



**FIRST
CONSOLIDATED
BANK** A Private Development Bank

ANNUAL REPORT 2024



Chairman's Message

The global economic performance in 2024 was stable yet underwhelming. Concerns remained regarding disruptions to production and shipping of commodities – especially oil – due to geopolitical conflicts and extreme weather events. The United States decreased its interest rates by 75 basis points in 2024, with better than expected economic performance. However, all eyes are now on the US after Trump's re-election last November, with his campaign promises centered around tariffs, reduction of cost of living, mass deportation, tax reduction, peace and order, and focus on the "America First" policy. China also implemented rate cuts and reserve requirement reductions in 2024 as economic stimulus due to its real estate crisis and high debt, and is expected to keep supportive monetary policy next year and beyond.

The Philippine economy has remained resilient – the Philippines is expected to grow close to 6.0% in 2024, with similar growth in 2025, outpacing ASEAN neighbors. The biggest challenges this year have been dealing with inflation, supply chain issues, and major weather events. Inflation has tempered, resulting in the BSP reducing rates by 75 basis points in 2024, but still needs to be closely monitored. While the agricultural sector declined due to the impact of weather-related issues, tourism has bounced back to pre-pandemic levels and will continue to grow. Household consumption and public spending on infrastructure and social services are main contributors to economic growth.

Philippine banks continue to face challenges on multiple fronts due to the impact of competition, electronic banking, and cryptocurrency. Electronic banking is becoming a key service for banks, but the convenience comes at a price. Hacking, malware, and cyber criminals are still significant threats.

Despite the competition and challenges, FCB had another great year. We exceeded our budget in profitability, deposits and income. The Bank continues to grow, all the while maintaining above-industry levels of capital adequacy and liquidity. Managed growth has always been a deliberate strategy of FCB – prudent management such that growth would never come at the expense of liquidity and solvency. This has served the Bank well in good times and in bad times, like during the global financial crisis in 2008 and the pandemic in 2020.

The Bank has consistently provided dividends to its shareholders, and also increased its dividends for 2025. FCB employees also received record productivity incentives, in recognition of their contributions to the Bank's successful 2024. At FCB, we believe in maintaining an optimum balance amongst the trilateral relationship of our stakeholders, who are our stockholders, our employees, and our customers. This balance can be delicate, and it has kept FCB as a stronger, better, organization.

I would like to extend my sincerest thanks to all our stakeholders for your unwavering support. Thank you to our shareholders for your trust and confidence. Thank you to our exceptional employees for your hard work, commitment, and teamwork. And thank you to our customers for your loyalty and the trust you've placed in FCB's products and services.

Everyone's contribution has made a significant impact towards accomplishing our Bank's goals.

In 2025, we will continue our focus on deposit generation. Our branches have done a fantastic job developing and maintaining relationships with clients, and there is still much more potential in our market areas. The Head Office will also continue to strongly support our branches such that our frontliners can maintain quality service for our customers. In these times when customers are seen by large corporations as a mere number in a queue, our quality service remains one of our biggest competitive advantages. We also understand the importance of electronic banking and are planning to further improve FCBPay, to provide our customers with an enhanced mobile banking experience before launching in additional market areas.

We are first and foremost grateful to God for all His blessings and guidance. This year has been full of challenges, growth, and achievements, and none of it would have been possible without Him. We look onto the upcoming year with determination and optimism, and I look forward to what we can achieve together in 2025.



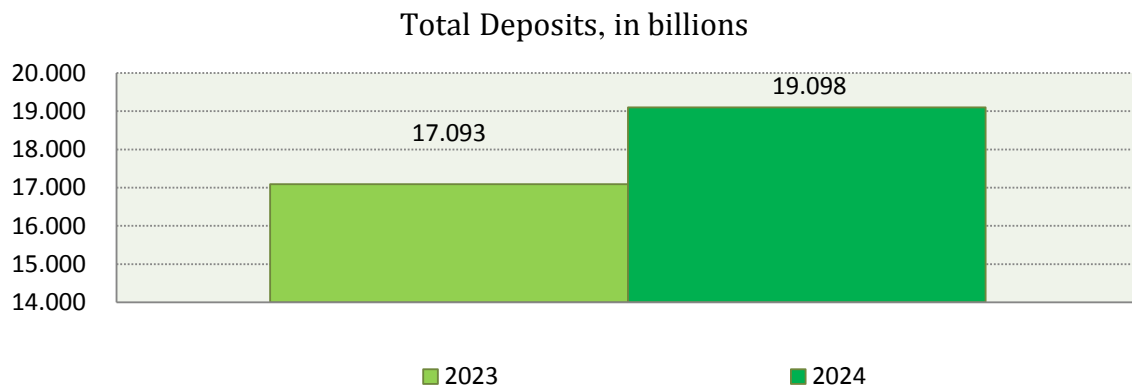
Clariville Paz Uy-Evardone
Chairman

The President's Report

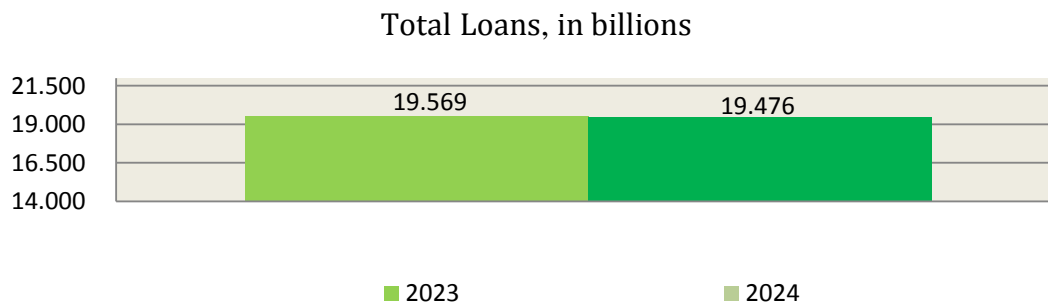
The management and staff are proud to report another successful year of operations of your Bank. All these are the result of the continued patronage of satisfied customers, employees' perseverance and shareholders unending support.

I am pleased to announce the Bank's performance for the year 2024.

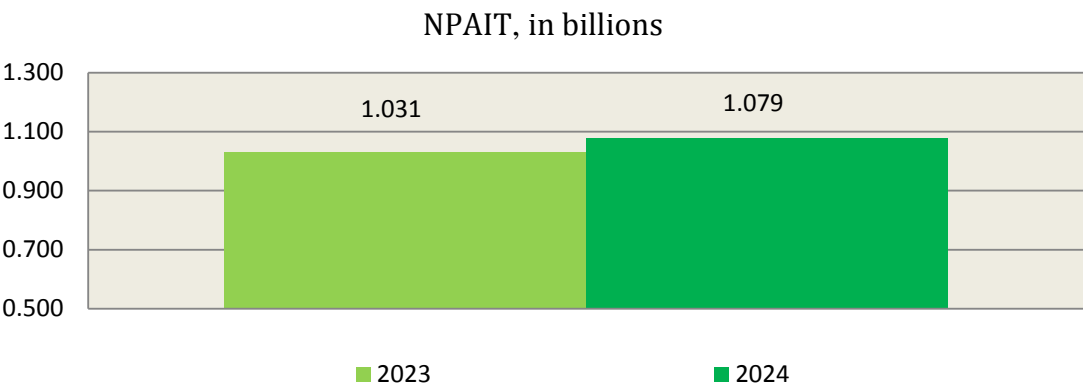
Our total deposits grew by 11.73%, or from P17.093 billion to P19.098 billion. FCB persists in its effective and efficient delivery of financial services needed by our market.



The Bank's loan portfolio in 2024 is relatively flat compared to the previous year. The quality of its loan portfolio continues to improve as the Bank proactively monitors and works with its borrowers.

