COVER SHEET

2 5 1 6 0
S.E.C. Registration Number

M I L L E N N I U M G L O B A L
H O L D I N G S , I N C .

(Company's Full Name)

L O T 9 B L O C K 2 ,
J O H N S T R E E T ,
M U L T I N A T I O N A L V I L L A G E ,
P A R A N A Q U E C I T Y
(Business Address: No. Street City / Town / Province)

Janine G. Manzano	(632) 7218-0437
Contact Person	Company Telephone Number

1 2	3 1	I-ACGR	0 6	Last Fri
Month	Day	FORM TYPE	Month	Day
Fiscal Year			Annual Meeting	

Secondary License Type, If Applicable

Dept. Requiring this Doc.

Amended Articles Number/ Section

Total Amount of Borrowings

Total No. of stockholders | Domestic | Foreign

To be accomplished by SEC Personnel concerned

File Number _____ LCU

Document I.D. _____ Cashier

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Remarks= pls. use black ink for scanning purposes

SEC FORM – I-ACGR

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

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

2. SEC Identification Number: **25160** 3. BIR Tax Identification No. **000-189-138-000**

4. Exact name of issuer as specified in its charter **MILLENNIUM GLOBAL HOLDINGS, INC.**

5. **METRO MANILA, PHILIPPINES** 6. _____ (SEC Use Only)
   Province, Country or other jurisdiction of incorporation or organization
   Industry Classification Code:

7. **LOT 9 BLOCK 2, JOHN STREET, MULTINATIONAL VILLAGE, PARANAQUE CITY** **1708**
   Business address Postal Code

8. **(632) 8551-2575**
   Issuer's telephone number, including area code

9. **N/A**
   Former name, former address, and former fiscal year, if changed since last report.

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON-COMPLIANT	**ADDITIONAL INFORMATION**	**EXPLANATION**
The Board's Governance Responsibilities			
Principle 1: The Company should be headed by a competent, working board to foster the long-term success of the corporation, and to sustain its competitiveness and profitability in a manner consistent with its corporate objectives and the long-term best interests of its shareholders and other stakeholders.			
Recommendation 1.1			
1. Board is composed of directors with collective working knowledge, experience or expertise that is relevant to the company's industry/sector.	Compliant	*Provide information or link/reference to a document containing information on the following:* 1. *Academic qualifications, industry knowledge, professional experience, expertise and relevant trainings of directors* 2. *Qualification standards for directors to facilitate the selection of potential nominees and to serve as benchmark for the evaluation of its performance* Please refer to the following: • Pages 17-21 of the 2025 Annual Report > Part IV. Control and Compensation Information > Directors and Executive Officers • Pages 10-15 of the SEC Form 20-IS > Control and Compensation Information > Item 5. Directors and Executive Officers > Profiles	
2. Board has an appropriate mix of competence and expertise.	Compliant		
3. Directors remain qualified for their positions individually and collectively to enable them to fulfill their roles and responsibilities and respond to the needs of the organization.	Compliant		

		• Pages 3-20 of the Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board	
Recommendation 1.2			
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* Please refer to the following: • Pages 26-28 of the 2025 Annual Report > Part V. Corporate Governance > The Board of Directors • Pages 10-15 of the SEC Form 20-IS > Control and Compensation Information > Item 5. Directors and Executive Officers • Pages 3-4 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > Item 1. Board of Directors > A - Composition of the Board	
Recommendation 1.3			
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 Governance relating to its policy on training of directors.* Please refer to the following: • Pages 4-5 of the Revised Manual on Corporate Governance > Part II. Corporate Governance > Item 1- Board of Directors > Part B – Training • Page 11 of the Board Charter > Section 13: Director's Training and Development Program	

		• Attendance to Corporate Governance Training	
2. Company has an orientation program for first time directors.	Compliant	*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 topics covered.* New directors are provided with reference reading materials to assist them in understanding better the business and operations of the Company. The Company provides an overview of the Company and other reading materials as follows: (a) Audited Financial Statements; (b) SEC Form 20-IS Information Statement; (c) Annual Report; (d) Revised Manual on Corporate Governance; (e) Amended Articles of Incorporation; (f) Amended By-Laws; (g) various current disclosures of the Company. An annual seminar on corporate governance is provided to the directors and officers of the Company. In 2025, the webinar was provided by the Center for Global Best Practices. Please refer to: • Pages 4-5 of the Revised Manual on Corporate Governance > Part II. Corporate Governance > Item 1- Board of Directors > Part B – Training Attendance is also reported via SEC Form 17-C.	
3. Company has relevant annual continuing training for all directors.	Compliant		
Recommendation 1.4			

1. Board has a policy on board diversity.	Compliant	*Provide information on or link/reference to a document containing information on the company's board diversity policy.* *Indicate gender composition of the board.* Yes. As much as possible, the Company encourages diversity of experience and background among the directors in the Board, albeit with a unifying force that makes every member work towards the common good of the Company. The Company's Board is composed of seven (8) female and five (3) male Directors. Please refer to: • Page 5 of the Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > Item C. Board Diversity • Page 1 of the Board Charter	
Optional: Recommendation 1.4			
1. Company has a policy on and discloses measurable objectives for implementing its board diversity and reports on progress in achieving its objectives.	Compliant	*Provide information or link/reference to a document containing the company's policy and measurable objectives for implementing board diversity.* *Provide link or reference to a progress report in achieving its objectives.* The Company encourages diversity of experience and background among the directors in the Board, albeit with a unifying	

		force that makes every member work towards the common good of the Company. Please see page 1 of the Board Charter which provides that the Company shall, as much as practicable, endeavor to ensure diversity in the Board of Directors, in terms of age, gender, ethnicity, skills, experience, and knowledge. Please refer to page 5 of the Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > Item C. Board Diversity	
Recommendation 1.5			
1. Board is assisted by a Corporate Secretary.	Compliant	*Provide information or link/reference to a document containing information on the Corporate Secretary, including his/her name, qualifications, duties and functions.* The Board is assisted by Atty. Lyra Gracia Lipae-Fabella, the Corporate Secretary. The Corporate Secretary is not the Compliance Officer. The Compliance Officer is Ms. Janine G. Manzano. Please refer to the following: • Pages 17-21 of the 2025 Annual Report > Part IV. Control and Compensation Information > Directors & Executive Officers	
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		

		• Pages 10-15 of SEC Form 20-IS > Part III Control and Compensation Information Item 5. Directors and Executive Officers • Pages 8-9 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > Item 3. Corporate Secretary • Amended By-Laws	
4. Corporate Secretary attends training/s on corporate governance.	Compliant	*Provide information or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered* Please refer to the Company's disclosure on the Attendance of the Board of Directors and Officers in the 2025 Corporate Governance webinar provided by the Center for Global Best Practices.	
Optional: Recommendation 1.5			
1. Corporate Secretary distributes materials for board meetings at least five business days before scheduled meeting.	Compliant	*Provide proof that corporate secretary distributed board meeting materials at least five business days before scheduled meeting.* Relevant materials are made available to the members of the Board of Directors at least five business days prior to the date of the meeting.	
Recommendation 1.6			
1. Board is assisted by a Compliance Officer.	Compliant	*Provide information on or link/reference to a document containing information on the Compliance Officer, including his, her name, position, qualifications, duties and functions.*	
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with	Compliant		

adequate stature and authority in the corporation.		The Compliance Officer is Ms. Janine G. Manzano. She is an executive officer, and not a member of the Board.	
3. Compliance Officer is not a member of the board.	Compliant	Please refer to the following: • Pages 17-21 of the 2025 Annual Report > Part IV. Control and Compensation Information > Directors & Executive Officers • Pages 10-15 of SEC Form 20-IS > Part III Control and Compensation Information > Directors and Executive Officers • Pages 11-14 of SEC Form 17-Q > Part III Control and Compensation Information • Item 5. Directors and Executive Officers • SEC Form 17-C on Results of the Organizational Meeting of the Board of Directors • Page 8 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > Item 2. Compliance Officer	
4. Compliance Officer attends training/s on corporate governance.	Compliant	*Provide information on or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered.* Please refer to the Company's disclosure on the Attendance of the Board of Directors and Officers in the 2025 Corporate Governance webinar provided by the Center for Global Best Practices.	

Principle 2: The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the company's articles and by-laws, and other legal pronouncements and guidelines should be clearly made known to all directors as well as to stockholders and other stakeholders.			
Recommendation 2.1			
1. Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.	Compliant	*Provide information or reference to a document containing information on how the directors performed their duties (can include board resolutions, minutes or meeting)* The Company's Board of Directors has the responsibility to foster the long-term success of the Company and sustain its competitiveness and profitability in a manner consistent with its corporate objectives and the best interests of its stockholders. Please refer to the following: • Pages 26-28 of the 2025 Annual Report > Part V. Corporate Governance > Board of Directors • Page 36 of SEC Form 20-IS > Item (8) Discussion on Compliance with Leading Practice on Corporate Governance; pages 41-42 > Other Matters > Item 18 – Other Proposed Actions • Pages 5-6 of Revised Manual on Corporate Governance > Part II Corporate Governance Responsibilities of the Board > Item 1E - Specific Duties and Responsibilities	
Recommendation 2.2			
1. Board oversees the development, review and approval of the company's business	Compliant	*Provide information or link/reference to a document containing information on how the directors performed this function (can include board resolutions, minutes of meeting)*	

objectives and strategy.		*Indicate frequency of review of business objectives and strategy.* The Board reviews and approves the Company's business objectives and strategies as often as required or necessary. Please refer to the following: • Pages 26-28 of the 2025 Annual Report > Part V. Corporate Governance > Board of Directors • Page 36 of SEC Form 20-IS > (8) Discussion on Compliance with Leading Practice on Corporate Governance; pages 41-42 > Other Matters > Item 18 – Other Proposed Actions • Pages 5-6 of Revised Manual on Corporate Governance > Part II Corporate Governance Responsibilities of the Board > Item 1E - Specific Duties and Responsibilities	
2. Board oversees and monitors the implementation of the company's business objectives and strategy.	Compliant	The Board monitors the implementation of the company's business objectives and strategy as often as required or necessary. Please refer to the following: • Pages 26-28 of the 2025 Annual Report > Part V. Corporate Governance > Board of Directors • Page 36 of SEC Form 20-IS > Item (8) Discussion on Compliance with Leading Practice on Corporate Governance; pages 41-42 > Other Matters > Item 18 – Other Proposed Actions	

