

NOMINATION AND REMUNERATION COMMITTEE

The Governing Board of Directors of PNOC created its Nomination and Remuneration Committee pursuant to the company's Manual of Corporate Governance.

For CY 2023, the Nomination and Remuneration Committee is composed of the following:

	<i>Period served in 2023</i>
Chairperson: Director Michael Ted R. Macapagal Director Celestina Ma. Jude P. De La Serna	1-Jan-2023 to 15-Jun-2023 16-Jun-2023 to 31-Dec-2023
Members: Director John J. Arenas Director Ma. Cristina Sheila C. Cabaraban	1-Jan-2023 to 31-Dec-2023 16-Jun-2023 to 31-Dec-2023

The committee membership is in accordance with PNOC Board Resolution Nos. 2809 S'2022, and 2868 S'2023.