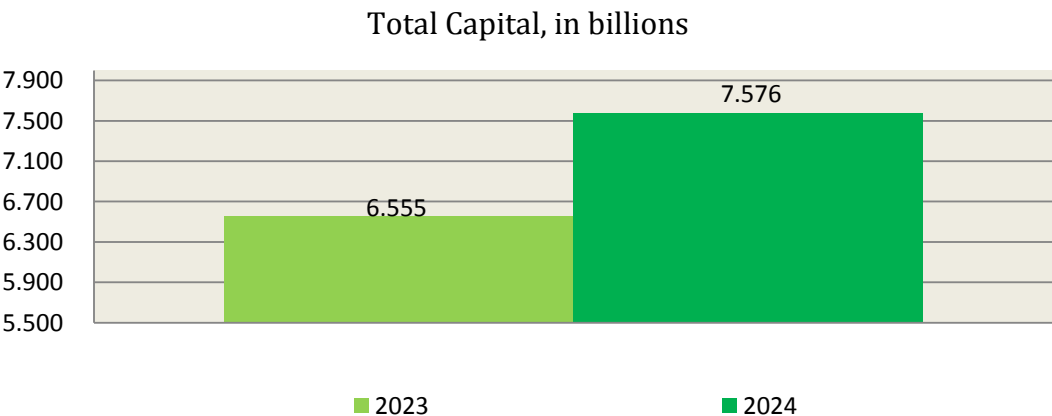
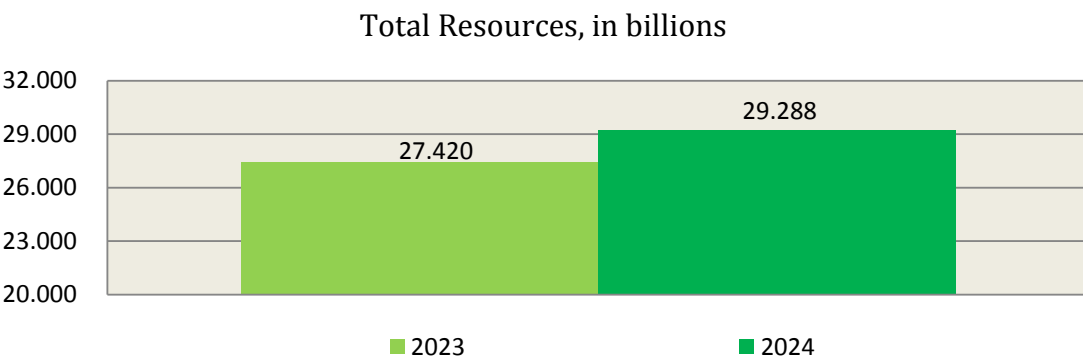


The Bank’s income from operations posted an increase of 4.61%, or an increase from P1.031 billion in 2023 to P1.079 billion in 2024.



The increase in NPAIT was driven by the continued improvement in the quality of the Bank’s loan portfolio and income from investments to BSP.

The Bank’s total resources grew from P27.420 billion to P29.288 billion or 6.38%, while the total capital posted an increase from P6.555 billion to P7.576 billion, or 13.47%.



FCB continues to be a well-capitalized and highly liquid financial institution with a risk-based capital adequacy ratio of 30.16% and a minimum liquidity ratio of 48.14%, which are higher than the BSP-mandated minimum of 10% and 20%, respectively.

In terms of key financial indicators, FCB attained the following:

	2023	2024
Return on Average Equity (ROE)	16.13%	15.27%
Return on Average Assets (ROA)	4.00%	3.80%
Risk-based Capital Adequacy Ratio (CAR)	26.59%	30.16%

FCB continues to perform well in comparison to the average of the thrift bank (TBs) industry, as indicated by the following performance indicators:

As of 12/31/24	TBs	FCB
ROE	12.27%	15.27%
ROA	1.90%	3.80%
CAR	17.75%	30.16%

In 2024, we implemented the following projects:

1. Continued to develop our people by conducting physical visits and meetings to update all managers and staff on new operational guidelines and on most recent policies and circulars from the government regulators i.e. BSP, AMLC, etc.
2. Additional upgrades of equipment, such as acquisition of brand new ATM units to gradually replace existing units.
3. Continued physical improvements of Branches and Branch-lite Units.
4. Construction of the new Ubay, Bohol branch building.
5. Opened a branch in Mamburao, Occidental Mindoro.
6. Acquired commercials lots for new branches: Anda, Bohol; Coron, Palawan; and Pontevedra, Capiiz.

Moving forward in 2025, are the construction of Anda, Bohol; Coron, Palawan, Pontevedra, Capiiz branch buildings and ICT Extension building. Ongoing are the enhancements to the Bank's mobile application, the FCBPay.

FCB will maintain its business philosophy of managed growth while implementing modern technology in a closed business model. The end view is to minimize security risk and exposure to external hackers and malwares.

In closing, I would like to say thank you to our valued customers for your continuing support and to the employees for your dedication and hard work. My sincere gratitude to our shareholders for the trust and confidence you have extended to the officers and staff of the Bank.

Thank you and God bless us all.

A handwritten signature in black ink, appearing to read 'J. Lacea'.

Joseph M. Lacea

President

April 19, 2025

ABOUT FIRST CONSOLIDATED BANK

WHO WE ARE

First Consolidated Bank is a private development bank, established in 1982 when 14 rural banks in Bohol, namely Rural Banks of Antequera, Baclayon, Carmen, Catigbian, Cortes, Daus, Inabanga, Loay, Pilar, Sierra-Bullones, Tagbilaran, Talibon, Tubigon and Ubay agreed to put their resources together to form the first ever consolidated rural bank in the entire country. The consolidation resulted in the conversion of these rural banks into branches of FCB. The Bank changed its status from rural to development bank in February 1997.

FCB is an independent bank, not affiliated with any bank holding company, and has 2,268 shareholders. FCB operates its Head Office in Tagbilaran City, with 135 locations: eighty one (81) branches and fifty-four (54) branch-lite units located all across the Philippines.

WHAT WE DO

As a private development bank, FCB provides basic banking services to its clientele. The Bank serves its customers through deposits, loans and other banking services through its branches that are mostly strategically located in the countryside where majority of the clients are situated.

The Bank has 81 branches all over the Philippines, with 21 in Luzon, 43 in Visayas, and 17 in Mindanao. The branches are further supported by 54 branch-lite units nationwide. FCB focuses primarily on the following customer segments:

- Retail Market
- Consumers
- Business Sectors
- Agriculture
- Industry
- Trade/Service
- Microfinance

For retail banking, we cater to salary loans to private and government employees, loans to individuals for other purposes, agricultural loans, SSS pensioners loans, housing loans and retail deposits; and for commercial banking such as micro, small and medium enterprise loans, loans to private corporations, and commercial deposits.

VISION STATEMENT

FCB aims to continue to be a strong and reliable financial institution, that:

- Provides the best quality financial service at the most competitive price;
- Employs productive human resources who are adequately compensated for exceeding market standards; and
- Generates consistent above market return on investment at the minimum risk.

MISSION STATEMENT

FCB commits itself to:

- Bring more and better banking services at lower costs through the use of modern banking technology;
- Catalyze development of small and medium enterprises;
- Initiate sound investments in industry and investment in other financial institutions in the countryside to enhance their capability; and
- Increase shareholders' value.

FINANCIAL HIGHLIGHTS

In 2024, the Bank continued to perform far better than the industry in all key ratios like profitability, capital adequacy and liquidity, while growing its asset base.

The Bank's financial results continue to be better than thrift banking industry averages in the Philippines, as shown in the financial summary below:

Parent Bank (Solo)	In Millions	
	2024	2023
Profitability		
Total Net Interest Income	2,392.080	2,407.127
Total Non-Interest Income	80.394	47.139
Total Non-Interest Expense	1,363.815	1,363.184
Pre-provision Profit	1,108.659	1,091.082
Allowance for credit losses	30.000	60.000
Net Income	1,078.659	1,031.082
Liquid Assets	8,273.421	6,441.417
Gross Loans	20,150.954	20,375.387
Total Assets	29,287.778	27,419.523
Total Loans (net)	19,475.908	19,569.049
Deposits	19,097.801	17,093.038
Total Equity	7,576.308	6,555.437
Revenues	3,080.385	2,964.897
Selected Ratios		
Return on Equity	15.27%	16.13%
Return on Assets	3.80%	4.00%
Net Interest Margin	8.72%	9.61%
Tier 1 capital ratio	29.24%	25.64%
Capital Adequacy Ratio	30.16%	26.59%

Parent Bank (Solo)	In Millions	
	2024	2023
Others		
Cash Dividend declared ¹	68.386	0
Property Dividends declared	0	740.522
Other Information (actual figures)		
Earnings per Common Share	P 316	P 302
Book Value per Common Share	P 2,218.58	P1,920.83
Common Shares Issued and Outstanding	3,410,853	3,408,093
Headcount		
Officers	142	137
Staff	648	640

The higher the risk-based capital adequacy ratio indicates a stronger bank and a better capitalized bank. The thrift banking industry average on CAR as of December 31, 2024 is 17.75%, which FCB far exceeds.

ASSETS

As of end of December 2024, the Bank's Total Assets reached P29.288 billion, registering an increase of P1.868 billion or 6.38%.

Loans and Discounts, Due from BSP and Other Banks accounted for 91.89% of Total Assets. The rest are Cash on Hand, Property, Plant & Equipments, Deferred Tax Assets and Investment Properties. In 2024, Deferred Tax Assets is presented net of Deferred Tax Liabilities.