		• Pages 5-6 of Revised Manual on Corporate Governance > Part II Corporate Governance Responsibilities of the Board > Item 1E - Specific Duties and Responsibilities	
Supplement to Recommendation 2.2			
1. Board has a clearly defined and updated vision, mission and core values.	Compliant	*Indicate or provide link/reference to a document containing the company's vision, mission and core values.* *Indicate frequency of review of the vision, mission and core values.* Please refer to: • Company website The Board reviews the vision, mission and core values as often as required.	
2. Board has a strategy execution process that facilitates effective management performance and is attuned to the company's business environment, and culture.	Compliant	*Provide information on or link/reference to a document containing information on the strategy execution process.* Please refer to the following: • Pages 26-28 of the 2025 Annual Report > Part V. Corporate Governance > Board of Directors • Page 36 of SEC Form 20-IS > Item (8) Discussion on Compliance with Leading Practice on Corporate Governance • Pages 5-6 of Revised Manual on Corporate Governance > Part II Corporate Governance Responsibilities	

		of the Board > Item 1E - Specific Duties and Responsibilities	
Recommendation 2.3			
1. Board is headed by a competent and qualified Chairperson.	Compliant	*Provide information or reference to a document containing information on the Chairperson, including his/her name and qualifications.* Yes. Please refer to the following: • Pages 17-21 of the 2025 Annual Report > Part IV. Control and Compensation Information > Directors &Executive Officers • Pages 10-15 of SEC Form 20-IS > Part III Control and Compensation Information > Directors and Executive Officers • Pages 3-4 of Revised Manual on Corporate Governance > Part II Corporate Governance Responsibilities of the Board > Item A. Composition of the Board • Pages 11-14 of SEC Form 17-Q Part III. Control and Compensation Information > Directors & Executive Officers	
Recommendation 2.4			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	Compliant	*Disclose and provide information or link/reference to a document containing information on the company's succession planning policies and programs and its implementation.* The President and CEO and officers occupying the top key management positions are elected/ reelected on a yearly basis during the organizational meeting. The Board sees to it that the qualifications of persons elected are in	

		accordance with what is required of their positions. Please refer to page 12 of the Board Charter > Section 15: Succession Planning for Management	
2. Board adopts a policy on the retirement for directors and key officers.	Compliant	Please refer to the following: • 2025 Annual Report • SEC Form 20-IS • SEC Form 17-Q	
Recommendation 2.5			
1. Board aligns the remuneration of key officers and board members with long-term interests of the company.	Compliant	*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.* Please refer to the following: • Pages 22-23 of 2025 Annual Report > Part IV. Control and Compensation Information > Executive Compensation • Pages 16-17 of SEC Form 20-IS > Control and Compensation Information > Item 6. Compensation of Directors and Executive Officers Since the date of their elections, except for per diems as may be applicable, the directors have served without compensation. The directors did not also receive any amount or form of compensation for committee participation or special assignments. Under Section 7, Article III of the By-Laws of the Company, the compensation of directors, which shall not be more than 10% of the net income before	

		income tax of the Company during the preceding year, shall be determined and apportioned among the directors in such manner as the Board may deem proper, subject to the approval of the stockholders representing at least a majority of the outstanding capital stock at a regular or special meeting. As of this date, no standard or other arrangements have been in respect of director's compensation. The officers receive compensation from the subsidiary/ies.	
2. Board adopts a policy specifying the relationship between remuneration and performance.	Compliant	Please refer to the following: • Pages 22-23 of 2025 Annual Report > Part IV. Control and Compensation Information > Executive Compensation > • Pages 16-17 of SEC Form 20-IS > Control and Compensation Information > Item 6. Compensation of Directors and Executive Officers • Pages 13-14 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > 4. Board Committees > Part A - Nomination, Compensation and Election Committee > Item E	
3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	Compliant	Please refer to the following: • Pages 22-23 of 2025 Annual Report > Part IV. Control and Compensation Information > Executive Compensation • Pages 16-17 of SEC Form 20-IS > Control and Compensation Information > Item 6. Compensation of Directors and Executive Officers • Pages 13-14 of Revised Manual on Corporate Governance > Part II.	

		Corporate Governance Responsibilities of The Board > 4. Board Committees > Part A - Nomination, Compensation and Election Committee > Item E	
Optional: Recommendation 2.5			
1. Board approves the remuneration of senior executives.	Compliant	Provide proof of board approval Please refer to the following: • Pages 22-23 of 2025 Annual Report > Part IV. Control and Compensation Information > Executive Compensation > • Pages 16-17 of SEC Form 20-IS > Control and Compensation Information > Item 6. Compensation of Directors and Executive Officers • Pages 13-14 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > 4. Board Committees > Part A - Nomination, Compensation and Election Committee > Item E	
2. Company has measurable standards to align the performance-based remuneration of the executive directors and senior executives with long-term interest, such as claw back provision and deferred bonuses.	Compliant	*Provide information on or link/reference to a document containing measurable standards to align performance-based remuneration with the long-term interest of the company.* Please refer to the following: • Pages 22-23 of 2025 Annual Report > Part IV. Control and Compensation Information > Executive Compensation • Pages 16-17 of SEC Form 20-IS > Control and Compensation Information > Item 6. Compensation of Directors and Executive Officers	

		• Pages 13-14 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > 4. Board Committees > Part A - Nomination, Compensation and Election Committee > Item E	
Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	Compliant	*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.* *Provide proof of minority shareholders have a right to nominate candidates to the board.* *Provide information if there was an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.* Please refer to the following: • Page 27 of 2025 Annual Report > Part V. Corporate Governance > Committees > Nomination, Compensation and Election Committee • SEC Form 20-IS • Pages 9-15 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees > Parts A (Nomination, Compensation	

		and Election Committee) and B (Corporate Governance Committee)	
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Compliant	Please refer to the following: • Pages 9-15 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees > Parts A (Nomination, Compensation and Election Committee) and B (Corporate Governance Committee)	
3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.	Compliant	Please refer to the following: • Page 27 of 2025 Annual Report > Part V. Corporate Governance > Committees > Nomination, Compensation and Election Committee • SEC Form 20-IS • Pages 9-15 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees > Parts A (Nomination, Compensation and Election Committee) and B (Corporate Governance Committee)	
4. Board nomination and election policy includes how the board shortlists candidates.	Compliant	Please refer to the following: • Page 27 of 2025 Annual Report > Part V. Corporate Governance > Committees > Nomination, Compensation and Election Committee • SEC Form 20-IS • Pages 9-15 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees > Parts A (Nomination, Compensation and Election Committee) and B (Corporate Governance Committee)	

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	Please refer to the following: • Page 27 of 2025 Annual Report > Part V. Corporate Governance > Committees > Nomination, Compensation and Election Committee • SEC Form 20-IS • Pages 9-15 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees > Parts A (Nomination, Compensation and Election Committee) and B (Corporate Governance Committee)	
6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	Compliant	Please refer to the following: • Page 27 of 2025 Annual Report > Part V. Corporate Governance > Committees > Nomination, Compensation and Election Committee • SEC Form 20-IS • Pages 9-15 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees > Parts A (Nomination, Compensation and Election Committee) and B (Corporate Governance Committee)	
Optional: Recommendation to 2.6			
1. Company uses professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for	Non-compliant	*Identify the professional search firm used or other external sources of candidates.*	The Company generates its own pool of candidates using established standards.

candidates to the board of directors.			
Recommendation 2.7			
1. Board has overall responsibility in ensuring that there is a group-wide policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions.	Compliant	*Provide information on or reference to a document containing the company's policy on related party transaction, including policy on review and approval of significant RPTs.* *Identify transactions that were approved pursuant to the policy.* It is the policy of the Company that overlapping interests shall be disclosed to the Board and any material transaction involving such interests shall be similarly disclosed. Related party transactions shall be disclosed fully to the Board. Prior Board approval shall be obtained for related party transactions. Related party transactions shall be conducted in terms that are at least comparable to normal commercial practices to safeguard the best interest of the Corporation, its stockholders, creditors and other stakeholders.	
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	Compliant	Please refer to the following: • Page 25 of 2025 Annual Report > Part IV. Control And Compensation Information > Certain Relationships and Related Transactions • Page 16 of SEC Form 20-IS > Control and Compensation Information > Item 5. Certain Relationships and Related Transactions • Previous ACGRs	

		• Pages 17-20 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > 4. Board Committees > Item D. Audit Committee • MRPT Policy	
3. RPT policy encompasses all entries within the group, taking into account their size, structure, risk profile and complexity of operations.	Compliant	Please refer to the following: • Page 25 of 2025 Annual Report > Part IV. Control And Compensation Information > Certain Relationships and Related Transactions • Page 16 of SEC Form 20-IS > Control and Compensation Information > Item 5. Certain Relationships and Related Transactions • Previous ACGRs • Pages 17-20 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > 4. Board Committees > Item D. Audit Committee • MRPT Policy	
Supplement to Recommendations 2.7			
1. Board clearly defines the threshold for disclosure and approval of RPTs and categorizes such transactions according to those that are considered *de minimis* or transactions that need not be reported or announced, those that need to be disclosed, and those	Compliant	*Provide information on a materiality threshold for RPT disclosure and approval, if any.* *Provide information on RPT categories.* Please refer to the following: • Page 25 of 2025 Annual Report > Part IV. Control And Compensation Information > Certain Relationships and Related Transactions • Page 16 of SEC Form 20-IS > Control and Compensation Information > Item 5.	

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.		Certain Relationships and Related Transactions • Previous ACGRs • Pages 17-20 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > 4. Board Committees > Item D. Audit Committee • MRPT Policy	
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	*Provide information on voting system, if any.* Please refer to the following: • Page 25 of 2025 Annual Report > Part IV. Control And Compensation Information > Certain Relationships and Related Transactions • Page 16 of SEC Form 20-IS > Control and Compensation Information > Item 5. Certain Relationships and Related Transactions • Previous ACGRs • Pages 17-20 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > 4. Board Committees > Item D. Audit Committee • MRPT Policy	
Recommendation 2.8			
1. Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the	Compliant	*Provide information on or before to a document containing the Board's policy and responsibility for approving the selection of management.* *Identify the Management team appointed.*	

heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).		Please refer to the following: • Page 6 of 2025 Annual Report > Part I. Business and General Information Submission of Matters to a Vote of Security Holders • Pages 34-38 of SEC Form 20-IS > Other Matters > Item 15. Action with Respect to Reports • Disclosure on Results of Annual Stockholders' Meeting/Organizational Meeting	
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	*Provide information on or reference to a document containing the Board's policy and responsibility for assessing the performance of management.* *Provide information on the assessment process and indicate frequency of assessment of performance.* Please refer to the following: • Pages 27-28 of 2025 Annual Report > Part V. Corporate Governance > The Board of Directors > Committees • SEC Form 20-IS • Pages 9-15 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees	
Recommendation 2.9			
1. Board establishes an effective performance management framework that ensures	Compliant	*Provide information on or link/reference to a document containing the Board's performance*	

that Management's performance is at par with the standards set by the Board and Senior Management.		*management framework for management and personnel.* Please refer to the following: • Pages 27-28 of 2025 Annual Report > Part V. Corporate Governance > Board of Directors • Page 36 of SEC Form 20-IS > Item (8) Discussion on Compliance with Leading Practice on Corporate Governance • Pages 5-6 of Revised Manual on Corporate Governance > Part II Corporate Governance Responsibilities of the Board > Item 1E - Specific Duties and Responsibilities • Pages 27-28 of Revised Manual on Corporate Governance > Part IV. Internal Control System and Risk Management Framework	
2. Board establishes an effective performance management framework that ensures that personnel's performance is at par with the standards set by the Board and Senior Management.	Compliant		
Recommendation 2.10			
1. Board oversees that an appropriate internal control system is in place.	Compliant	*Provide information on or link/reference to a document showing the Board's responsibility for overseeing that an appropriate internal control system is in place and what is included in the internal control system.* Please refer to the following: • Pages 27-28 of 2025 Annual Report > Part V. Corporate Governance > Board of Directors • Page 36 of SEC Form 20-IS > Item (8) Discussion on Compliance with Leading Practice on Corporate Governance • Pages 5-6 of Revised Manual on Corporate Governance > Part II	
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	Compliant		

