

| C. Role of the Stakeholder | | | | | |
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| C.1 | The rights of stakeholders that are established by law or through mutual agreements | Y/ N | Remarks | Reference / Source document | |
| Does the company disclose a policy that : | | | | | |
| C.1.1 | Stipulates the existence and scope of the company's efforts to address customers' welfare? | <p>OECD Principle IV (A): The rights of stakeholders that are established by law or through mutual agreements are to be respected. In all OECD countries, the rights of stakeholders are established by law (e.g. labour, business, commercial and insolvency laws) or by contractual relations. Even in areas where stakeholder interests are not legislated, many firms make additional commitments to stakeholders, and concern over corporate reputation and corporate performance often requires the recognition of broader interests.</p> <p>Global Reporting Initiative: Sustainability Report (C1.1 - C.15) International Accounting Standards 1: Presentation of Financial Statements</p> | Y | TSPI MBI is committed to protect and address members' welfare by ensuring that business is conducted in a transparent and fair manner and providing the best products and services that would benefit its members | HR Policy on Drug Free Workplace and Occupational Health Program; Whistle Blower Policy; Website contact details and Customer Hotlines; Corporate Governance Manual VII. Stakeholders page 22 to 25 |
| C.1.2 | Explains supplier/contractor selection practice? | | Y | TSPI MBI has standard selection process where objective evaluation of suppliers shall be done. The Supplier Accreditation and Performance Evaluation Policy provided safety nets in choosing third party providers | Corporate Governance Manual VII.B.5.1. Suppliers page 21; Supplier Accreditation and Performance Evaluation Policy |
| C.1.3 | Describes the company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development? | | Y | TSPI MBI is committed to protect the environment by serving as an environment leader in all aspects of its operations by complying to local and national environmental regulations and applicable requirement, minimize generation of waste through source reduction, re-is and recycling among others | Sambayanihan Program Usapang AGREE/ TSPI website / Gallery Corporate Governance Manual VII.B.5 Environment page 22 |
| C.1.4 | Elaborates the company's efforts to interact with the communities in which they operate? | | Y | TSPI MBI actively conduct social services program to its members through TSPI Sambayanihan Program like Kalusugan Karaban, Paskong Bulilit, Resetang Menos Gastos for Everyday Wellness, and SSS Onsite Registration Activity. | Corporate Governance Manual VII.B.5 Environment page 21 Sambayanihan Program; Website Gallery |
| C.1.5 | Describe the company's anti-corruption programs and procedures? | | Y | TSPI MBI members can immediately report misconduct through critical incident reporting which are being responded within 24 hrs. Whistle Blower hotlines and company website are also available anytime | TSPI website / Disclosure / other Disclosure Code of Ethics, Employee Discipline Manual, Whistle Blower Policy, Critical Incident Report (CIR) Protocol |

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| C.1.6 | Describes how creditors' rights are safeguarded? | | Y | The Members are the only creditors of the Association They have their rights and are well-informed on the financial condition of the Association. | Amended Articles of Incorporation dated Feb 2018 Article II Section IV and V page 6 and Section XI page 7; Governance Manual page 15. Notice of Annual General Meeting dated dated June 2019 |
| <i>Does the company disclose the activities that it has undertaken to implement the above mentioned policies?</i> | | | | | |
| C.1.7 | Customer health and safety | OECD Principle IV (A) & Global Reporting Initiative | Y | TSPI MBI conducted Medical Mission to members as part of Sambayanihan Program and with existing HR policy on health and safety for our employee members | TSPI website / Disclosure / other disclosures / Occupational Health and Safety Program; Medical Insurance; Sambayanihan Program |
| C.1.8 | Supplier/Contractor selection and criteria | | Y | TSPI MBI has standard selection process where objective evaluation of suppliers shall be done. The Supplier Accreditation and Performance Evaluation Policy provided safety nets in choosing third party providers | Corporate Governance Manual VII.B.5.1. Suppliers page 21; Supplier Accreditation and Performance Evaluation Policy |
| C.1.9 | Environmentally-friendly value chain | | Y | TSPI MBI is committed to protect the environment by serving as an environment leader in all aspects of its operations by complying to local and national environmental regulations and applicable requirement, minimize generation of waste through source reduction, re-is and recycling among others | Sambayanihan Program Usapang AGREE/ TSPI website / Gallery Corporate Governance Manual VII.B.5 Environment page 22 |
| C.1.10 | Interaction with the communities | | Y | TSPI MBI actively conduct social services program to its members through TSPI Sambayanihan Program like Kalusugan Karaban, Paskong Bulilit, Resetang Menos Gastos for Everyday Wellness, and SSS Onsite Registration Activity. | Corporate Governance Manual VII.B.5 Environment page 21 Sambayanihan Program; Website Gallery |