Table 1. Comparative Assets of the Bank in 2024 and 2023

ASSETS	December 31		Increase/Decrease	
	2024	2023	Amount	%
Cash and Other Cash Items	P 843,297,146	P 814,424,697	P 28,872,449	3.55%
Due from BSP	5,859,051,721	4,358,841,188	1,500,210,533	34.42%
Due from Other Banks	1,577,791,007	1,270,279,416	307,511,591	24.21%
Loans & Disc (net)	19,475,908,405	19,569,049,464	-93,141,059	-0.48%
Bank Premises, Furniture & Fixtures and Equipment	867,411,482	781,084,514	86,326,968	11.05%
Investment Properties (net)	148,890,245	P 154,668,899	-5,778,654	-3.74%

¹The Bank has been consistently paying dividends every year. Cash dividends for the year 2024 was declared on February 8, 2024, and paid out on March 15, 2024. Property dividend was declared in 2023 and the certificates were distributed on February 15, 2024.

ASSETS	December 31		Increase/Decrease	
	2024	2023	Amount	%
Sales Contracts Receivable (net)	85,479,970	74,844,028	10,635,942	14.21%
Computer Software -net	2,520,715	4,684,779	-2,164,064	-46.19%
Deferred Tax Assets	169,515,224	202,627,955	-33,112,731	-16.34%
Other Assets -net	257,912,261	189,018,460	68,893,801	36.45%
Total Assets	P 29,287,778,176	P 27,419,523,400	1,868,254,776	6.81%

DUE FROM OTHER BANKS

Due from Other Banks increased by P307.512 million or 24.21% over its balance in the previous year due to increase in deposits for the year.

LOANS

Loan Investments is relatively flat, from P19.569 billion in 2023 to P19.476 billion in 2024. Loan Investments were evenly distributed across agriculture, consumer and construction activities. The rest of the Loan Investments were in wholesale and retail trade, service activities, industrial and real estate activities.

The Loan Investments were spread widely to 104,214 loan borrowers and were distributed to the consumer markets and micro, small, and medium enterprises in the countryside. The borrowers are geographically distributed in the different provinces served by FCB.

The Bank continues to support the growth of micro, small and medium enterprises (MSMEs), as well as consumer loans. It remains committed to the financial needs of the retail market, which supports livelihood projects and consumption in the countryside.

The Bank's compliance on the Magna Carta Law for Enterprises of 8% for small enterprises and 2% for medium enterprises of Total Loans are 14.26% and 3.31%, respectively.

BANK PREMISES, FURNITURE, FIXTURES AND EQUIPMENT

The Bank Premises, Furniture, Fixtures and Equipment increased by P86.327 million or 11.05% which was the net effect of acquisition, depreciation and amortization.

INVESTMENT PROPERTIES

The Investment Properties consist of land and buildings acquired by the Bank in settlement of loans through foreclosures and rescinded Sales Contracts Receivables. These reduced by 3.74%, from P154.669 million in 2023 to P148.890 million in 2024. The goal of the Bank is to continuously trim down its Investment Properties.

SALES CONTRACTS RECEIVABLES

The Sales Contract Receivables consist of accounts arising from the sale of foreclosed properties

on installment to various clients which increased by 14.21%, from P74.844 million in 2023 to P85.480 million in 2024.

OTHER ASSETS

Other Assets-net increased by 36.45% to P257.912 million compared to the outstanding balance in the previous year amounting to P189.018 million.

ASSET QUALITY

The Bank has continued to maintain the quality of its assets. Most of its liquid funds are in cash, deposits with other banks and high-grade investments with BSP.

LIABILITIES AND CAPITAL ACCOUNTS

LIABILITIES

The Bank's total liabilities and capital funds increased by P1.868 billion or 6.38%. The increase is attributable to growth in deposits and capital funds.

Table 2. Liabilities and Capital Funds in 2024 and 2023

LIABILITIES AND CAPITAL FUNDS	December 31		Increase/Decrease	
	2024	2023	Amount	%
Deposit liabilities	P 19,097,801,205	P 17,093,038,370	2,004,762,835	11.73%
Bills and loans payable	2,000,000,000	2,453,750,000	-453,750,000	-18.49%
Accrued taxes, interest & other expenses	285,010,128	264,576,534	20,433,594	7.72%
Income tax payable	81,854,950	94,124,333	-12,269,383	-13.04%
Lease Liabilities	42,006,084	47,203,660	-5,197,576	-11.01%
Deferred Tax Liabilities	0	570,241	-570,241	-100.00%
Other Liabilities	204,798,035	910,823,470	-706,025,435	-77.52%
TOTAL LIABILITIES	21,711,470,402	20,864,086,608	847,383,794	4.06%
Capital funds	7,576,307,774	6,555,436,792	1,020,870,982	15.57%
TOTAL LIABILITIES & CAPITAL FUNDS	P 29,287,778,176	P 27,419,523,400	1,868,254,776	6.81%

DEPOSITS

In the overall, deposits increased by P2.005 billion, or 11.73%, from P17.093 billion in the previous year to P19.098 billion in 2024. Of the Total Deposits, 58.32% is savings deposits, and the rest are time deposits and demand deposits. The persistent marketing efforts of the bank and the sustained trust of depositors with the bank over these years are the key factors of the growth.

The Bank's total number of depositors is 623,102 in 2024, an increase of 22,756 or 3.79%, from 600,346 in the previous year.

BILLS AND LOANS PAYABLE

The Bank's Bills Payable decreased by 18.49%, from P2.454 billion in 2023 to P2.000 billion in 2024. The decrease is the net effect of total availments amounted to P3.550 billion and total repayments of P4.004 billion during the year.

CAPITAL

The Capital of the Bank grew by P1.021 billion, or 15.57%, as a result of the Net Income After Tax (NIAT) generated for the period, net of declaration of dividends. The Bank's Capital increased from P6.555 billion in 2023 to P7.576 billion in 2024.

Table 3. Comparative Capital Accounts in 2024 and 2023

CAPITAL	December 31		Increase/Decrease	
	2024	2023	Amount	%
Share Capital	P 350,146,000	P 349,870,000	276,000	0.08%
Share Premium	531,989,529	528,893,262	3,096,267	0.59%
Reserves	10,186,861	10,359,791	-172,930	-1.67%
Remeasurement of Retirement Benefit Obligation	155,342,790	147,943,871	7,398,919	5.00%
Surplus free	6,528,642,594	5,518,369,868	1,010,272,726	18.31%
TOTAL	P 7,576,307,774	P 6,555,436,792	1,020,870,982	15.57%

CAPITAL ADEQUACY

The Bank's Capital Adequacy "risk-weighted" ratio continues to be strong at 30.16% in year 2024. It is significantly higher than the average of the top Philippine banks for the year, and well above the minimum requirement of 10% set by Bangko Sentral ng Pilipinas.

This means that FCB has a strong solvency ratio, which is very important for depositors as a gauge of which bank to place their deposits. A higher ratio indicates a stronger and better capitalized bank.

INCOME/EXPENSES

GROSS INCOME

Gross income of the Bank reflected P3.080 billion in 2024, from P2.965 billion in 2023, registering an increase of 3.90%. Gross income was derived mainly from Interest Income on Loans and Investments.

INTEREST INCOME

Interest Income represents a significant percentage of the Total Revenue by 97.39%, coming from interest income on Loans and Discounts, Investments with Bangko Sentral and other banks, and Sales Contract Receivables.

NON-INTEREST INCOME

The rest of Total Revenue came from non-interest income such as service charges, fees and commissions, rental of bank properties, gains on sale of acquired assets and others.

EXPENSES

Expenses of the Bank increased by 4.16% from P1.628 billion in 2023 to P1.696 billion in 2024. A percentage of 35.85 of its expenses came from interest on Deposits and Sourced Funds. The rest were from compensation and fringe benefits, occupancy and equipment-related expenses, provisions, taxes and licenses, and other operating expenses.

INTEREST EXPENSE

Interest on Deposits and Sourced Funds increased by P97.280 million or 19.05%. This comprised 35.85% of Total Expenses.

NON-INTEREST EXPENSE

Non-Interest Expense slightly increased by P390 thousand. Compensation and Fringe Benefits increased by P42.292 million or 11.24%.

Non-Interest Expense, namely Compensation & Fringe Benefits, Occupancy and Equipment-Related Expenses, Taxes and Licenses, and other operating expenses total about 62.38% of the Total Expenses.

Table 4. Income and Expenses, 2024 and 2023

Revenues/Expenses	December 31		Increase/Decrease	
	2024	2023	Amount	%
Total Revenues	P 3,080,385,453	P 2,964,896,504	115,488,949	3.90%
Total Expenses	1,695,862,617	1,628,192,935	67,669,682	4.16%
Net Income Before Tax	1,384,522,836	1,336,703,569	47,819,267	3.58%
Net Income After Tax	P 1,078,659,000	P 1,031,082,260	47,576,740	4.61%

NET INCOME / PROFITABILITY

The Bank's Net Income After Tax (NIAT) posted at P1.079 billion or an increase of 4.61% over that of the previous year. Earnings per share amounted to P316 and P302 in 2024 and 2023, respectively.