		Corporate Governance Responsibilities of the Board > Item 1E - Specific Duties and Responsibilities	
3. Board approves the Internal Audit Charter.	Compliant	*Provide reference or link to the company's Internal Audit Charter.* Please refer to the following: • Revised Manual on Corporate Governance • Company website	
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	*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.* *Provide proof of effectiveness of risk management strategies, if any.* Please refer to the following: • Previous ACGRs • Page16 of Revised Manual on Corporate Governance > Part II Corporate Governance Responsibilities of the Board > Item C. Risk Management and Oversight Committee; and pages 27-28 Part IV. Internal Control System and Risk Management Framework	
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		
1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities	Compliant	*Provide link to the company's website where the Board Charter is disclosed.*	

and accountabilities in carrying out its fiduciary role.		Please refer to: • Revised Manual on Corporate Governance • Board Charter • Company Website	
2. Board Charter serves as a guide to the directors in the performance of their functions.	Compliant		
3. Board Charter is publicly available and posted on the company's website.	Compliant		
Additional Recommendation to Principle 2			
1. Board has a clear insider trading policy.	Compliant	*Provide information on or link/reference to a document showing company's insider trading policy.* It is the Company's policy that Directors, senior management and employees, shall avoid any activity and interest that could significantly affect the objective or effective performance of duties and responsibilities in the Company, including business interests or unauthorized employment outside the Company, the receipt from and giving gifts of unusually high value to persons or entities with whom the Company relates, as well as insider dealing. They shall base all business decisions and actions on the best interests of the Company. Whenever opportunities arise, constantly advance the Company's legitimate interest. Please refer to the following: * Previous ACGRs * Revised Manual on Corporate Governance	

Optional: Principle 2			
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	*Provide information on or link/reference to a document showing company's policy on granting loans to directors, if any.* It is the Company's policy that Directors, officers and employees shall uphold right conduct and shall personally adhere to the norms and restrictions imposed by applicable laws, rules and regulations. They shall not accept demands brought on by prevailing business conditions or perceived pressures as excuses to violate any law, rule or regulation. All actions shall be conducted at arm's length basis.	
2. Company discloses the types of decision requiring board of directors' approval.	Compliant	Indicate the types of decision requiring board of directors' approval and where there are disclosed. Please refer to the following: • Page 6 of 2025 Annual Report > Part I. Business and General Information Submission of Matters to a Vote of Security Holders • Pages 34-39 of SEC Form 20-IS > Other Matters > Item 15. Action with Respect to Reports • Disclosure on Results of Annual Stockholders' Meeting/Organizational Meeting	

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	*Provide information or link/reference to a document containing information on all the board committees established by the company.* Please refer to the following: • Page 27-28 of 2025 Annual Report > Part V. Corporate Governance > The Board of Directors > Committees • SEC Form 20-IS • Pages 9-15 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees • Committee Charters	
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	*Provide information or link/reference to a document containing information on the Audit Committee, including its functions.* *Indicate if it is the Audit Committee's responsibility to recommend the appointment and removal of the company's external auditor.* Yes. Please refer to the following: • Page 27-28 of 2025 Annual Report > Part V. Corporate Governance > The Board of Directors > Committees > Audit Committee	

		• Pages 18-19 of SEC Form 20-IS > Control and Compensation Information > Item 7. Independent Public Accountant • Pages 17-20 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees > Part D. Audit Committee • Audit Committee Charter	
2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.	Compliant	*Provide information or link/reference to a document containing information on the members of the Audit Committee, including their qualifications and type of directorship.* Please refer to the following: • Page 27 of 2025 Annual Report > Part V. Corporate Governance > The Board of Directors > Committees > Audit Committee • Pages 17-21 of 2025 Annual Report > Part IV – Control and Compensation Information > Item 5. Directors & Executive Officers > Profiles • Page 19 of SEC Form 20-IS > Control and Compensation Information > Item 7. Independent Public Accountant • Pages 17-20 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees > Part D. Audit Committee • Disclosure of Results of Annual Stockholders' Meeting/ Organizational Meeting	
3. All the members of the committee have relevant background,	Compliant	*Provide information or link/reference to a document containing information on the background, knowledge, skills, and/or*	

knowledge, skills, and/or experience in the areas of accounting, auditing and finance.		*experience of the members of the Audit Committee.* Yes. Please refer to the following: • Pages 17-21 of 2025 Annual Report > Part IV – Control and Compensation Information > Item 5. Directors & Executive Officers > Profiles • Pages 10 -15 of SEC Form 20-IS > Control and Compensation Information > Directors & Executive Officers > Profiles	
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	Compliant	The Chairman of the Audit Committee is not the Chairman of the Board or of any other Committee. Please refer to the following: • Pages 17-21 of 2025 Annual Report > Part IV – Control and Compensation Information > Item 5. Directors & Executive Officers > Profiles • Pages 10-15 of SEC Form 20-IS > Control and Compensation Information > Directors & Executive Officers > Profiles • Pages 17-20 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees > Part D. Audit Committee • Disclosure of Results of Annual Stockholders' Meeting/ Organizational Meeting	
Supplement to Recommendation 3.2			

1. Audit Committee approves all non-audit services conducted by the external auditor.	Compliant	*Provide proof that the Audit Committee approved all non-audit services conducted by the external auditor.* Please refer to the following: • Pages 17 and 27-28 of 2025 Annual Report > Part V. Corporate Governance > The Board of Directors > Committees > Audit Committee • Page 18-19 of SEC Form 20-IS > Control and Compensation Information > Item 7. Independent Public Accountant • Pages 17-20 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees > Part D. Audit Committee	
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	Compliant	*Provide proof that the Audit Committee conducted regular meetings and dialogues with the external audit team without anyone from management present.* Please refer to the following: • Previous ACGRs • Pages 27-28 of 2025 Annual Report > Part V. Corporate Governance > The Board of Directors > Committees > Audit Committee • Page 18-19 of SEC Form 20-IS > Control and Compensation Information > Item 7. Independent Public Accountant	
Optional: Recommendation 3.2			
1. Audit Committee meets at least four times during the year.	Compliant	*Indicate the number of Audit Committee meetings during the year and provide proof.*	

		4 meetings The number of meetings depends on the issues to be resolved/taken up. Please refer to the following: • Previous ACGRs • Pages 27-28 of 2025 Annual Report > Part V. Corporate Governance > The Board of Directors > Committees > Audit Committee • Page 18-19 of SEC Form 20-IS > Control and Compensation Information > Item 7. Independent Public Accountant	
2. Audit Committee approves the appointment and removal of the internal auditor.	Compliant	Provide proof that the Audit Committee approved the appointment and removal of the internal auditor. Please refer to the following: • Pages 17 and 27-28 of 2025 Annual Report > Part V. Corporate Governance > The Board of Directors > Committees > Audit Committee • Page 18-19 of SEC Form 20-IS > Control and Compensation Information > Item 7. Independent Public Accountant	
Recommendation 3.3			
1. Board establishes a Corporate Governance Committee tasked to assist the Board in the performance of its corporate governance responsibilities,	Compliant	*Provide information or reference to a document containing information on the Corporate Governance Committee, including its functions.* *Indicate if the Committee undertook the process of identifying the quality of directors*	

including the functions that were formerly assigned to a Nomination and Remuneration Committee.		*aligned with the company's strategic direction, if applicable.* Please refer to the following: • Page 28 of 2025 Annual Report > Part V. Corporate Governance > The Board of Directors > Committees > Corporate Governance Committee/Risk Management and Oversight Committee • Pages 14-15 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees > Part B. Corporate governance Committee • Disclosure on Results of Annual Stockholders' Meeting/ Organizational Meeting • Corporate Governance Committee/Risk Management and Oversight Committee Charter	
2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	Non-compliant	*Provide information or link/reference to a document containing information on the members of the Corporate Governance Committee, including their qualifications and type of directorship.*	The Committee is composed of at least 3 members but only the Chairman is required to be an independent director pursuant to the Company's Revised Manual on Corporate Governance. Please refer to the following: • Page 28 of 2025 Annual Report > Part V. Corporate Governance > The Board of Directors > Committees > Corporate Governance

			Committee/Risk Management and Oversight Committee • Pages 17-21 of 2025 Annual Report > Part IV – Control and Compensation Information > Item 5. Directors & Executive Officers > Profiles • Pages 14-15 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees > Part B. Corporate governance Committee • Disclosure on Results of Annual Stockholders' Meeting/ Organizational Meeting
3. Chairman of the Corporate Governance Committee is an independent director.	Compliant	*Provide information or link/reference to a document containing information on the Chairman of the Corporate Governance Committee.* Please refer to the following: • Page 28 of 2025 Annual Report > Part V. Corporate Governance > The Board of Directors > Committees > Corporate Governance Committee/Risk Management and Oversight Committee • Pages 17-21 of 2025 Annual Report > Part IV – Control and Compensation Information > Item 5. Directors & Executive Officers > Profiles • Pages 14-15 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities	

		of The Board > Item 4. Board Committees > Part B. Corporate Governance Committee • Disclosure on Results of Annual Stockholders' Meeting/ Organizational Meeting	
Optional: Recommendation 3.3			
1. Corporate Governance Committee meets at least twice during the year.	Compliant	*Indicate the number of Corporate Governance Committee meetings held during the year and provide proof thereof.* 2 meetings The number of meetings depends on the issues/concerns to be resolved/taken up. Please refer to the following: • Previous ACGRs • 2025 Annual Report • SEC Form 20-IS	
Recommendation 3.4			
1. Board establishes a separate Board Risk Oversight Committee (BROC) that should be responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness.	Compliant	*Provide information or link/reference to a document containing information on the Board Risk Oversight Committee (BROC), including its functions.* Please refer to the following: • Page 28 of 2025 Annual Report > Part V. Corporate Governance > The Board of Directors > Committees > Corporate Governance Committee/Risk	

		Management and Oversight Committee • Pages 16-20 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees > Parts C and D • Corporate Governance Committee/ Risk Management and Oversight Committee Charter	
2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	Compliant	*Provide information or link/reference to a document containing information on the members of the BROC, including their qualifications and type of directorship.* Please refer to the following: • Page 28 of 2025 Annual Report > Part V. Corporate Governance > The Board of Directors > Committees > Corporate Governance Committee/Risk Management and Oversight Committee • Pages 16-20 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees > Parts C and D • Disclosure on Results of Annual Stockholders' Meeting/ Organizational Meeting	
3. The Chairman of the BROC is not Chairman of the Board or of any other committee.	Non-compliant	*Provide information or link/reference to a document containing information on the Chairman of the BROC.*	The Chairman of the Risk Management and Oversight Committee is also the Chairman of the Corporate Governance Committee.

