



**ETIQA LIFE AND GENERAL ASSURANCE PHILIPPINES, INC.**

An Extract of the Confirmed Minutes of the 1<sup>st</sup> Quarter Regular Board of Directors' Meeting of Etiqa Life and General Assurance Philippines, Inc. held on 15 March 2022.

ELGAP  
14/2022

**FOR BOARD APPROVAL: PCEO SCORECARD FOR FY2022 (Paper No.8)**  
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**Noted:** The Board of Directors approved the PCEO Scorecard for FY2022 subject to the recommendations made by the members of the Board. The Management was tasked to revise the FY2022 PCEO Scorecard and submit the same for the approval of the Board via circularization.

**Discussed:** Director RTBautista, the President and CEO of ELGAP, presented to the Board the paper seeking approval of the KPI/Scorecard of ELGAP's President and CEO for FY2022.

Director RTBautista explained that the scorecard for the PCEO was prepared to help track the implementation of the strategies and the achievement of the approved budget of ELGAP for this year. He added that the scorecard would also serve to measure the performance of ELGAP's PCEO, management and staff for the year FY2022. An overview of the scorecard detailing the performance category, key results area, performance attributes, and weightage was presented to the Board for its consideration.

After deliberating on the proposal, the Board of Directors approved the 2022 Scorecard/KPI of ELGAP's President and CEO in principle, subject to the comments provided by the members of the Board. Chairman KBAhmad then asked Director RTBautista to revise the scorecard and submit the same for the approval of the Board via circularization.

**CERTIFIED TRUE COPY**

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**RAUL M. HEBRON**  
*Corporate Secretary*  
Date: 16 June 2022