DIVIDENDS

The Board of Directors, in a resolution dated 8 February 2024, declared a 20% and 2% Cash Dividends on common and preferred shares, to all shareholders on record as of 31 January 2024 amounting to P68,386,274. The dividends were paid out in 15 March 2024.

PRODUCTS AND SERVICES

The Bank continued with its core products and services. With further enhancement in its information and communication facilities, the Bank expects to introduce more products and services as needed by its service areas.

Products/Services Offered	Description
Products	
1. PITAKard - Special - Regular	The PITAKard is FCB's debit card, which allows our depositors to access their funds exclusively on Bank's PITAKard ATMs and EFT/POS terminals to make withdrawals and pay for purchases at accredited Merchant Partners.
2. FCBPay	A closed-loop mobile banking application that will enable PITAKard clients to perform basic banking functions/financial transactions such as balance inquiry, fund transfers to FCBPay enrolled account and bills/QR payments to accredited merchants and registered companies using mobile phones. FCBPay is not a deposit account; it is non-interest bearing and not insured with Philippine Deposit Insurance Corporation.
3. Deposits - Saving Deposit - Demand Deposit - Time Deposit	<p>Refers to interest-bearing deposits which are withdrawable upon presentation of a properly accomplished withdrawal slip together with the corresponding passbook.</p> <p>Also known as current or checking account, are deposits which are withdrawable through the issuance of check. No passbook shall be issued to demand depositors.</p> <p>Refers to interest-bearing deposits with specific maturity date and evidenced by certificate issued by the Bank. It cannot be withdrawn until its maturity date unless the Bank waives the right to the term.</p>

4. Loans Products	
a. Agricultural Loan	Loans for additional capital to finance agricultural production and related activities, purchase of farm machinery, equipment and implements and work/breeding animals including but not limited to the establishments and operation of poultry, piggery, livestock and fishery projects.
b. Commercial Loan	Loans to finance fixed asset acquisition, inventory, or expansion of existing businesses. Single proprietorships, partnerships, corporations, and cooperatives can avail of this loan facility.
c. Industrial Loan	Loans to entrepreneurs for the processing and manufacturing of goods on commercial scale, either for expenses on labor, purchase of raw materials, marketing of goods produced or manufactured, or expansion of business.
d. Real Estate Loan	Loans to finance and/or refinance the construction, acquisition, expansion or improvement of rural and urban properties.
e. Motor Vehicle Loan	Loans to purchase brand new or secondhand motor vehicle.
f. Housing Loan	Loans to own a house or house and lot. This product is available to individuals, partnerships, corporations, and cooperatives.
g. Salary Loan	Loans to regular employees of public and private institutions for various purposes, payable through automatic payroll deduction.
h. Loan to SSS Pensioners	Loans to SSS pensioners whose monthly pensions are credited to their deposit accounts with FCB through the SSS Pensioners Remittance Program.
i. Loan to OFWs	Loans to overseas contract workers for personal expenses, purchase of lot or house and lot, and improvement and renovation of existing house, among others.
j. Commercial Credit Line	Loan facility intended to augment working capital of customers.
k. Omnibus Line	This credit line is a multi-purpose credit facility which the borrower can avail depending on the credit requirements and approved credit limit.
l. PITAKard Line of Credit	A revolving line of credit for qualified borrowers to be used for personal needs. This line of credit can be availed or drawn at the borrower's convenience at any of FCB's distribution facilities, such as ATM's, EFT/POS terminals at accredited merchants, and through over-the-counter transaction at the branch.
Services:	
1. Foreign Exchange	The Bank accepts exchange of US dollars.
2. Automated Teller Machines (ATMs)	The Bank has ATMs in the branches and offsite locations that enable our PITAKard depositors to perform basic banking activities like balance inquiry, withdrawals and fund transfer to enrolled PITAKard account/s.

3. Electronic Fund Transfer/Point Of Sale	The Bank has EFT/POS terminals at accredited merchant partners and establishments where our customers can pay for goods and services using the PITAKard.
4. Payroll Servicing	The Bank extends services to Local Government Units and companies in dispensing salaries, wages and bonuses of their personnel.
5. Bills Payment	The Bank accepts bills payment for utilities and school tuition fees for our partner establishments and utility companies.
6. SSS Collection	The Bank accepts remittance of SSS loan payment of SSS members.
7. SSS Pensioner Remittances	The Bank processes the monthly SSS pensions to its pensioners through the SSS Pensioners Remittance Program.
8. International Remittances	The Bank accepts international fund transfers from international banks and other international remittance companies.
9. Local Remittances	The Bank processes fund transfers to and from Philippine Banks and other companies.
10. Safe Deposit Box	The Bank provides safe deposit boxes in selected branches for lease to valued clients where they can store their important documents, jewelries, and other valuable items for safekeeping.
11. Manager's Check	Customers can purchase MCs at any FCB branch. The Bank guarantees that funds are available upon presentation.
12. Cash Transfers	A facility whereby the client can transfer funds to and from any FCB branch, from and to his own account or to any identified beneficiary.

For more information, any customer or potential customer may refer to the Bank website: www.fcb.com.ph.

BRANCHES, BRANCH LITE UNITS, FACILITIES, OTHERS

The Bank's capital expenditures this year were focused on the upgrade of its Information and Communication Technology, acquisition of fixed assets, and improvement in the branches service capabilities.

As of today, the Bank's branches and branch-lite units (BLUs) are in 42 provinces in Luzon, Visayas, and Mindanao. Because of its BLUs, its financial services cover wider service areas, virtually more provinces in the Visayas, Mindanao and Luzon that are not reached by its branches.

LIST OF BRANCHES

As of December 31, 2024, FCB has 81 branches. FCB will continue its managed expansion program. FCB's branches nationwide are as follows:

<u>Branches</u>	<u>Locations</u>
1. Aborlan	Nat'l. Highway, Brgy. Gogognan, Aborlan, Palawan
2. Abuyog	Real St., Poblacion, Abuyog, Leyte
3. Antequera	National Highway, Poblacion, Antequera, Bohol
4. Baclayon	National Highway, Poblacion, Baclayon, Bohol
5. Barotac Nuevo	Araneta St., Ilaud Poblacion, Barotac Nuevo, Iloilo
6. Bataraza	National Highway, Marangas Pob., Bataraza, Palawan
7. Bato	Jose Rizal St., Kalanggaman Dist. (Pob.), Bato, Leyte
8. Bayugan	Rotonda, Bayugan, Agusan del Sur
9. Boac, Marinduque	M. Kasilag St., Brgy. Tampus, Boac, Marinduque
10. Borongan City	Santiago St., Balud, Borongan City, Eastern Samar
11. Butuan City	J. Rosales Ave., Tandang Sora Pob. (Brgy. 12) Butuan City, Agusan del Norte
12. Brooke's Point	National Highway, Brooke's Point, Palawan
13. Cabadbaran	Maharlika Highway, Cabadbaran City, Agusan del Norte
14. Cabatuan	Mijares Bldg., Cor. Bermejo & Serrano Sts., Ayaman, Cabatuan, Iloilo
15. Cagayan de Oro City	CM Recto Ave., Brgy 24, Cagayan de Oro City, Misamis Oriental
16. Calapan	Roxas Drive, Brgy. Santo Nino, Calapan City, Oriental Mindoro
17. Carmen	Poblacion Norte, Carmen, Bohol
18. Catarman	JP Laurel St., Molave, Catarman, Northern Samar
19. Catbalogan	Emerald Hotel, San Roque St., Poblacion 3, Catbalogan City, Western Samar
20. Catigbian	National Highway, Poblacion Weste, Catigbian, Bohol
21. Cortes	Isidro Concon St., Poblacion, Cortes, Bohol
22. Dapitan City	Nat'l Highway, Dawo (Pob), Dapitan City, Zamboanga del Norte
23. Davao City	Km 9, Sasa, Davao City, Davao del Sur
24. Dipolog City	Magsaysay St, Miputak (Pob), Dipolog City, Zamboanga del Norte
25. Dumaguete City	National Highway, Junob, Dumaguete City, Negros Oriental
26. El Nido	Amboy St., Zone 1, Maligaya, El Nido, Palawan
27. Estancia	E. Reyes Ave., Poblacion Zone 1, Estancia, Iloilo
28. General Santos City	Pendatun Ave., Dadiangas North, General Santos City, South Cotabato
29. Getafe	Poblacion, Getafe, Bohol
30. Gubat	Cor Mabini & Zulueta Sts., Luna-Candol, Gubat, Sorsogon
31. Guindulman	Poblacion, Guindulman, Bohol
32. Guinobatan	MH Del Pilar St., Inamnan Grande, Guinobatan, Albay
33. Iloilo City	West Diversion Road, Brgy. Dungon-A, Jaro, Iloilo City, Iloilo
34. Inabanga	Ilaud (Poblacion), Inabanga, Bohol
35. Jagna	Pagina, Jagna, Bohol
36. Kalibo	Goding Ramos St., Poblacion, Kalibo, Aklan
37. Koronadal	Nat'l Highway, Purok Bagong Pag-asa, Zone IV (Pob Zone 4), Koronadal City, South Cotabato
38. Lambunao	Lambunao Public Market, Ladrido St., Poblacion Ilaya,