			There is no prohibition that the Chairman of the BROC must not be the Chairman of the Board or of any other committee. Please refer to the following: • Page 28 of 2025 Annual Report > Part V. Corporate Governance > The Board of Directors > Committees > Corporate Governance Committee/Risk Management and Oversight Committee • Pages 16-20 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 4. Board Committees > Parts C and D
4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.	Compliant	*Provide information or link/reference to a document containing information on the background, skills, and/or experience of the members of the BROC.* Please refer to the following: • Pages 17-21 of 2025 Annual Report > Part IV – Control and Compensation Information > Item 5. Directors & Executive Officers > Profiles • Pages 10-15 of SEC Form 20-IS > Control and Compensation Information > Directors & Executive Officers > Profiles	
Recommendation 3.5			
1. Board establishes a Related Party Transactions (RPT) Committee, which is	Non-compliant	*Provide information or link/reference to a document containing information on the*	There is no separate RPT Committee. This function is absorbed by the Corporate

tasked with reviewing all material related party transactions of the company.		*Related Party Transactions (RPT) Committee, including its functions.*	Governance and Risk Management and Oversight Committee.
2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.	Non-compliant	*Provide information or link/reference to a document containing information on the members of the RPT Committee, including their qualifications and type of directorship.*	There is no separate RPT Committee. This function is absorbed by the Corporate Governance and Risk Management and Oversight Committee.
Recommendation 3.6			
1. All established committees have a Committee Charter straight in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.	Compliant	*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 purposes.* Please refer to the committee charters	
2. Committee Charters provide standards for evaluating the performance of the Committees.	Compliant	Please refer to the committee charters	
3. Committee Charters were fully disclosed on the company's website.	Compliant	*Provide link to company's website where the Committee Charters are disclosed.* Please refer to the following: * Company website	

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	*Provide information or link/reference to a document containing information on the process and procedure for tele/videoconferencing board and/or committee meetings.* *Provide information or link/reference to a document containing information on the attendance and participation of directors to Board, Committee and shareholders' meetings.* Please refer to the following: • Amended By-Laws • Page 6 of 2025 Annual Report Part I - Business and General Information > Submission of Matters to a Vote of Security Holders • Pages 34-39 of SEC Form 20-IS > Other Matters > Item 15. Action with Respect to Reports > Disclosure Requirements Pursuant to Section 49 of the Revised Corporation Code of the Philippines > Item 5 • Previous ACGRs	
2. The directors review meeting materials for all Board and Committee meetings.	Compliant	Please refer to the following: • Pages 29-30 of 2025 Annual Report > Part VI – Exhibits and Schedules > Matters Approved / Reported • Pages 38-39 of SEC Form 20-IS > Other Matters > Item 18. Other Proposed Action	

		• Pages 20-21 of Revised Manual on Corporate Governance > Part II - Corporate Governance Responsibilities of the Board > Item 5. Fostering Commitment	
3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	Compliant	*Provide information or link/reference to a document containing information on any questions raised or clarification/explanation sought by the directors.* Please refer to the following: • 2025 Annual Report • SEC Form 20-IS • Previous ACGRs	
Recommendation 4.2			
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.	Compliant	*Disclose if the company has a policy setting the limit of board seats that a non-executive director can hold simultaneously.* *Provide information or reference to a document containing information on the directorships of the company's directors in both listed and non-listed companies.* Directors are encouraged to limit the number of publicly-listed companies they can concurrently serve as directors. Please refer to the following: Page 14 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > Item 4. Board Committees > Part A. Nomination,	

		Compensation and Election Committee > Item F	
Recommendation 4.3			
1. The directors notify the company's board before accepting a directorship in another company.	Compliant	*Provide copy of written notification to the board or minutes of board meeting wherein the matter was discussed.* This practice is encouraged but no written notification has yet been received.	
Optional: Principle 4			
1. Company does not have any executive directors who serve in more than two boards of listed companies outside of the group.	Compliant	Please refer to the following: • Pages 17-21 of the 2025 Annual Report > Part IV. Control and Compensation Information > Directors and Executive Officers > Profiles • Pages 10-15 of the SEC Form 20-IS > Control and Compensation Information > Item 5. Directors and Executive Officers > Profiles	
2. Company schedules board of directors' meetings before the start of the financial year.	Compliant	Apart from the scheduled meetings, special meetings may also be made as may be necessary. Please refer to the following: • Pages 20-21 of Revised Manual on Corporate Governance > Part II - Corporate Governance Responsibilities of the Board > Item 5. Fostering Commitment	
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.* The Board of Directors had 6 meetings in 2025.	

		Please refer to the following: • Pages 20-21 of Revised Manual on Corporate Governance > Part II - Corporate Governance Responsibilities of the Board > Item 5. Fostering Commitment Please refer to the Certification on the attendance of the members of the Board of Directors of MG for 2025 meetings	
4. Company requires as minimum quorum of at least 2/3 for board decisions.	Non-compliant	*Indicate the required minimum quorum for board decisions.*	In all meetings of the board in 2025, the minimum quorum of at least 2/3 for board decisions has been satisfied, but not required. The Company requires the simple majority as minimum quorum for board decisions.
Principle 5: The board should endeavor to exercise an objective and independent judgment on all corporate affairs.			
Recommendation 5.1			
1. The Board has at least 3 independent directors or such numbers as to constitute one-third of the board, whichever is higher.	Non-compliant	*Provide information or link/reference to a document containing information on the number of independent directors in the board.*	The Company has two independent directors in its Board pursuant to pages 3, 21-24 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > Item 1. Board Directors > Part A. Composition of the Board
Recommendation 5.2			
1. The independent directors possess all the qualifications and none	Compliant	*Provide information or link/reference to a document containing information on the qualifications of the independent directors.*	

of the disqualifications to hold the positions.		Please refer to the following: • Pages 17-21 of 2025 Annual Report > Part IV – Control and Compensation Information > Item 5. Directors & Executive Officers > Profiles • Pages 10-15 of SEC Form 20-IS > Control and Compensation Information > Directors & Executive Officers > Profiles • Pages 21-24 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > Item 6. Reinforcing Board Independence	
Supplement to Recommendation 5.2			
1. Company has no shareholders agreements, by-laws provisions, or other arrangements that constrain the directors' ability to vote independently.	Compliant	*Provide information or link/reference to a document containing information that directors are not constrained to vote independently.* Please refer to the following: • Amended By-Laws • Page 28 of Revised Manual on Corporate Governance > Part V- Stakeholders' Benefit > A. Investors' Right and Protection > Voting Right	
Recommendation 5.3			
1. The independent directors serve for a cumulative term of nine years (reckoned from 2012)	Compliant	*Provide information or link/reference to a document showing the years IDs have served as such.* Please refer to the following: • Page 11 of SEC Form 20-IS > Control and Compensation Information > Directors & Executive Officers	

		• Previous ACGRs • Page 22 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > Item 6. Reinforcing Board Independence > Part D • SEC Memorandum Circular No. 7, Series of 2026 The Company abides by the rules of the SEC. According to a recently issued SEC Memorandum Circular No. 7, Series of 2026 (which took effect on February 1, 2026), stricter term limits are imposed on independent directors of publicly listed companies, effectively barring those who have reached the maximum allowable tenure of 9 years from being reelected as independent directors in the same company.	
2. The company bars an independent director from serving in such capacity after the term limit of nine years.	Compliant	*Provide information or link/reference to a document containing information on the company's policy on term limits for its independent director.* Please refer to: • Page 22 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > Item 6. Reinforcing Board Independence > Part D • SEC Memorandum Circular No. 7, Series of 2026 The Company abides by the rules of the SEC. According to a recently issued SEC	

		Memorandum Circular No. 7, Series of 2026 (which took effect on February 1, 2026), stricter term limits are imposed on independent directors of publicly listed companies, effectively barring those who have reached the maximum allowable tenure of 9 years from being reelected as independent directors in the same company.	
3. In the instance that the company retains an independent director in the same capacity after nine years, the board provides meritorious justification and seeks shareholders' approval during the annual shareholders' meeting.	Compliant	*Provide reference to the meritorious justification and proof of shareholders' approval during the annual shareholders' meeting.* No independent director has served as such for more than 9 years. Please refer to page 22 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > Item 6. Reinforcing Board Independence > Part D	
Recommendation 5.4			
1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	Non-compliant	*Identify the company's Chairman of the Board and Chief Executive Officer.*	The positions are being held by one person, Yang Chi Jen (a.k.a. Michael Yang). Given his expertise in the industry and dedication to the Company, it is deemed that Mr. Yang is currently still best suited to occupy both positions.
2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	Compliant	*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.* *Identify the relationship of Chairman and CEO.*	

		The duties and functions of the Chairman and CEO are provided for under the company's By-laws and page 23 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > Item 6. Reinforcing Board Independence > Part E Please refer to Section 6: The Chairman and Vice-Chairman of the Board of the Board Charters	
Recommendation 5.5			
1. If the Chairman of the Board is not an independent director, the board designates a lead director among the independent directors.	Non-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.*	The Board regards its independent directors equally. The Chairman is not an independent Director.
Recommendation 5.6			
1. Directors with material interests in a transaction affecting the corporation abstain from taking part in the deliberations on the transaction.	Compliant	*Provide proof of abstention, if this was the case.* Please refer to the following: • SEC Form 17-C on Results of the Annual Stockholders' Meeting • Disclosures on the relevant transaction/s	
Recommendation 5.7			
1. The non-executive directors (NEDs) have separate periodic meetings with the external auditor and heads of the internal audit, compliance and	Non-compliant	*Provide proof and details of said meeting, if any.* *Provide information on the frequency and attendees of meetings.*	This is not observed since the meetings conducted with the members of the Audit Committee are deemed sufficient.

risk functions, without any executive present.			
2. The meetings are chaired by the lead independent director.	Non-compliant		This is not observed since the meetings conducted with the members of the Audit Committee are deemed sufficient.
Optional: Principle 5			
1. None of the directors is a former CEO of the company in the past 2 years.	Compliant	*Provide name/s of company CEO for the past 2 years.* Mr. Yang Chi Jen is MG's President and CEO during the past 2 years.	
Principle 6: The best measure of the Board's effectiveness is through an assessment process. The Board should regularly carry out evaluations to appraise its performance as a body, and assess whether it possesses the right mix of backgrounds and competencies.			
Recommendation 6.1			
1. Board conducts an annual self-assessment of its performance as a whole.	Compliant	*Provide proof of self-assessments conducted for the whole board, the individual members, the Chairman and the Committees.* During or right after the annual seminar on corporate governance, the Board reflects on and assesses its general performance. Please refer to the following: • Section 14: Annual Performance Evaluation of the Board and Key Officers of the Board Charter • Committee Charters	
2. The Chairman conducts a self-assessment of his performance.	Compliant		
3. The individual members conduct a self-assessment of their performance.	Compliant		
4. Each committee conducts a self-assessment of its performance.	Compliant		

5. Every three years, the assessments are supported by an external facilitator.	Non-compliant	*Identify the external facilitator and provide proof of use of an external facilitator.*	While annual assessments are conducted, the Company has yet to conduct an in-depth assessment every three years guided by an external facilitator.
Recommendation 6. 2			
1. Board has in place a system that provides, at the minimum, criteria and process to determine the performance of the Board, individual directors and committees.	Compliant	*Provide information or link/reference to a document containing information on the system of the company to evaluate the performance of the board, individual directors and committees, including a feedback mechanism from shareholders.* Please refer to the following: • Page 24 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > Item 7._Assessing Board Performance	
2. The system allows for a feedback mechanism from the shareholders.	Compliant		
Principle 7: Members of the Board are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.			
Recommendation 7.1			
1. Board adopts a Code of Business Conduct and Ethics, which provide standards for professional and ethical behavior, as well as articulate acceptable and unacceptable conduct and practices in internal and external	Compliant	*Provide information on or link/reference to the company's Code of Business Conduct and Ethics.* A copy of the Company Handbook is available to the Directors, Senior Management and Employees for strict guidance and compliance. It is the responsibility of each employee to report legitimate concerns so that problems can be	

dealings of the company.		properly resolved and corrective measures are instituted. An officer or employee who becomes aware of any violation of the Code should immediately notify his Department/Division head. The Department/Division Head shall in turn immediately inform the HRD. The company's HRD shall conduct or manage the necessary actions or investigation of any reported violations. In case Senior Management or any Board Member is involved, the same should be referred to the Audit Committee. Please refer to the Company's Code of Conduct and Ethics	
2. The Code is properly disseminated to the Board, senior management and employees.	Compliant	*Provide information on or discuss how the company disseminated the Code to its Board, senior management and employees.* The Company Handbook is made available upon hiring/engagement.	
3. The Code is disclosed and made available to the public through the company website.	Compliant	*Provide a link to the company's website where the Code of Business Conduct and Ethics is posted/disclosed.* Please refer to the company website. Please refer to the Company's Code of Conduct and Ethics	
Supplement to Recommendation 7.1			
1. Company has clear and stringent policies	Compliant	*Provide information on or link/reference to a document containing information on the*	

and procedures on curbing and penalizing company involvement in offering, paying and receiving bribes.		*company's policy and procedure on curbing and penalizing bribery.* Any officer or employee who commits a violation shall be subject to disciplinary action (including termination), without prejudice to any civil or criminal proceedings that the company or regulators may file for violation of existing law, there shall be no exception from or waivers of any provision, except as expressly approved by the Board of Directors.	
1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	Compliant	*Provide proof of implementation and monitoring of compliance with the Code of Business Conduct and Ethics and internal policies.* *Indicate who are required to comply with the Code of Business Conduct and Ethics and any findings on non-compliance.* An officer or employee who becomes aware of any violation of the Code/Handbook should immediately notify his Department/Division head. The Department/Division Head shall in turn immediately inform the HRD. The company's HRD shall conduct or manage the necessary actions or investigation of any reported violations. In case Senior Management or any Board Member is involved, the same should be referred to the Audit Committee.	
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	Compliant		
Disclosure and Transparency			
Principle 8: The company should establish corporate disclosure policies and procedures that are practical and in accordance with best practices and regulatory expectations.			
Recommendation 8.1			