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| C.1.11 | Anti-corruption programs and procedures | | Y | TSPI MBAI members can immediately report misconduct through critical incident reporting which are being responded within 24 hrs. Whistle Blower hotlines and company website are also available anytime | TSPI website / Disclosure / Other Disclosures / Code of Ethics, Employee Discipline Manual, Whistle Blower Policy, Critical Incident Report (CIR) Protocol |
| C.1.12 | Creditors' rights | | Y | TSPI MBAI ensure its stakeholders' rights are safeguarded through effective and efficient implementation of policies, procedures and strategies. Regular monitoring of its operational and financial performance is made to ensure enough funds to meet its obligations | Amended Articles of Incorporation dated Feb 2018 Article II Section IV and V page 6 and Section XI page 7; Governance Manual page 15. Notice of Annual General Meeting dated June 2019 |
| C.1.13 | Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section? | <p>OECD Principle V (A): Disclosure should include, but not be limited to, material information on: (7) Issues regarding employees and other stakeholders.</p> <p>Companies are encouraged to provide information on key issues relevant to employees and other stakeholders that may materially affect the long term sustainability of the company.</p> | Y | We have a social development program designed to cater to our members and the communities we serve | Governance Manual page 21; Sambayanihan Program; Website Gallery |
| C.2 | Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights. | | | | |
| C.2.1 | Does the company provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights? | <p>OECD Principle IV (B): Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.</p> <p>The governance framework and processes should be transparent and not impede the ability of stakeholders to communicate and to obtain redress for the violation of rights.</p> | Y | TSPI MBAI has contact details available on company website including comments section to immediately raise or report members' concerns if any | TSPI MBAI website- Contact Us ; Annual Report |

| C.3 Performance-enhancing mechanisms for employee participation should be permitted to develop. | | | | | |
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| C.3.1 | Does the company explicitly disclose the health, safety, and welfare policy for its employees? | <p>OECD Principle IV (C): Performance-enhancing mechanisms for employee participation should be permitted to develop. In the context of corporate governance, performance enhancing mechanisms for participation may benefit companies directly as well as indirectly through the readiness by employees to invest in firm specific skills.</p> <p>Firm specific skills are those skills/competencies that are related to production technology and/or organizational aspects that are unique to a firm.</p> <p>Examples of mechanisms for employee participation include: employee representation on boards; and governance processes such as works councils that consider employee viewpoints in certain key decisions. With respect to performance enhancing mechanisms, employee stock ownership plans or other profit sharing mechanisms are to be found in many countries.</p> | Y | TSPI MBI has HR Policies to ensure all labor practices in accordance with the laws and regulations (i.e. Annual Physical Examination, Health Insurance), training programs to improve employee skills, performance evaluation and channel to report in good faith any instances of suspected or actual misconduct | TSPI website / Disclosure / Other Disclosure / HR Policies on Drug Free Workplace and Occupational Health and Safety Program ; Medical Insurance; Performance Management System (PMS); Whistle Blower Hotline, Critical Incident Protocol; Corporate Governance Manual. VII.A.2. Employees page 20 |
| C.3.2 | Does the company publish relevant information relating to health, safety and welfare of its employees? | | Y | In partnership with our Health insurance provider, we send messages on relevant information related to health and safety protocols like FLASH (Focused Learning About Safety and Health) to staff email add; We also post health and safety protocols on our FB page | TSPI Facebook page; staff emails |
| C.3.3 | Does the company have training and development programs for its employees? | | Y | TSPI MBI has training policy and ensures that during the periodic performance evaluation review, the developmental needs of the employees are identified and adequately addressed | TSPI website / Disclosure / Other Disclosure / HR Policies on Performance Evaluation Part V - Development Plans; |
| C.3.4 | Does the company publish relevant information on training and development programs for its employees? | | Y | TSPI MBI received invitation and also looks for industry related training were employees could participate for further skills enhancement | Governance Manual page 20; Training Policy |
| C.3.5 | Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures? | | Y | TSPI MBI has Governance Nomination and HR Committee responsible for setting human resource standards in areas of performance appraisal and merit program that accounts performance of the company beyond short term financial | Corporate Governance Manual IV.C. page 9; HR Manual- Performance Incentive |

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| C.4 | Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this. | | | | |
| C.4.1 | Does the company have procedures for complaints by employees concerning illegal (including corruption) and unethical behavior? | OECD Principle IV (E): Stakeholders, including individual employees and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this. | Y | TSPI MBAI has existing Code of Ethics, Whistle Blower Policy and Employee Discipline Manual and encouraged them to report in good faith any instances of suspected or actual commission of fraud, violation of policies, illegal or unethical behavior | Whistle blower policy; Anti-fraud Policy; Employee Discipline Manual; Critical Incident Reporting Protocol; 2020 MTPP Manual |
| C.4.2 | Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation? | | Y | TSPI MBAI has Safe Harbor Provision and employees who request for confidentiality or remained anonymous on reporting irregularities are accepted | Whistle Blower Policy; 2020 MTPP Manual |