	Lambunao, Iloilo
39. Larena	Magsaysay St., South Poblacion, Larena, Siquijor
40. Lazi	Tigbawan, Lazi, Siquijor
41. Legaspi City	Rizal St., Cabagnan, Legaspi City, Albay
42. Loay	Poblacion Ibabao, Loay, Bohol
43. Loon	Poblacion, Loon, Bohol
44. Mamburao	Rizal St., Barangay III (Pob.), Mamburao, Occidental Mindoro
45. Mambusao	Dumalag Road, Poblacion Tabuc, Mambusao, Capiz
46. Mandaue City	AC Cortes Ave.cor P Burgos St., Alang-alang, Mandaue City, Cebu
47. Maramag	Sayre Highway, North Poblacion, Maramag, Bukidnon
48. Masbate City	Crossing St., Brgy. Magallanes, Masbate City, Masbate
49. Molave	Rizal Ave. cor Abad Santos St., Madasigon (Pob), Molave, Zamboanga del Sur
50. Narra	National Highway. Panacan, Narra, Palawan
51. Ozamis City	Don Anselmo Bernad Ave., Aguada, Ozamis City, Misamis Occ.
52. Panglao	Poblacion, Panglao, Bohol
53. Pilar	Poblacion, Pilar, Bohol
54. Prosperidad	Marketside, Poblacion, Prosperidad, Agusan del Sur
55. Puerto Princesa City	Km 2, National Highway, San Pedro, Puerto Princesa City, Palawan
56. Puerto Princesa City - Downtown	Unitop Mall, Malvar St., Brgy. Tagumpay, Puerto Princesa City, Palawan
57. Quezon	National Highway, Poblacion, Quezon, Palawan
58. Roxas City, Capiz	Km 1, Lawaan, Roxas City, Capiz
59. Roxas, Palawan	Sandoval St., Barangay 3, Roxas, Palawan
60. Roxas, Oriental Mindoro	HC Commercial Centrum Bldg., Morente St., Bagumbayan (Pob.) Roxas, Oriental Mindoro
61. Sagbayan	Poblacion, Sagbayan, Bohol
62. San Jose, Antique	Bantayan St., Barangay 2, San Jose, Antique
63. San Jose, Occ. Mindoro	Juan Luna St., Labangan Pob., San Jose, Occidental Mindoro
64. San Joaquin	Cor Santa Rita & San Gregorio Sts, Purok 3, San Joaquin, Iloilo
65. Sierra Bullones	Poblacion, Sierra Bullones, Bohol
66. Siquijor	Poblacion, Siquijor, Siquijor
67. Sofronio Española	Pulot Center, Sofronio Española, Palawan
68. Surigao City	Vasquez St, Washington (Pob), Surigao City, Surigao del Norte
69. Tacloban City	Maharlika Highway, Naga-naga, Tacloban City, Leyte
70. Tagbilaran Cogon	CPG North Ave., Cogon District, Tagbilaran City, Bohol
71. Tagum City	Pagsabangan Rd., Mankilam, Tagum City, Davao del Norte
72. Talibon	Poblacion, Talibon, Bohol
73. Tandag City	Napo, National Highway, Bagong Lungsod (Pob.), Tandag City, Surigao del Sur
74. Taytay	Rizal St., Poblacion, Taytay, Palawan
75. Tigbauan	Delmar9 Bldg.,Taldelore St., Poblacion 1, Tigbauan, Iloilo
76. Trento	National Highway, Poblacion, Trento, Agusan del Sur
77. Trinidad	Poblacion, Trinidad, Bohol
78. Tubigon	Pooc Oriental (Poblacion), Tubigon, Bohol
79. Ubay	Poblacion, Ubay, Bohol
80. Valencia	National Highway, Poblacion, Valencia, Bohol
81. Virac	National Road, San Isidro Village, Virac, Catanduanes

LIST OF BRANCH-LITE UNITS (BLUs)

The Bank has 54 BLUs:

LUZON:

1. Cataingan, Masbate
2. Coron, Palawan
3. Daet, Camarines Norte
4. Iriga City, Camarines Sur
5. Irosin, Sorsogon
6. Lipa City, Batangas
7. Naga City, Camarines Sur
8. Odiongan, Romblon
9. Pinamalayan, Oriental Mindoro
10. Sablayan, Occidental Mindoro
11. Sorsogon City, Sorsogon Province
12. Tabaco City, Albay

VISAYAS:

13. Allen, Northern Samar
14. Baybay City, Leyte
15. Calbayog City, Western Samar
16. Calbiga, Western Samar
17. Carigara, Leyte
18. Culasi, Antique
19. Dolores, Eastern Samar
20. Guiuan, Eastern Samar
21. Jordan, Guimaras
22. Laoang, Northern Samar
23. Maasin City, Southern Leyte
24. Naval, Biliran
25. Ormoc City, Leyte
26. Passi City, Iloilo
27. San Carlos City, Negros Occidental
28. San Juan, Southern Leyte
29. Sara, Iloilo
30. Sogod, Southern Leyte
31. Tagbilaran City - CPG Ave. Cor. H. Grupo St., Poblacion 2, Bohol
32. Tagbilaran City - Downtown, MH del Pilar St, Poblacion 2, Bohol
33. Tanjay City, Negros Oriental

MINDANAO

34. Barobo, Surigao del Sur
35. Calamba, Misamis Occidental
36. Mambajao, Camiguin
37. Carrascal, Surigao del Sur
38. Digos City, Davao del Sur
39. Gingoog City, Misamis Oriental
40. Iligan City, Lanao del Norte
41. Ipil, Zamboanga Sibugay

42. Kidapawan City, North Cotabato
43. Kiamba, Sarangani Province
44. Nabunturan, Compostela Valley Province
45. Liloy, Zamboanga del Norte
46. Malaybalay City, Bukidnon
47. Mangagoy, Bislig City, Surigao del Sur
48. Mati City, Davao Oriental
49. Pagadian City, Zamboanga del Sur
50. San Jose, Dinagat Islands
51. Siargao (Dapa), Surigao del Norte
52. Sindangan, Zamboanga del Norte
53. Tacurong City, Sultan Kudarat, South Cotabato
54. Valencia City, Bukidnon

These BLUs add businesses to their mother branches.

FACILITIES

FCB has a total of 142 installed ATMs and 204 EFT/POS terminals as of the last quarter of 2024.

PERSONNEL

As of end of December 2024, the total personnel of the Bank is 790. FCB continues its successful recruitment from the colleges and universities all over the country and provides new hires with an in-house banking training program. Promotion is also from within, thereby providing a single corporate culture.

As a regular part of its training for the year, the Bank provides its employees with a number of training programs to improve their capabilities, and attract and retain honest, devoted and competent personnel. The Bank also provides its employees with benefits, incentives and a retirement plan that are more than what are mandated by law. The employees also have a bonus program and a provident fund, which are fully funded by the Bank and above the requirements of the law.

BENEFITS

The Bank provides regular employee with fringe benefits, which include health care and hospitalization, group life insurance, rice subsidy, cash conversion of accrued vacation leave credits, maternity and paternity leaves, fringe benefit loans, motor vehicle repairs for field men, office uniforms, and at the discretion of the management, year-end bonus, in addition to the government-mandated benefits.

HEALTH CARE AND HOSPITALIZATION

The Bank's health care program and hospitalization includes an additional provision for mortuary assistance for employees and their dependents.

RETIREMENT PLAN

The Bank's retirement plan provides qualified employees with cash benefits upon retirement. Upon attaining the normal retirement age of sixty (60) years, or early retirement at age of fifty (50) with at least ten (10) years Credited Service or with at least twenty (20) years Credited Service regardless of age, an employee receives an amount as separation/retirement benefits the sum equivalent to 100 percent of his/her basic salary for every year of credited service.

PROVIDENT FUND

In addition to the retirement cash benefit, eligible employees upon retirement or separation from the service without cause receive cash benefits from the Bank's provident fund. The FCB Provident Fund is unique in the sense that the fund is non-contributory. The Bank does not assess contributions from employees but sets aside an amount from its income to build up the fund. FCB's retirement and provident program are above what is required by law.

EMPLOYEES STOCK OPTION PLAN

Unique to the Bank is the giving to its employees the Employees Stock Option Plan (ESOP). When an employee attains regular status, he can exercise his option to acquire a limited number of common stocks of the Bank at par value. Because of this, most employees are shareholders of the Bank.