1. Board establishes corporate disclosure policies and procedures to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair and complete picture of a company's financial condition, results and business operations.	Compliant	*Provide information on or link/reference to the company's disclosure policies and procedures including reports distributed/made available to shareholders and other stockholders.* Please refer to the following disclosures: • 2025 Annual Report • SEC Form 20-IS • Pages 24- 26 of Revised Manual on Corporate Governance > Part III. Disclosure and Transparency > Items 1. Reportorial or Disclosure System of Company's Corporate Governance Policies and 4. Comprehensive and Cost-Efficient Access to Relevant Information • Company website	
Supplement to Recommendation 8.1			
1. Company distributes or makes available annual and quarterly consolidated reports, cash flow statements, and special audit revisions. Consolidated financial statements are published within ninety (90) days from the end of the fiscal year, while interim reports are published within forty-five (45) days from the end of the reporting period.	Compliant (as to the 45 days recommendation for quarterly report) Non-compliant (as to the 90 days recommendation for annual report)	*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.* The quarterly reports are submitted within 45 days from the end of the quarter, unless an extension of 5 days is sought depending on circumstances.	Consolidated financial statements are made available within 105 days from the end of the calendar year, subject to extension as may be allowed, following the requirements of the Securities Regulation Code.
2. Company discloses in its annual report the	Compliant	*Provide link or reference to the company's annual report where the following are disclosed:*	

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.		1. *Principal risks to minority shareholders associated with the identity of the company's controlling shareholders;* 2. *Cross-holdings among company affiliates; and* 3. *Any imbalances between the controlling shareholders' voting power and overall equity position in the company.* Please refer to pages 23-24 of the 2025 Annual Report > Security Ownership of Owners of more than 5% of voting securities > Security Ownership of Management	
Recommendation 8.2			
1. Company has a policy requiring all directors to disclose/report to the company any dealings in the company's shares within three business days.	Compliant	*Provide information on or link/reference to the company's policy requiring directors and officers to disclose their dealings in the company's share.* *Indicate actual dealings of directors involving the corporation's shares including their nature, number/percentage and date of transaction.* All directors and officers are advised to comply with the requirement to immediately disclose any transaction involving the Company's shares, in compliance with the requirements of the PSE and the SEC.	
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		

		Please refer to the SEC 23-B reports as disclosed to the PSE and the SEC.	
Supplement to recommendation 8.2			
1. Company discloses the trading of the corporation's shares by directors, officers (or persons performing similar functions) and controlling shareholders. This includes the disclosure of the company's purchase of its shares from the market (e.g. share buy-back program).	Compliant	*Provide information on or link/reference to the shareholdings of directors, management and top 100 shareholders.* *Provide link or reference to the company's Conglomerate Map.* In addition to directors and officers, substantial stockholders are also advised to immediately disclose any transaction involving the Company's shares. Please refer to the 2025 Annual Report (Audited Consolidated Annual Financial Statements) for the Company's conglomerate map.	
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	*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.* Please refer to the following: • Pages 17-21 of the 2025 Annual Report > Part IV. Control and Compensation Information > Directors & Executive Officers > Profiles • Pages 10-15 of SEC Form 20-IS > Part III Control and Compensation Information Item 5. Directors and Executive Officers > Profiles	

		• SEC Form 17-Q > Part III. Control and Compensation Information • Item 5. Directors and Executive Officers > Profiles	
2. Board fully discloses all relevant and material information on key executives to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	Compliant	*Provide link or reference to the key officers' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and relevant trainings attended.* Please refer to the following: • Pages 17-21 of the 2025 Annual Report > Part IV. Control and Compensation Information > Directors & Executive Officers > Profiles • Pages 10-15 of SEC Form 20-IS > Part III Control and Compensation Information Item 5. Directors and Executive Officers > Profiles • SEC Form 17-Q > Part III. Control and Compensation Information > Item 5. Directors and Executive Officers > Profiles	
Recommendation 8.4			
1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same.	Compliant	*Disclose or provide link/reference to the company policy and practice for setting board remuneration* Please refer to the following: • Pages 22-23 of 2025 Annual Report > Part IV. Control and Compensation Information > Executive Compensation • Pages 16-17 of SEC Form 20-IS > Control and Compensation Information > Item 6. Compensation of Directors and Executive Officers	

		• Pages 13-14 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > 4. Board Committees > Part A - Nomination, Compensation and Election Committee > Item E Since the date of their elections, except for per diems as may be applicable, the directors have served without compensation. The directors did not also receive any amount or form of compensation for committee participation or special assignments. Under Section 7, Article III of the By-Laws of the Company, the compensation of directors, which shall not be more than 10% of the net income before income tax of the Company during the preceding year, shall be determined and apportioned among the directors in such manner as the Board may deem proper, subject to the approval of the stockholders representing at least a majority of the outstanding capital stock at a regular or special meeting. As of this date, no standard or other arrangements have been in respect of director's compensation. The officers receive compensation from the subsidiary/ies.	
2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.	Compliant	*Disclose or provide link/reference to the company policy and practice for determining executive remuneration.* Please refer to the following: • Pages 22-23 of 2025 Annual Report > Part IV. Control and Compensation Information > Executive Compensation	

		• Pages 16-17 of SEC Form 20-IS > Control and Compensation Information > Item 6. Compensation of Directors and Executive Officers • Pages 13-14 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of The Board > 4. Board Committees > Part A - Nomination, Compensation and Election Committee > Item E	
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Compliant	*Provide breakdown of director remuneration and executive compensation, particularly the remuneration of the CEO.* Please refer to the following: • Pages 22-23 of 2025 Annual Report > Part IV. Control and Compensation Information > Executive Compensation • Pages 16-17 of SEC Form 20-IS > Control and Compensation Information > Item 6. Compensation of Directors and Executive Officers	
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	*Disclose or provide reference/link to company's RPTs policies* *Indicate if the director with conflict of interest abstained from the board discussion on that particular transaction.* It is the policy of the Company that overlapping interests shall be disclosed to the Board and any material transaction involving such interests shall be similarly disclosed.	

		Related party transactions shall be disclosed fully to the Board. Prior Board approval shall be obtained for related party transactions. Related party transactions shall be conducted in terms that are at least comparable to normal commercial practices to safeguard the best interest of the Corporation, its stockholders, creditors and other stakeholders. Director/s with conflict of interest shall abstain from the board discussion on the particular transaction. Please refer to MRPT policy and pages 2 and 19-20 of the Revised Manual on Corporate Governance.	
2. Company discloses material or significant RPTs reviewed and approved during the year.	Compliant	*Provide information on all RPTs for the previous year or reference to a document containing the following information on all RPTs:* 1. *Name of the related counterparty;* 2. *Relationship with the party;* 3. *Transaction date;* 4. *Type/nature of transaction;* 5. *Amount of contract price;* 6. *Terms of the transaction;* 7. *Rationale for entering into the transaction;* 8. *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* 9. *Other items and conditions* Please refer to the following:	

		• 2025 Annual Report and Consolidated AFS • SEC Form 20-IS	
Supplement to Recommendation 8.5			
1. Company requires directors to disclose their interests in transactions or any other conflict of interests.	Compliant	*Indicate where and when directors disclose their interests in transactions or any other conflict of interests.* The policies and procedures for related party transactions are observed to avoid and/or address actual or probable conflicts of interest. Please refer to the following: • Pages 25-26 of 2025 Annual Report > Part IV. Control And Compensation Information > Certain Relationships and Related Transactions • Page 16 of SEC Form 20-IS > Control and Compensation Information > Item 5. Certain Relationships and Related Transactions • Previous ACGRs • Pages 17-20 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > 4. Board Committees > Item D. Audit Committee	
Optional: Recommendation 8.5			
1. Company discloses that RPTs are conducted in such a way to ensure that they	Compliant	*Provide link or reference where this is disclosed, if any* Please refer to the following: • Page 25-26 of 2025 Annual Report > Part IV. Control And Compensation	

are fair and at arm's length.		Information > Certain Relationships and Related Transactions • Page 16 of SEC Form 20-IS > Control and Compensation Information > Item 5. Certain Relationships and Related Transactions • Previous ACGRs • Pages 17-20 of Revised Manual on Corporate Governance > Part II. Corporate Governance Responsibilities of the Board > 4. Board Committees > Item D. Audit Committee	
Recommendation 8.6			
1. Company makes a full, fair, accurate and timely disclosure to the public of every material fact or event that occur, particularly on the acquisition or disposal of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders.	Compliant	*Provide link or reference where this is disclosed.* Please refer to the following disclosures: • 2025 Annual Report • SEC Form 20-IS • Pages 24- 26 of Revised Manual on Corporate Governance > Part III. Disclosure and Transparency > Items 1. Reportorial or Disclosure System of Company's Corporate Governance Policies and 4. Comprehensive and Cost-Efficient Access to Relevant Information • Company website	
2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.	Compliant	*Identify independent party appointed to evaluate the fairness of the transaction price.* *Disclose the rules and procedures for evaluating the fairness of the transaction price, if any.* As may be necessary and prudent depending on circumstances, the Company appoints an	

		external auditor to evaluate fairness of the pricing and terms of the transaction to ensure the promotion of the best interest of the Company and its stakeholders pursuant to the MRPT policy. In all instances, the Company sees to it that the transactions are always executed above board and at arm's length. Please refer to the MRPT policy	
Supplement to Recommendation 8.6			
1. Company discloses the existence, justification and details on shareholder agreements, voting trust agreements, confidentiality agreements, and such other agreements that may impact on the control, ownership, and strategic direction of the company.	Compliant	*Provide link or reference where these are disclosed.* Please refer to SEC Form 17-C reports and related comprehensive corporate disclosures submitted to PSE and SEC	
Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	Compliant	*Provide link to the company's website where the Manual on Corporate Governance is posted.* Company Website Please refer to the Company's Revised Manual on Corporate Governance	

