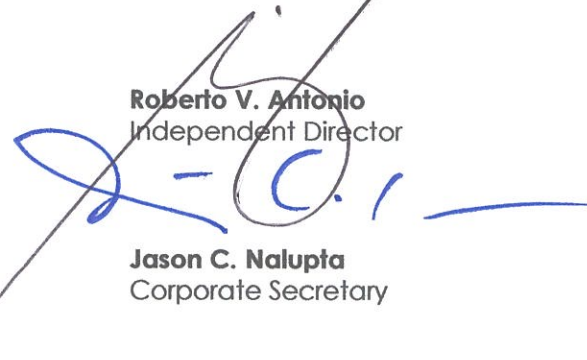
**SIGNATURE**



**Armin Antonio B. Raquel Santos**  
President and CEO



**Maria Gracia P. Tan**  
Lead Independent Director



**Roberto V. Antonio**  
Independent Director



**Joseph T. Chua**  
Independent Director

**Jason C. Nalupta**  
Corporate Secretary



**Michelle T. Hernandez**  
Compliance Officer

Subscribed and sworn to before me this 14 MAY 2025 day of \_\_\_\_\_ 2025,  
affiant exhibiting to me his Tax Identification Number (TIN) card, with the following TIN:

Name:

TIN:

Roberto V. Antonio



Doc. No. 309  
Page No. 63  
Book No. V1  
Series of 2025

NOTARY PUBLIC

A blue ink signature of Gianna Chris Baile E. Bitancor.

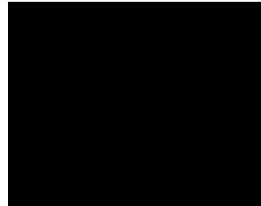
**GIANNA CHRIS BAILE E. BITANCOR**  
Notary Public for Cities of Pasig  
and in the Municipality of Pateros  
Appointment No. 189 (2024-2025)  
Commission Expires on December 31, 2025  
2704 East Tower, Tektite Towers, Exchange Road  
Ortigas Center, 1605 Pasig City  
PTR No. 3040444/01.04.25/Pasig City  
IBP No. 499763/01.06.25/Quezon City  
Roll of Attorneys No. 84862

Subscribed and sworn to before me this 19 MAY 2025 day of \_\_\_\_\_ 2025,  
affiants exhibiting to me their Tax Identification Number (TIN) cards, with the following TINS:

Name:

TIN:

Willy N. Ocier  
Armin Antonio B. Raquel Santos  
Maria Gracia P. Tan  
Joseph T. Chua  
Jason C. Nalupta  
Michelle T. Hernandez



Doc. No. 360  
Page No. 73  
Book No. VI  
Series of 2025

NOTARY PUBLIC

A handwritten signature in blue ink, reading "Gianna Chris Gaile E. Bitancor".

**GIANNA CHRIS GAILE E. BITANCOR**

Notary Public for Cities of Pasig  
and in the Municipality of Pateros  
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