MOTIVATIONAL SEMINARS AND SPORTS ACTIVITIES

The Bank also supports annual activities for the employees such as seminars with well-known motivational speakers and sports festivals. The Motivational Seminars serve to enhance employees' personal well-being.



RISK MANAGEMENT

The Bank recognizes its fiduciary duty to its depositors, and our stockholders require that the risks being undertaken must be kept to manageable levels and as minimal as possible. The ultimate responsibility for the risk management rests with the Board of Directors. The Management and staff of FCB also have clearly defined responsibilities for risk management.

It is the responsibility of the Board, in conjunction with Management, to determine those risks which are warranted and acceptable. The Board and Management ensure that periodic reports are provided that permit them to measure compliance with risk limits and to determine the changing nature of risk in relation to the Bank's business and operations, changes in personnel and technology and other factors. To aid them in fulfilling this responsibility, the Board has established the following oversight committees:

- Executive Committee
- Credit Committee
- Audit Committee
- Nomination and Corporate Governance Committee
- Compensation and Remuneration Committee
- Risk Oversight Committee
- Asset/Liability Management Committee

BOARD RISK OVERSIGHT COMMITTEE

The Board Risk Oversight Committee receives reports from the Risk Management Department. The Committee is responsible for the overall assessment and management of risks throughout the Bank. It shall recommend to the Board the ways to mitigate and manage risk of the Bank.

RISK MANAGEMENT DEPARTMENT

The Risk Management Department is responsible for identifying the key risk exposures, assess and measure the extent of risk exposure of the Bank in all areas of its operation. The Department shall consolidate all identified risk exposures reported by respective managers and officers. It shall monitor and assess the decisions to accept particular risks whether these are consistent with board approved policies on risk tolerance and the effectiveness of the corresponding risk mitigation measures. The Chief Risk Officer, who heads the department shall report on regular basis to the Risk Oversight Committee or may directly submit report to the Board as a whole of the results of assessment and monitoring.

RISK APPETITE AND STRATEGY

The risk appetite of the Bank is defined through its policies and procedures, products and services, and accountabilities and responsibilities across the organization. Specifically, the Bank's risk appetite is defined in its Asset/Liability Management Policy (ALCO) Manual, where FCB weighs its capital management, performance measures, and sets risk limits/tolerances.

An effective internal control program is structured according to the understanding of the Bank's risks and exposures, and effective risk management process to enable to identify, measure,

monitor and control risks. The Bank through its Board, Risk Oversight Committee, management, and staff must be able to respond to changing circumstances and to address risks that might arise from changing business and economic conditions, a decline in the effectiveness of internal controls, the initiation of new business activities or the offering of new products and services.

The Bank's risk exposures are identified, measured, monitored according to thirteen (13) classifications:

1. **Credit Risk.** Credit Risk is the risk to earnings and capital arising from the failure of the borrower to meet its obligations in accordance with the agreed terms and conditions. FCB's loan portfolio comprises the basic loan products with normal credit risks. The evaluation of the Credit Risk starts from the evaluation of the customer's loan application. The Bank's guiding lending principle is that all loans must be paid and collected. The collateral is purely a support to minimize credit risk and improve the quality of the credit structure. The credit risk starts at the time the loan is released. Failure of payment or settlement on or before the term depends on the performance of the borrower.
2. **Market Risk.** Market Risk is the risk to earnings and asset quality resulting from adverse movements in market prices. FCB has negligible exposure to Market Risks since it does not participate or is not involved in market-making positions, dealing, options, derivatives, and equity and commodity markets. There is a minimal risk involved on foreign exchange only. However, the Bank does not speculate on foreign exchange and maintains a policy of providing financial services purely for its clients who are OFWs. FCB is accepting US dollar deposits and over the counter exchange of US dollar notes. The risk is selling dollars lower than the market buying rate.
3. **Interest Rate Risk.** The bank is exposed to interest rate risks whenever there is a movement in interest rates, whether up or down. The level of risk depends on the position of the bank in terms of its assets and liabilities. This arises when there is an adverse movement on interest rates which have a direct effect on its assets/liabilities that may cause the reduction of future earnings.
4. **Liquidity Risk.** Liquidity Risk is the risk to earnings and capital that arises from the bank's inability to meet its obligation when they come due. This is related to funding the requirements of the financial institution. Reducing the liquidity risk ensures that FCB will always have the funds for its funding requirements (loan releases, deposit withdrawals, capital expenditures, overhead expenses, etc). The main source of our funding is from deposits. Of the total deposits, a significant majority are core deposits and considered as reliable and a consistent source of funding.
5. **Operational Risk.** Operational Risk is the risk of loss resulting from inadequate or failed internal processes, people and systems or from external events. These are risks which are associated in the delivery of banking services. There will always be operational risks and it is the function of management to ensure that this is kept to a minimum.
6. **Compliance Risk.** Compliance Risk is the risk to earnings and capital arising from the violations or non-conformance with laws, rules and regulations, prescribed practices or

ethical standards. FCB has several areas of Compliance Risk. The first area deals with the compliance of internal policies and procedures. The second deals with the compliance of government laws, rules, policies and procedures. The government regulatory bodies are the BSP, BIR, SEC, PDIC, local government units, and other government or quasi government agencies. The third area deals with the compliance of third parties such as external auditors regarding generally acceptable accounting standards, correspondent financial institutions, and other business parties.

7. **Legal Risk.** The Legal Risk is related to potential costs related to litigation or penalties imposed on the bank. There are several areas of legal risks. The first is with its operations and bank documentation. The second level is with government regulatory bodies. The third level is legislation which could be adverse to the banking industry.
8. **Strategic Risk.** The vision, mission, objectives, and strategies of any business organization have a major impact on the success of the enterprise. The Strategic Risk involves the direction setting of an organization and its capability to assess the correctness of such direction and adaptation to make the necessary corrections. Adverse business decisions, none or improper implementation, or not responsive to industry changes are considered as strategic risks.
9. **Reputation Risk.** Risk to earnings, capital and liquidity arising from negative perception of the Bank by its customers, shareholders, employees, market analysts, the media and other stakeholders such as regulators and other government agencies, that can adversely affect the Bank's ability to maintain existing business relationships, establish new businesses or partnership or continuously access varied sources of funding. Public opinion and the credibility of a financial institution are very important to a bank. It involves the exposure of the bank to adverse public opinion whether true or not. The public is very sensitive to the safety of their funds.
10. **Information Technology Risk.** Information Technology Risk is any potential adverse outcome, damage, loss, violation, failure or disruption associated with the use of or reliance on computer hardware, software, devices, systems, applications and networks. There are risks involved in the use of technology and technology-related products, services and delivery channels. The bank management engages a rigorous analytic process to identify and quantify risks, to the extent possible, and to establish risk controls to manage risk exposures. Technology-related risks are reviewed together with other bank risks to determine the bank's overall risk profile.
11. **State Related Risk.** The risks involved the Republic of the Philippines showed that in its history; the Philippines had wars with Spain, United States, and Japan. The Philippines also had political skirmishes with Malaysia, Indonesia, and China. War will have its obvious destruction and adverse impact on the business of banking. State sponsored cyber terrorism is also a reality.
12. **Country and Transfer Risks.** Country Risk refers to uncertainties arising from economic, social and political conditions of a country which may cause obligors in that country to be unable or unwilling to fulfill their obligations. Transfer Risk exists when an obligor is unable to secure foreign exchange to service external obligations due to restrictions imposed by the country on foreign exchange remittance or repayment on

foreign currency denominated assets to a foreign lender. FCB's exposure to these risks is very negligible considering that it has very minimal cross-country loan obligation.

- 13. Environmental and Social Risk** – E&S risks are the potential negative consequences to the bank resulting from impacts on the natural environment or communities of people. Environmental and social risk management may also mean supporting clients and investments whose net impact contributes to positive environmental and social outcomes. The Bank intentionally avoids financing projects that have potential significant adverse impact to the environment, human safety and security. The Bank shall not support business activities that cause human rights violations, undermine biodiversity and cultural heritage of communities.

ANTI-MONEY LAUNDERING GOVERNANCE AND CULTURE

To prevent the Bank from being used as a vehicle for money laundering/terrorist financing activities, sound risk management practices have been established to combat money laundering, which include adequate active Board and Senior Management oversight, acceptable policies and procedures embodied in a money laundering and terrorist financing prevention beginning with rigorous Know Your Customer (KYC) requirements, compliance program, appropriate monitoring and reporting tools, and comprehensive internal controls and audit.

FCB operates in the countryside, and primarily offers simple deposit and loan products. The Bank does not offer complex, non-traditional financial services (e.g. trade finance services, derivatives, and the like). Further, the Bank primarily services its clients using traditional platforms. Given the nature of FCB's product offerings and operations, branches are generally very familiar with its customers and are required to conduct the appropriate due diligence process for each.