2. Company's MCG is submitted to the SEC and PSE.	Compliant	Please refer to submissions to PSE and SEC under Company name. Company Website	
3. Company's MCG is posted on its company website.	Compliant	Please refer to the Company website	
Supplement to Recommendation 8.7			
1. Company submits to the SEC and PSE an updated MCG to disclose any changes in its corporate governance practices.	Compliant	*Provide proof of submission.* Yes. Please check Disclosure in the PSE Edge Portal and SEC under MG's Company Disclosures ;and Please refer to the Company website	
Optional: Principle 8			
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.* Yes. Please refer to the following: * 2025 Annual Report; and * Company website	
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,	Compliant		

academic qualifications, date of first appointment, relevant experience, and other directorships in listed companies) of all directors			
f. Attendance details of each director in all directors' meetings held during the year	Compliant		
g. Total remuneration of each member of the board of directors	Compliant		
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 where this is contained in the Annual Report* Please refer to page 26 of the 2025 Annual Report > Part V. Corporate Governance	
3. The Annual Report/Annual CG report discloses that the board of directors conducted a review of the company's material controls (including operational,	Compliant	*Provide link or reference to where this is contained in the Annual Report* Please refer to the Statement of Management Responsibility and the 2025 Annual Report.	

financial and compliance controls) and risk management systems.			
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	*Provide link or reference to where this is contained in the Annual Report* Please refer to the Statement of Management Responsibility and the 2025 Annual Report.	
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, and economic).	Compliant	*Provide link or reference to where these are contained in the Annual Report* Please refer to the 2025 Annual Report Please refer also to the Corporation's Sustainability Report.	
Principle 9: The company should establish standards for the appropriate selection of an external auditor, and exercise effective oversight of the same to strengthen the external auditor's independence and enhance audit quality.			
Recommendation 9.1			
1. Audit Committee has a robust process for approving and recommending the appointment, reappointment,	Compliant	*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.*	

removal, and fees of the external auditors.		Please refer to the following: • Page 6 of 2025 Annual Report Part I - Business and General Information > Submission of Matters to a Vote of Security Holders; and page 16 (D) Information on Independent Accountant • Pages 18-19 of SEC Form 20-IS > Control and Compensation Information > Item 7. Independent Public Accountant	
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	*Indicate the percentage of shareholders that ratified the appointment, reappointment, removal and fees of the company's external auditor.* 53.61% during the 2025 Annual Stockholders' Meeting Please refer to the following: • Page 6 of 2025 Annual Report Part I - Business and General Information > Submission of Matters to a Vote of Security Holders; and page 16 (D) Information on Independent Accountant • Pages 18-19 of SEC Form 20-IS > Control and Compensation Information > Item 7. Independent Public Accountant • Disclosure on the Results of the Annual Stockholders' Meeting	
3. For removal of the external auditor, the reasons for removal or change are disclosed to the regulators and the public through the	Not applicable	*Provide information on or link/reference to a document containing the company's reason for removal or change of external auditor.*	

company website and required disclosures.		This is not applicable because the Company did not remove or change its external auditor in 2025.	
Supplement to Recommendation 9.1			
1. Company has a policy of rotating the lead audit partner every five years.	Compliant	*Provide information on or link/reference to a document containing the policy of rotating the lead audit partner every five years.* Please refer to pages 18-19 of the 2025 SEC Form 20-IS > Control and Compensation Information > Item 7. Independent Public Accountant This policy is also supported by the Audit Committee Charter.	
1. Audit Committee Charter includes the Audit Committee's responsibility on: i. Assessing the integrity and independence of external auditors; ii. Exercising effective oversight to review and monitor the external auditor's independence and objectivity; and	Compliant	*Provide link/reference to the company's Audit Committee Charter* Please refer to the Audit Committee Charter.	

iii. Exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.			
2. Audit Committee Charter containing the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.	Compliant	*Provide link/reference to the company's Audit Committee Charter* Please refer to Section 6 of the Audit Committee Charter.	
1. Audit Committee ensures that the external auditor is creditable, competent and has the ability to understand complex related party transactions, its counterparties, and valuations of such transactions.	Compliant	*Provide link/reference to the company's Audit Committee Charter* Please refer to Section 6 of the Audit Committee Charter.	

2. Audit Committee ensures that the external auditor has adequate quality control procedures	Compliant	*Provide link/reference to the company's audit Committee Charter* Please refer to Section 6 of the Audit Committee Charter.	
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	*Disclose the nature of non-audit services performed by the external auditor, if any.* Please refer to the following: • Page 6 of 2025 Annual Report Part I - Business and General Information > Submission of Matters to a Vote of Security Holders; and page 16 (D) Information on Independent Accountant • Pages 18-19 of SEC Form 20-IS > Control and Compensation Information > Item 7. Independent Public Accountant	
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	*Provide link or reference to guidelines or policies on non-audit services.* Please refer to pages 17-18 of the SEC Form 20-IS > Control and Compensation Information > Item 7. Independent Public Accountant	
Supplement to Recommendation 9.3			
1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	Compliant	*Provide information on audit and non-audit fees paid.*	

		No non-audit fees were paid in 2025.	
Additional Recommendation to Principle 9			
1. Company's external auditor is duly accredited by the SEC under Group A category.	Compliant	*Provide information on company's external auditor, such as:* 1. *Name of the audit engagement partner;* 2. *Accreditation number;* 3. *Date Accredited;* 4. *Expiry date of accreditation; and* 5. *Name, address, contact number of the audit firm.* Partner: Alfonso L. Cay-an SEC Accreditation No.: 99805-SEC, Group A Valid for 2022-2026 audit periods BOA/PRC Reg. No.: 0314 / P-004 Issued on July 15, 2024, valid until July 14, 2027 BIR Accreditation No.: 08-002126-005-2024 Issued on April 5, 2024, valid until April 4, 2027 Audit firm: Valdes Abad and Company, CPAs CJV Building 108 Aguirre St., Legaspi Village, Makati City Contact Nos.:(632) 8892-5931 to 35/ (632) 8519-2105	
2. Company's external auditor agreed to be subjected to the SEC Oversight Assurance Review (SOAR)	Compliant	*Provide information on the following:* 1. *Date it was subjected to SOAR inspection, if subjected;* 2. *Name of the Audit firm; and*	

Inspection Program conducted by the SEC's Office of the General Accountant (OGA).		3. *Members of the engagement team inspected by the SEC.* The Company's external auditor has not been subjected to SOAR inspection in 2025. Previously, the Company's external auditor has been subjected to SOAR inspection in 2021. Please see the details below: Date it was subjected to SOAR inspection: September 1-17, 2021 Name of the Audit firm: Valdes Abad & Company, CPAs Members of the engagement team inspected by the SEC: a.) FELICIDAD A. ABAD, Managing Partner b.) ALFONSO L. CAY-AN, Partner c.) WENDY G. SALAZAR, Audit Supervisor	
Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.			
Recommendation 10.1			
1. Board has a clear and focused policy on the disclosure of non-financial information, with emphasis on the management of economic, environmental, social	Compliant	*Disclose or provide link on the company's policies and practices on the disclosure of non-financial information, including EESG issues.* Please refer to: • Page 26 of Revised Manual on Corporate Governance Item 3. > III.	

and governance (EESG) issues of its business, which underpin sustainability.		Disclosure and Transparency > Non-financial and Sustainability; and • The Corporation's Sustainability Report	
2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	Compliant	*Provide link to Sustainability Report, if any. Disclose the standards used.* Please refer to the Corporation's Sustainability Report.	
Principle 11: The company should maintain a comprehensive and cost-efficient communication channel for disseminating relevant information. This channel is crucial for informed decision-making by investors, stakeholders and other interested users.			
Recommendation 11.1			
1. Company has media and analysts' briefings as channels of communication to ensure the timely and accurate dissemination of public, material and relevant information to its shareholders and other investors.	Compliant	*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.* Please refer to the following: • PSE Edge Portal under MG's Company Disclosures; and • Company website	
Supplemental to Principle 11			
1. Company has a website disclosing up-to-date information on the following:		*Provide link to company website* Please refer to the:	

a. Financial statements/reports (latest quarterly)	Compliant	• Company website	
b. Materials provided in briefings to analysts and media	Compliant		
c. Downloadable annual report	Compliant		
d. Notice of ASM and/or SSM	Compliant		
e. Minutes of ASM and/or SSM	Compliant		
f. Company's articles of Incorporation and By-Laws	Compliant		
Additional Recommendation to Principle 11			
1. Company complies with SEC-prescribed website template.	Compliant	Please refer to the Company website	
Internal Control System and Risk Management Framework			
Principle 12: To ensure the integrity, transparency and proper governance in the conduct of its affairs, the company should have a strong and effective internal control system and enterprise risk management framework.			
Recommendation 12.1			
1. Company has an adequate and effective internal control system in the conduct of its business.	Compliant	*List quality service programs for the internal audit functions.* *Indicate frequency of review of the internal control system* Please refer to the Audit Committee Charter.	

		The review of the internal control system is conducted as often as may be necessary.	
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	Compliant	*Identify international framework used for Enterprise Risk Management* *Provide information or reference to a document containing information on:* 1. *Company's risk management procedures and processes* 2. *Key risks the company is currently facing* 3. *How the company manages the key risks* *Indicate frequency of review of the enterprise risk management framework.* Please refer to the following: • Page16 of Revised Manual on Corporate Governance > Part II Corporate Governance Responsibilities of the Board > Item C. Risk Management and Oversight Committee; and pages 27-28 Part IV. Internal Control System and Risk Management Framework The risk management system is updated and assessed, as may be necessary, to determine whether the risks identified, assessed, quantified and aggregated remain current and are among the key risks priorities. Measures and/or controls identified to address these key risk priorities are evaluated if still effective in mitigating subject risks. Risk monitoring and reporting activities are reviewed to ensure its effectiveness such that these risks priorities and control activities are optimized and utilized to	

		help Management meet its goals and objectives.	
Supplement to Recommendation s 12. 1			
1. Company has a formal comprehensive enterprise-wide compliance program covering compliance with laws and relevant regulations that is annually reviewed. The program includes appropriate training and awareness initiatives to facilitate understanding, acceptance and compliance with the said issuances.	Compliant	*Provide information on or link/reference to a document containing the company's compliance program covering compliance with laws and relevant regulations.* *Indicate frequency of review.* Please refer to the following: • Revised Manual on Corporate Governance • CG Committee Charter	
Optional: Recommendation 12.1			
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	*Provide information on IT governance process.*	
Recommendation 12.2			
1. Company has in place an independent internal audit function	Compliant	*Disclose if the internal audit in-house or outsourced. If outsourced, identify external firm.*	

that provides an independent and objective assurance, and consulting services designed to add value and improve the company's operations.		In-house	
Recommendation 12. 3			
1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	Non-compliant	*Identify the company's Chief Audit Executive (CAE) and provide information on or reference to a document containing his/her responsibilities.*	The Company has not formally designated a qualified CAE.
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.	Non-compliant		The Company has not formally designated a qualified CAE.
3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.	Not Applicable	*Identify qualified independent executive or senior management personnel, if applicable.* The Company does not have an outsourced internal audit activity.	
Recommendation 12. 4			
1. Company has a separate risk	Compliant	*Provide information on company's risk management function.*	

management function to identify, assess and monitor key risk exposures.		Please refer to the following: • Page16 of Revised Manual on Corporate Governance > Part II Corporate Governance Responsibilities of the Board > Item C. Risk Management and Oversight Committee; and pages 27-28 Part IV. Internal Control System and Risk Management Framework • Risk Management and Oversight Committee Charter	
Supplement to Recommendation 12.4			
1. Company seeks external technical support in risk management when such competence is not available internally.	Non-compliant	*Identify source of external technical support, if any.*	The Company is open to engaging external technical support should the need arise.
Recommendation 12. 5			
1. In managing the company's Risk Management System, the company has a Chief Risk Officer (CRO), who is the ultimate champion of Enterprise Risk Management (ERM).	Non-compliant	*Identify the company's Chief Risk Officer (CRO) and provide information on or reference to a document containing his/her responsibilities and qualifications/background.*	The Company has not appointed a CRO. This task is taken on by the Risk Management and Oversight Committee.
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	Non-compliant		The Company has not appointed a CRO. This task is supervised by the Risk Management and Oversight Committee.

