

## NOMINATION & REMUNERATION COMMITTEE

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

On July 1, 2024, the Governing Board of Directors of PNOC merged the Nomination & Remuneration Committee into the Governance Committee. The Governance Committee assumes the duties and functions previously held by the Nomination and Remuneration Committee. The new Governance Committee is composed of the following:

	<i>Period served in 2025</i>
Chairperson: Secretary Raphael Perpetuo M. Lotilla Secretary Sharon S. Garin  Alternate Chairperson: Undersecretary Alessandro O. Sales	1-Jan-2025 to 15-Jun-2025 16-Jun-2025 to 31-Dec-2025  1-Jan-2025 to 31-Dec-2025
Members: President Oliver B. Butalid Director Ma. Cristina Sheila C. Cabaraban  Director John J. Arenas Director Maria Jasmine S. Oporto Director Joel R. Caminade	1-Jan-2025 to 16-Oct-2025 1-Jan-2025 to 12-Feb-2025; 14-Nov-2025 to 31-Dec-2025 1-Jan-2025 to 12-Feb-2025 1-Jan-2025 to 13-Nov-2025 13-Feb-2025 to 13-Nov-2025

On November 14, 2025, the Board, upon the recommendation of the new President and CEO, decided to demerge the Governance Committee and the Nomination & Remuneration Committee to allow each committee to focus on its core functions with greater efficiency and clearer accountability.

Effective November 14, 2025, the Nomination & Remuneration Committee is composed of the following:

Chairperson: Director Gemiliano Abelardo L. Del Rosario	<i>Period served in 2025</i>
	14-Nov-2025 to 31-Dec-2025
Members: Director Joel R. Caminade Director Gonzalo O. Go, Jr. Director Patrick Leo T. Chua	14-Nov-2025 to 31-Dec-2025 14-Nov-2025 to 31-Dec-2025 14-Nov-2025 to 31-Dec-2025

The committee membership is in accordance with PNOB Board Resolution No. 3032, S'2025, dated 14 Nov 2025.