The Bank utilizes a primarily electronic monitoring system that is capable of generating timely, complete and accurate reports to lessen the likelihood of any reputational and compliance risks. The monitoring tools adopted ensure that the customers' accounts and transactions are consistent with the Bank's knowledge of its customers and their source of funds, and to detect unusual patterns of account/transaction activities. The Compliance Department regularly apprises the Board and Senior Management on AMLA compliance.

SUSTAINABLE FINANCE FRAMEWORK

As a provider of financial services, FCB plays a vital role in sustainable economic development. In pursuit of sustainable and resilient growth, the Bank is committed to uphold an optimum balance of its Customers (community), Shareholders, and Employees.

First Consolidated Bank commits to support sustainable economic development and protection of environment by :

- Promoting a culture that fosters environmental protection through its various practices and initiatives.

- Complying with relevant environmental laws and regulations.
- Financing of environmentally and socially sustainable projects that meets the lending standards of the Bank.
- Investing in organizations and financial instruments that promote sustainability.
- Complying with labor standards.
- Promoting social sustainability through its Corporate Social Responsibility (CSR) programs.
- Provide products and services that contribute to the well-being of the people and promotes financial inclusion.

The Bank implements a Sustainable Finance Framework, as approved by the Board of Directors, which defines the relevant principles in pursuing sustainable and resilient growth and incorporating environmental and social principles in its business decisions. The framework also defines the governance to be followed by the Bank regarding the management of environmental and social risks.

CORPORATE GOVERNANCE

The Bank has fully subscribed and implemented the generally accepted standard and requirement of good governance standard. These standards are approved by the Board of Directors.

The Bank has adopted the SEC Self-Rating Form on Corporate Governance to measure and determine the level of compliance of the Board of Directors and top level management with its Manual of Governance.

The Bank has undertaken measures to fully comply with the adopted leading practices on good corporate governance, as follows:

1. The Board of Directors has more than the required number of independent directors.
2. All members of the Board of Directors have attended the seminar on Corporate Governance.
3. All Board decisions are clearly documented and understood.
4. The powers, roles, responsibilities and accountabilities between the Board of Directors, Chief Executive Officer and Management are clearly defined and segregated.
5. The Board has established the Bank's mission and vision, strategic objectives, policies and procedures that guide and direct the activities of the company and the means to attain to them as well as the mechanism for monitoring management's performance.
6. The Board of Directors has a Nomination Committee that shall review the qualifications of those stockholders aspiring to become a member of the Board of

Directors.

7. The Board of Directors has a Compensation and Remuneration Committee with the required mix of members that shall be responsible for fixing the remuneration packages of corporate officers, provide oversight over the remuneration of senior management and other key personnel to ensure that the compensation is consistent with the FCB culture, strategy and control environment.
8. The Board has an existing Audit Committee whose members has adequate understanding of the FCB's financial management systems and environment and has been religiously complying with their duties and responsibilities.
9. The Board has an existing Credit Committee whose members include independent directors that reviews and evaluates loan proposals within its approving limits and reviews those requiring Board approval.
10. The Board created several Management Committees such as the Asset and Liability Committee that oversees the loan allocation and pricing, deposit generation and pricing and investment decisions and pricing.
11. The Board of Directors has appointed a Chief Compliance Officer who shall be responsible in insuring adherence to corporate principles and leading practices. The Chief Compliance Officer is reporting directly to the Board Nomination and Corporate Governance Committee.
12. The Corporate Secretary, being a lawyer, is highly qualified and has the required legal skills.
13. The Company's external auditor is a very reputable auditing company included in the BSP List of Selected External Auditors, and the handling partner is rotated every seven (7) years.
14. The Internal auditor and the group of auditors are all educationally qualified, properly selected and provided appropriate trainings to develop the necessary auditing skills to review the effectiveness of procedural controls and the degree of compliance by responsible officers and staff.
15. Have adopted and installed various Manual of Operation covering all phases of Bank's operation from Asset and Liability, Credit, Operations, Personnel, AML, Business Continuity and Recovery Plans as well as the Manual of Good Governance which are available for inspection and referrals by any officers, employees and stockholders of FCB at reasonable hours on business day.
16. Copies of the Manual of Good Governance have been provided to all directors, executives and each department to ensure that all are thoroughly informed about it.
17. Every effort is made to submit the required reports to appropriate governing and regulatory bodies including the Securities and Exchange Commission.
18. All shareholders are allowed to inspect the corporate books and records including

the minutes of Board meetings, stock registries in accordance with the Corporation Code and are furnished with annual reports, including financial statements without cost or restrictions.

19. Penalties for non-compliance is communicated to all Board members, top level management, officers and staff as means to deter violation of any provision of the Manual on Good Governance.
20. The Board has established the Bank's policies and procedures on related party transactions and other similar situations to exercise appropriate oversight and implement effective control system for managing exposures to related-party transactions.

Any deviation from the company's Manual of Corporate Governance shall include a disclosure of the name and position of the person's involved and the sanctions imposed on the said individual. As of report date we have not noted any deviation from the Bank's Manual of Corporate Governance.

All of the Bank's manuals including the Manual of Corporate Governance are continually updated as often as necessary.

QUALIFICATION AND ELECTION OF DIRECTORS

The Bank has 9 directors. Under the Corporation Code, each director must be a stockholder of record at the time of election. The directors are elected by a plurality of votes at the annual meeting of the Bank each year. At each election of the directors, every stockholder has the right to vote, in person or by proxy, the number of shares, owned by such stockholder for as many persons as there are directors to be elected. Directors so elected hold office until the expiration of their respective terms and until the election and qualification of their successors.

BOARD'S OVERALL RESPONSIBILITY

At FCB, we understand that the position of a Bank Director is a position of trust. A director assumes certain responsibilities to different constituencies or stakeholders, i.e., the Bank itself, its stockholders, its depositors and other creditors, its management and employees, the regulators, deposit insurer and the public at large. These constituencies or stakeholders have the right to expect that the institution is being run in a prudent and sound manner.

The Board of Directors is primarily responsible for approving and overseeing the implementation of the Bank's strategic objectives, risk strategy, corporate governance and corporate values. Further, the Board of Directors is also responsible for monitoring and overseeing the performance of senior management as the latter manages the day to day affairs of the institution. The Board ensures that the conduct of the Bank's affairs is done with a high degree of integrity.

The roles and responsibilities of the different committees of the Board are defined in the succeeding pages under List of Board-Level Committees.

The Chairman plays a major role and contributes significantly to the Board:

1. Provide leadership in the Board of Directors. The chairperson of the Board shall ensure an effective functioning of the Board, including maintaining a relationship of trust with Board members.
2. Ensure that the Board makes an informed decision. The Chairperson of the Board shall ensure a sound decision making process and should encourage and promote critical discussion and ensure that dissenting views can be expressed and discussed within the decision-making process.
3. Maintain liaison between the stockholders, the Board of Directors and the President.
4. Preside all meetings of the stockholders and Board of Directors.
5. Call special meetings of the stockholders and Board of Directors.
6. See to it that the stockholders are kept informed at all times on affairs of the Bank which concern their interest.
7. See to it that policies promulgated by the Board of Directors are properly implemented by the management.

EXECUTIVE, NON-EXECUTIVE AND INDEPENDENT DIRECTOR'S ROLES AND RESPONSIBILITIES

Executive Director is a member of the Board, who is also an employee of the company and has management responsibilities. Specific to FCB, the sole Executive Director is the Chief Executive Officer (CEO) or the President. The President, being the executive director, is the overall-in-charge for the management of the business and affairs of the bank by the strategic direction and risk appetite approved by the Board of Directors. He is primarily accountable to the Board of Directors in championing the desired conduct and behavior, implementing strategies, and in promoting the long-term interest of the bank.

Non-Executive Directors are those who are not part of the day-to-day management of operation and they include the independent directors. However, not all non-executive directors are considered independent directors.

An **Independent Director** is a director who does not own more than two percent (2%) of the outstanding shares or a stockholder which shares of stock sufficient to elect one (1) seat in the Board of Director of the bank or in any of its related companies; is independent of management and free from any business or other relationships; has not engaged and does not engaged in any transaction with the bank or with any of its related companies whether by himself or with other persons or through a firm of which he is a partner; and could not materially interfere with or influence the exercise of his judgment. Being such, he is neither affiliated with any non-profit organization that receives significant funding from the bank nor employed as executive officer of another company where any of the bank's executives also serves as directors. An independent director, like the non-executive director, can be a head or a member of board-level committees whose functions, roles and responsibilities are defined in this section.

BOARD COMPOSITION

The following table sets forth certain information as to the Directors and Executive officers of the Company as of December 31, 2024.