Additional Recommendation to Principle 12			
1. Company's Chief Executive Officer and Chief Audit Executive attest in writing, at least annually, that a sound internal audit, control and compliance system is in place and working effectively.	Non-compliant	*Provide link to CEO and CAE's attestation*	The written attestation is not formally practiced but the Company ensures that an effective internal audit system is in place.
Cultivating a Synergic Relationship with Shareholders			
Principle 13: The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.			
Recommendation 13.1			
1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance.	Compliant	*Provide link or reference to the company's Manual on Corporate Governance where shareholders' rights are disclosed.* Please refer to pages 28-30 of the Revised Manual on Corporate Governance > Part V. Stakeholders' Benefit	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	Compliant	*Provide link to company's website* Please refer to the following: • Pages 28-30 of the Revised Manual on Corporate Governance > Part V. Stakeholders' Benefit • Company website	
Supplement to Recommendation 13.1			

1. Company's common share has one vote for one share.	Compliant	Please refer to the following: • Page 6 of 2025 Annual Report > Part I. Business and General Information Submission of Matters to a Vote of Security Holders • Page 20 of SEC Form 20-IS > Issuance and Exchange of Securities > Voting Rights	
2. Board ensures that all shareholders of the same class are treated equally with respect to voting rights, subscription rights and transfer rights.	Compliant	*Provide information on all classes of shares, including their voting rights if any.* Please refer to the following: • Page 6 of 2025 Annual Report > Part I. Business and General Information Submission of Matters to a Vote of Security Holders • Page 20 of SEC Form 20-IS > Issuance and Exchange of Securities > Voting Rights	
3. Board has an effective, secure, and efficient voting system.	Compliant	*Provide link to voting procedure. Indicate if voting is by poll or show of hands.* Please refer to pages 4-6 and 39-41 of the SEC Form 20-IS > Guidelines and Procedures Voting is by poll.	
4. Board has an effective shareholder voting mechanisms such as supermajority "majority of minority"	Compliant	*Provide information on shareholder voting mechanisms such as supermajority or "majority of minority", if any.*	

requirements to protect minority shareholders against actions of controlling shareholders.		Please refer to pages 39-41 of the SEC Form 20-IS > Other Matters > Item 19. Voting Procedure	
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	*Provide information on how this was allowed by board (i.e., minutes of meeting, board resolution)* Please refer to Section 2 of Article II of the Corporation's By-laws	
6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	Compliant	Provide information or link/reference to the policies on treatment of minority shareholders. Please refer to pages 28-31 of the Revised Manual on Corporate Governance	
7. Company has transparent and specific dividend policy.	Compliant	*Provide information on or link/reference to the company's dividend policy.* *Indicate if company declared dividends. If yes, indicate the number of days within 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.* Please refer to pages 15-16 of the 2025 Annual Report > Part III – Securities of the Registrant > Item 3. Dividends	

		The Company did not declare dividends in 2025.	
Optional: Recommendation13.1			
1. Company appoints an independent party to account and/or validate the votes at the annual Shareholders' Meeting.	Compliant	*Identify the independent party that counted/validated the votes at the ASM, if any.* The Company's stock transfer agent, STSI, accounts and validates the votes at the ASM. They are assisted by the external auditor and the Corporate Secretary.	
Recommendation 13.2			
1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant information at least 28 days before the meeting.	Compliant	*Indicate the number of days before the annual stockholders' meeting or special stockholders' meeting when the notice and agenda were sent out.* *Indicate whether shareholders' approval of remuneration or any changes therein were included in the agenda of the meeting.* *Provide link to the Agenda included in the company's Information Statement (SEC Form 20-IS)* The initial Notice was posted on the PSE Edge on November 11, 2025, 36 days before the ASM. Link to the initial Notice: https://edge.pse.com.ph/openDiscViewer.do?edge_no=656cd1a9d7b82b7cec6e1601ccee8f59	

		The Company filed the Preliminary SEC Form 20-IS on November 13, 2025, 34 days before the ASM. For the distribution of the Definitive SEC Form 20-IS, the Company observes at least 21 calendar days from the ASM as well as the prescribed period of at least 15 business days under the SRC. Copies of the Definitive SEC Form 20-IS were first sent out on November 25, 2025, 22 days prior to the ASM on December 17, 2025. No shareholders' approval of remuneration or any changes therein were included in the agenda. Please see page 3 of the SEC Form 20-IS for the Agenda. Link to the agenda and the definitive information statement disclosure: https://edge.pse.com.ph/openDiscViewer.do?edge_no=3921733699f9c4b9ec6e1601ccee8f59	
Supplement to Recommendation 13.2			
1. Company's Notice of Annual Stockholders' Meeting contains the following information:		*Provide link or reference to the company's notice of Annual Shareholders' Meeting*	
a. The profiles of directors (i.e., age, academic	Compliant	Please refer to the following: • Pages 17-21 of the 2025 Annual Report > Part IV. Control and Compensation	

qualifications, date of first appointment, experience, and directorships in other listed companies)		Information > Directors & Executive Officers > Profiles • Pages 10-15 of SEC Form 20-IS > Part III Control and Compensation Information Item 5. Directors and Executive Officers > Profiles • SEC Form 17-Q > Part III. Control and Compensation Information > Item 5. Directors and Executive Officers > Profiles	
b. Auditors seeking appointment/re-appointment	Compliant	Please refer to the following: • Page 6 of 2025 Annual Report > Part I. Business and General Information Submission of Matters to a Vote of Security Holders • Pages 34-38 of SEC Form 20-IS > Other Matters > Item 15. Action with Respect to Reports • Disclosure on Results of Annual Stockholders' Meeting/Organizational Meeting	
c. Proxy documents	Compliant	Please refer to Pages 45-47 of SEC Form 20-IS	
Optional: Recommendation 13.2			
1. Company provides rationale for the annual stockholders meeting	Compliant	*Provide link or reference to the rationale for the agenda items* Please refer to the SEC Form 20-IS	
Recommendation 13.3			
1. Board encourages active shareholder participation by making the result of the votes taken during the most recent Annual or Special Shareholders'	Compliant	*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.* Please refer to:	

Meeting publicly available the next working day.		• Results of the ASM • Company website	
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	*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 question and the answers given, if any.* Please refer to the following: * Company website • Page 6 of 2025 Annual Report > Part I. Business and General Information Submission of Matters to a Vote of Security Holders • Disclosure on Results of Annual Stockholders' Meeting/Organizational Meeting Voting was taken by poll. Opportunity to ask questions was given, and the questions were addressed.	
Supplemental to Recommendation 13.3			

1. Board ensures the attendance of the external auditor and other relevant individuals to answer shareholders questions during the ASM and SSM.	Compliant	*Indicate if the external auditor and other relevant individuals were present during the ASM and/or special meeting.* Representatives from VAC were present during the ASM	
Recommendation 13.4			
1. Board makes available, at the option of a shareholder, an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.	Compliant	*Provide details of the alternative dispute resolution made available to resolve intra-corporate disputes.* The Company promotes the policy that the Board of Directors shall establish and maintain an alternative dispute resolution system that can amicably settle conflicts or differences between the Company and its stockholders and the Company and third parties, including the regulatory authorities.	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Compliant	*Provide link/reference to where it is found in the Manual on Corporate Governance.* Please refer to page 28-30 of the Revised Manual on Corporate Governance > Part V. Stakeholders' Benefit.	
Recommendation 13.5			
1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.	Compliant	*Disclose the contact details of the officer/office responsible for investor relations, such as:* 1. *Name of the person* 2. *Telephone number* 3. *Fax number* 4. *E-mail address*	

2. IRO is present at every shareholder's meeting.	Compliant	Yes. The Office of the Corporate Secretary is the designated IRO. Atty. Lyra Gracia Y. Lipae-Fabella millenniumglobalholdings@gmail.com Company Tel. No. :(632) 85512575	
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	*Provide information on how anti-takeover measures or similar devices were avoided by the board, if any.* Please refer to page 28-30 of the Revised Manual on Corporate Governance > Part V. Stakeholders' Benefit	
2. Company has at least thirty percent (30%) public float to increase liquidity in the market.	Compliant	*Indicate the company's public float.* The Company has a public float of 50.69% as of December 31, 2025.	
Optional: Principle 13			
1. Company has policies and practices to encourage shareholders to engage with the company beyond the Annual Stockholders' Meeting	Compliant	*Disclose or provide link/reference to policies and practices to encourage shareholders' participation beyond ASM.* Please refer to pages 30-31 of the Revised Manual on Corporate Governance > Part V. Stakeholders' Benefit > Item 8 (Promotion and Enhancement of Rights) and Item 9 (Shareholder's Attendance and Participation in the Annual Meeting)	

2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.	Compliant	*Disclose the process and procedure for secure electronic voting in absentia, if any.* Please see pages 4-6 of the SEC Form 20-IS > Guidelines and Procedures.	
Duties to Stakeholders			
Principle 14: The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights and/or interests are at stake, stakeholders should have the opportunity to obtain prompt effective for the violation of their rights.			
Recommendation 14.1			
1. Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth and sustainability.	Compliant	*Identify the company's stakeholders and provide information or reference to a document containing information on the company's policies and programs for its stakeholders.* Please refer to the following: • Pages 28-30 of the Revised Manual on Corporate Governance > Part V. Stakeholders' Benefit • Amended By-Laws	
Recommendation 14.2			
1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.	Compliant	*Identify policies and programs for the protection and fair treatment of company's stakeholders* Please refer to the following: • Pages 28-30 of the Revised Manual on Corporate Governance > Part V. Stakeholders' Benefit; and • Amended By-Laws	
Recommendation 14.3			
1. Board adopts a transparent framework	Compliant	*Provide the contact details (i.e., name of contact person, dedicated phone number or e-*	

and process that allow stakeholders to communicate with the company and to obtain redress for the violation of their rights.		*mail address, etc.) which stakeholders can use to voice their concerns and/or complaints for possible violation of their rights.* *Provide information on whistle blowing policy, practices and procedures for stakeholders* Atty. Lyra Gracia Y. Lipae-Fabella Email: millenniumglobalholdings@gmail.com Company Tel. No. :(632) 85512575	
Supplement to Recommendation 14.3			
1. Company establishes an alternative dispute resolution system so that conflicts and differences with key stakeholders is settled in a fair and expeditious manner.	Compliant	*Provide information on the alternative dispute resolution system established by the company.* The Company promotes the policy that the Board of Directors shall establish and maintain an alternative dispute resolution system that can amicably settle conflicts or differences between the Company and its stockholders and the Company and third parties, including the regulatory authorities.	
Additional Recommendations to Principle 14			
1. Company does not seek any exemption from the application of a law, rule or regulation especially when it refers to a corporate governance issue. If an exemption was sought, the company discloses the reason for such action, as well as	Compliant	*Disclose any requests for exemption by the company and the reason for the request.* MG has not requested for exemption in 2025.	

presents the specific steps being taken to finally comply with the applicable law, rule or regulation.			
2. Company respects intellectual property rights.	Compliant	*Provide specific instances, if any.* Use of licensed softwares.	
1. Company discloses its policies and practices that addresses customers' welfare	Compliant	*Identify policies, programs and practices that address customers' welfare or provide link/reference to a document containing the same.* Customer satisfaction is a primary concern. Significant risk concentrations may result in potential losses in a given area, including losses that could arise from catastrophes such as earthquakes and typhoons and thereby the Company gets an excess of loss protection to limit the Company's exposure up to a specified amount.	
2. Company discloses its policies and practices that address supplier/contractor selection procedures	Compliant	*Identify policies, programs and practices that address supplier/contractor selection procedures or provide link/reference to a document containing the same.* For major suppliers or service providers, a request for proposal is required to be submitted based on an approved term of reference. A separate committee may be designated to review and evaluate proposals submitted	

		and make recommendations for Board consideration.	
Principle 15. A mechanism for employee participation should be developed to create a symbiotic environment, realize the company's goals and participate in its corporate governance processes.			
Recommendation 15.1			
1. Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company's goals and in its governance.	Compliant	*Provide information on or link/reference to company policies, programs and procedures that encourage employee participation.* Please refer to page 31 of the Revised Manual on Corporate Governance > Part V. Stakeholders' Benefit > C. Encouraging Employees' Participation	
Supplement to Recommendation 15.1			
1. Company has a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures.	Compliant	*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.* It is the policy of the Company to promote advancement among its employees for consistently exceeding expectations over 7 years, meeting organizational requirements and facilitating the achievement of long-term corporate goals and objectives. Depending on the performance of the Company and also taking into consideration various qualitative parameters such as succession planning and corporate governance, the Board also grants performance bonus.	

2. Company has policies and practices on health, safety and welfare of its employees.	Compliant	*Disclose and provide information on policies and practices on health, safety and welfare of employees. Include statistics and data, if any.* The Company's policy on Health, Safety, Security and Proper Use of Company Assets affirms the Company's commitment in providing and maintaining a safe, secure and healthy work environment. In turn, the employee has the responsibility to work safely, to keep work areas and common areas in the company neat and clean, not just to reduce the chances of injury but also to make the office a more attractive and pleasant place to work in. The regular employees of the Company are encouraged to undergo annual medical check-up. There have been no reported work-related accidents or health concerns in the Company.	
3. Company has policies and practices on training and development of its employees.	Compliant	*Disclose and provide information on policies and practices on training and development of employees. Include information on any training conducted or attended.* The Company recognizes that its people are its assets. Trainings, seminars appropriate to the workplace and teambuilding activities are made available for the improvement of the employees.	

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	*Identify or provide link/reference to the company's policies, programs and practices on anti-corruption* The Company does not condone dishonest, unethical or unprofessional behavior and actions displayed by an employee, regardless of his/her level of authority. It is the responsibility of each employee to report legitimate concerns so that issues can be properly investigated or resolved and corrective measures can be instituted. These concerns may involve commission of fraud, theft or corruption, unauthorized use of Company funds and properties, breach of a legal obligation, internal or external regulation or any procedure regarding accounting, auditing matters, as well as alleged irregularities of a general, operational and financial nature in the Company.	
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	Compliant	*Identify the board disseminated the policy and program to employees across the organization* The employees are taught that concerns may be raised verbally or in writing to the immediate supervisor/department head. Management shall maintain the confidentiality of all the concerns or complaints raised and the anonymity of the person making the complaint to the fullest extent reasonably practicable within the legitimate needs of law.	

1. Company has clear and stringent policies and procedures on curbing and penalizing employee involvement in offering, paying and receiving bribes.	Compliant	*Identify or provide link/reference to the company policy and procedures on penalizing employees involved in corrupt practices.* *Include any finding of violations of the company policy.* Any officer or employee who commits a violation shall be subject to disciplinary action (including termination), without prejudice to any civil or criminal proceedings that the company or regulators may file for violation of existing law, there shall be no exception from or waivers of any provision, except as expressly approved by the Board of Directors.	
Recommendation 15.3			
1. Board establishes a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation	Compliant	*Disclose or provide link/reference to the company whistle-blowing policy and procedure for employees.* *Indicate if the framework includes procedures to protect the employees from retaliation.* *Provide contact details to report any illegal or unethical behavior.* Illegal or unethical behavior by a colleague or co-employee, regardless of his or her level of authority, should not be condoned. It is the responsibility of each employee to report legitimate concerns so that problems can be properly resolved and corrective measures instituted. An officer or employee who becomes aware of any violation of business conduct or ethics should immediately notify his	
2. Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.	Compliant		

		Department/Division Head. The Division/Department Head shall in turn immediately inform the President and CEO. The President and CEO shall conduct or manage the necessary actions or investigation of any reported violations of this Code. In case Senior Management or any Board Member is involved, the same shall be referred to the Audit Committee.	
3. Board supervises and ensures the enforcement of the whistleblowing framework.	Compliant	*Provide information on how the board supervised and ensured enforcement of the whistleblowing framework, including any incident of whistleblowing.* a.) Concerns may be raised verbally or in writing to the Division/Department Head, the Company CEO or to the Chairman of the Audit Committee of the Company. b.) When raising a concern or complaint, the employee should give the background, the nature of the alleged wrongdoing or a description of the event, relevant dates, reasons for the concern, witnesses and the names of the individual involved. c.) If the concern is raised verbally, then the person receiving the information should prepare the outline of the matter raised. d.) Employees are assured that Management shall maintain the confidentiality of all the concerns and complaints raised and the anonymity of the person making the complaint to the fullest extent reasonably practicable within the legitimate needs of law. e.) The person receiving the information/monitoring officer shall be responsible for deciding whether there are	

		grounds for proceeding further with the case. Potential action may include a clarification of facts, a more formal investigation, or referral to external auditors or legal consultants. Concerns that fall within the scope of specific procedures shall be referred for consideration under those procedures. f.) The monitoring officer shall inform the reporting employee in writing within seven (7) working days of the following: a. What has been done or how monitoring officer plans to deal with the matter; b. An estimate of how long it might take to give a final response; c. If an initial inquiry has been made; d. If further investigation will take place; and g.) Any further information that may be sought from the employee. The monitoring officer, subject to legal constraints, will provide the employee with information on the outcome of any investigation.	
Principle 16: The company should be socially responsible in all its dealings with the communities where is operates. It should ensure that its interactions serve its environment and stakeholders in a positive and progressive manner that is fully supportive of its comprehensive and balanced development.			
Recommendation 16.1			
1. Company recognizes and places importance on the interdependence between business and society, and promotes a mutually beneficial relationship that allows the company to grow	Compliant	*Provide information or reference to a document containing information on the company's community involvement and environment-related programs.* The Company recognizes promotion of safe and environment-friendly waste disposal methods.	

its business, while contributing to the advancement of the society where it operates.			
1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development	Compliant	*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.* The Company directs its efforts in promoting environment-friendly waste disposal activities.	
2. Company exerts effort to interact positively with the communities in which it operates	Compliant	*Identify or provide link/reference to policies, programs and practices to interact positively with the communities in which it operates.* The Company interacts with local fisherfolks in the communities where the plants are located.	

Below are the links to the documents referred to in this report:

a. Company Website: https://millenniumglobalholdingsinc.com/
b. Revised Manual on Corporate Governance: https://millenniumglobalholdingsinc.com/manual-on-corporate-governance/
c. Annual Report: https://edge.pse.com.ph/openDiscViewer.do?edge_no=0eb23487bf22502764d70b69f0a3140b ; and https://millenniumglobalholdingsinc.com/sec-filings/sec-form-17-a-annual-report/
d. SEC Form 20-IS: https://edge.pse.com.ph/openDiscViewer.do?edge_no=3921733699f9c4b9ec6e1601ccee8f59 ; and https://millenniumglobalholdingsinc.com/wp-content/uploads/2025/12/MG-Information-Statement-2025.pdf
e. SEC FORM 17-Q: https://edge.pse.com.ph/openDiscViewer.do?edge_no=68001b97eb2b89c964d70b69f0a3140b ; and https://millenniumglobalholdingsinc.com/sec-filings/sec-form-17-q-quarterly-report/
f. Results of Annual Stockholders' Meeting /Organizational Meeting: https://edge.pse.com.ph/openDiscViewer.do?edge_no=3316a99ad08eb363ec6e1601ccee8f59; and https://edge.pse.com.ph/openDiscViewer.do?edge_no=64c3b52c2bf9f477ec6e1601ccee8f59
g. Company Disclosures: https://edge.pse.com.ph/companyDisclosures/form.do?cmpy_id=105
h. Corporate Governance Training: https://edge.pse.com.ph/openDiscViewer.do?edge_no=1d64d6fd359aa978ec6e1601ccee8f59
i. Annual Corporate Governance Reports: https://edge.pse.com.ph/openDiscViewer.do?edge_no=0f18a378836561fbec6e1601ccee8f59; https://millenniumglobalholdingsinc.com/annual-corporate-governance-report-i-acgr/
j. Attendance of Board of Directors to Board Meetings: https://edge.pse.com.ph/openDiscViewer.do?edge_no=326c4f313677196564d70b69f0a3140b
k. MRPT Policy: https://millenniumglobalholdingsinc.com/companys-policies/
l. Committee Charters: https://millenniumglobalholdingsinc.com/companys-policies/committee-charters/
m. Board Charter: https://millenniumglobalholdingsinc.com/wp-content/uploads/2025/08/MG-Board-Charter.pdf
n. Code of Conduct and Ethics: https://millenniumglobalholdingsinc.com/wp-content/uploads/2025/08/MG-Code-of-Business-Conduct-and-Ethics.pdf
o. Audit Committee Charter: https://millenniumglobalholdingsinc.com/wp-content/uploads/2025/08/MG-Audit-Committee-Charter.pdf
p. CORPORATE GOVERNANCE COMMITTEE/ RISK MANAGEMENT AND OVERSIGHT COMMITTEE CHARTER: https://millenniumglobalholdingsinc.com/wp-content/uploads/2025/08/MG-CG-and-RISK-Committee-Charter.pdf

Pursuant to the requirements of the Securities and Exchange Commission and the Philippine Stock Exchange, this Integrated Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned thereunto duly authorized in QUEZON CITY on MAY 2 8 2026.

SIGNATURES

YANG CHI JEN (a.k.a. Michael Yang)
Chairman of the Board / President and CEO

CRISTINA HILTRUDE L. AGANON
Independent Director

LYRA GRACIA Y. LIPAE-ISABELLA
Corporate Secretary

ABRAHAM PHILIPS C. KHO
Independent Director

JANINE G. MANZANO
Compliance Officer

SUBSCRIBED AND SWORN to before me this MAY 28 2026 affiants exhibiting to me their competent proof of identity as follows:

NAME	Tax Identification Number/ SSS/Unified Multi-Purpose ID	PLACE OF ISSUANCE
YANG CHI JEN (a.k.a. Michael Yang)		
CRISTINA HILTRUDE L. AGANON		
ABRAHAM PHILIPS C. KHO		
LYRA GRACIA Y. LIPAE-FABELLA		
JANINE G. MANZANO		

Doc No. 60;
Page No. 12;
Book No. 3;
Series of 2026.

ATTY. REDENTOR S. ROQUE
Roll No. 47893
Adm. No. NP-240 Notary Public
Notary Public for Quezon City
My Commission expires on December 31, 2027
No. 899 Quirino Highway, Gulod, Novaliches., Q.C.
IBP No. INV 569374; Q.C.; 1-6-2026
PTR No. GT 0915531;Gen-Tri.; 1-6-2026
MCLE VIII-0034986; 5-20-25