Name of Director	Type of Directorship	Principal Stockholder Represented	No. of Yrs Served as Director	No. of Shares Held (Direct/Indirect)	% of Shares Held
Clariville Paz Uy-Evardone	Chairman / NED		10 yrs	97,453	2.857%
Argeo J. Melisimo	Vice Chairman / NED		36 yrs	10,741	0.315%
Dianne U. Yap	Director / NED		4 yrs & 9 mos	449	0.013%
Joseph M. Lacea	President / ED		10 yrs	229	0.007%
Elsie Fe B. Tagupa	Independent Director / NED		10 mos	499	0.015%
Lalaine L. Domapias	Director / NED		8 yrs	32,042	0.939%
Mark T. Muñeses	Director / NED		22 yrs & 5 mos	27,444	0.805%
Priscilla T. Enriquez	Independent Director / NED		3 yrs & 7 mos	1,236	0.036%
Praxedes Placido T. Te	Independent Director / NED		5 yrs & 6 mos	1,978	0.058%

*NED : Non-executive director; ED : Executive director.

BOARD QUALIFICATION

The members of the Board collectively possess a broad range of skills, expertise, industry and other knowledge, and business experience useful to the effective oversight of the Bank. Our board members are business professionals of significant stature, with a track record of leadership and accomplishment. To ensure that the Directors continuously possess the qualifications for the position, the Directors also continue to attend various in-house and external training programs.

Please see Appendix 4 for the qualifications of and trainings attended by each director.

LIST OF BOARD-LEVEL COMMITTEES

Executive Committee - The Board Executive Committee (BEC) is established by the Board of Directors to assist it in fulfilling its oversight responsibilities. The Board has delegated and authorized the BEC to exercise all or any powers of the Board at any time (except when a meeting of the Board is held) and all decisions of the Committee will have full force and effect.

BEC Members	Position
1. Clariville Paz Uy-Evardone	Chairman
2. Argeo J. Melisimo	Director/Member
3. Dianne U. Yap	Director/Member

Credit Committee - The Board Credit Committee (BCC) shall determine and set the parameters for credit risk, asset concentration for Board approval and review of compliance with such limits.

BCC Members	Position
1. Joseph M. Lacea	President/Chairman
2. Lalaine L. Domapias	Director/Member
3. Argeo J. Melisimo	Director/Member

Audit Committee - The Board Audit Committee (BAC) is established to assist the BOD in fulfilling its oversight responsibilities for the integrity of the First Consolidated Bank's financial statements, system of internal control, audit process and the company's process for monitoring compliance with laws, regulation and the ethics policy.

BAC Members	Position
1. Priscilla T. Enriquez	Independent Director/Chairman
2. Praxedes Placido T. Te	Independent Director/Member
3. Argeo J. Melisimo	Director/Member

Nomination and Corporate Governance Committee -The Nomination and Good Governance Committee (BNGC) is established to assist the BOD in fulfilling its corporate governance and oversight responsibilities in relation to: (i.) Board structure, membership, tenure and succession planning; (ii.) Board induction and training; (iii.) overall corporate governance policies and procedures, and (iv.) emerging trends in best practice corporate governance.

BNGC Members	Position
1. Elsie Fe B. Tagupa	Independent Director/Chairman
2. Priscilla T. Enriquez	Independent Director/Member
3. Praxedes Placido T. Te	Independent Director/Member
4. Argeo J Melisimo	Director/Member

Compensation and Remuneration Committee - The Compensation and Remuneration Committee (BCRC) is established by the Board of Directors to review and approve the Compensation and Benefit Policies and Programs of the First Consolidated Bank.

BCRC Members	Position
1. Clariville Paz Uy-Evardone	Chairman
2. Mark T. Muñeses	Director/Member
3. Lalaine L. Domapias	Director/Member
4. Priscilla T. Enriquez	Independent Director/Member
5. Joseph M. Lacea	President/Member

Risk Oversight Committee - The Board Risk Oversight Committee (BROC) is established by the Board of Directors to assist it in the effective discharge of its responsibilities in relation to the establishment and implementation of the risk management system and to review, at least annually the Bank's implementation of that system.

BROC Members	Position
1. Praxedes Placido T. Te	Independent Director/Chairman
2. Priscilla T. Enriquez	Independent Director/Member
3. Lalaine L. Domapias	Director/Member

Asset/Liability Management Committee - The Board Asset/Liability Management Committee (BALCO) is established by the Board of Directors to approve and review policies for managing the sources and uses of funds that will provide an appropriate level of profitability within acceptable levels of risk.

BALCO Members	Position
1. Clariville Paz Uy-Evardone	Chairman
2. Argeo J. Melisimo	Director/Member
3. Joseph M. Lacea	President/Member

DIRECTORS' ATTENDANCE AT BOARD AND COMMITTEE MEETINGS

Name of Directors	Board		Credit Committee		Compensation and Remuneration Committee		Audit Committee		Risk Oversight Committee		Nomination and Corporate Governance Committee		Executive Committee		Board Asset/Liability Committee	
	Number of Meetings		Number of Meetings		Number of Meetings		Number of Meetings		Number of Meetings		Number of Meetings		Number of Meetings		Number of Meetings	
	Attended	%	Attended	%	Attended	%	Attended	%	Attended	%	Attended	%	Attended	%	Attended	%
Clariville Paz Uy-Evardone	23	92			3	100							1	100	12	100
Argeo J. Melisimo	19	76	18	75			19	79			19	79	1	100	11	92
Dianne U. Yap	24	96											1	100		
Ma. Dolores Yuvienco	23	92									22	92				
Lalaine L. Domapias	21	84	20	83	3	100			20	83						
Priscilla T. Enriquez	25	100			3	100	24	100	24	100	24	100				
Praxedes Placido T. Te	25	100					24	100	24	100	24	100				
Mark T. Muneses	25	100			3	100										
Joseph M. Lacea	23	92	22	92	3	100									12	100
Total No. of Meetings Held during the year	25	100	24	100	3	100	24	100	24	100	24	100	1	100	12	100

CHANGES IN THE BOARD OF DIRECTORS

No director has resigned or declined to stand for re-election because of disagreement with the Registrant or its Board during the year 2024.

LIST OF EXECUTIVE OFFICERS AND SENIOR MANAGEMENT

The appointment of Senior Management is in accordance with the Bank's procedures and policy on succession, which is based on meritocracy giving first priority to existing employees before considering outsiders. The qualifications of each executive officer are clearly defined in the Bank's Personnel Manual. Generally, the requirements of each executive officer includes most importantly, personal integrity, dedication to the Bank's long-term performance, extensive banking experience, extensive experience within the specified departmental expertise, and a wide range of training to equip each with the necessary skills of leadership and management.

The following table sets forth certain information as to the Executive officers of the Company as of December 31, 2024:

Name	Position with the Company	Age	Nationality
Joseph M. Lacea	President/Director	65	Filipino
Lourdes Bernardita F. Veloso	SVP-Chief Risk Officer /ISO	59	Filipino
Maribel O. Arocha	SVP-Banking	52	Filipino
Ma. Gina J. Alfante	SVP-Financial Services	51	Filipino
Cesar N. Lao	SVP-ICT	54	Filipino
Nazario G. Arce, Jr.	VP-Support Services	58	Filipino
Pablo G. Pana, Jr.	VP-Treasury	51	Filipino
Clarita B. Cruz	VP-Audit	61	Filipino
Johnness P. Batoy	VP-Legal/Corporate Secretary	43	Filipino
Norma C. Manigque	VP-Operations	60	Filipino
Sharon Claire I. Karaan	VP-Personnel	58	Filipino
Doressa F. Moquite	VP-Credit	39	Filipino
Ritche B. Raguindin	VP-Chief Compliance Officer	46	Filipino

Please see Appendix 4 for the qualifications of and trainings attended by each executive officer.

PERFORMANCE ASSESSMENT PROGRAM

Assessment and evaluation of the performance of the Board members and its committees, and Senior Management are regularly conducted. The Nomination & Corporate Governance Committee oversees the periodic performance evaluation of the Board and its committees and executive management; and also conducts an annual self-evaluation of its performance. Further, the performance evaluation of the Internal Audit Head and Chief Compliance Officer is conducted by the Audit Committee.

RETIREMENT POLICY

The Bank follows the appropriate term limits for directors as set forth by BSP Circular 969. As a general rule, a director may be re-elected until the calendar year in which that director turns 80 years of age. It is the Bank's strong view that with age often comes unmatched wisdom and experience, expert business judgment, invaluable industry and community relations and authority, and that the best interest of the Bank are served by its being able to retain directors that make very meaningful contributions to the Board and the organization regardless of age.

Pending the recommendation of the Nomination and Corporate Governance Committee, the Board may waive this age requirement as to any Director if it deems a waiver to the best interest of the Bank.

An independent director shall serve the company for a maximum of nine-years cumulative term, reckoning of the nine-year term is from 2012. After which, the Independent Director shall be perpetually barred from re-election as such in the same company, but may continue to qualify as a non-independent director.

For Bank officers and employees, the Bank's Retirement Policy covers all officers and employees of the Bank who are considered having a regular employment status. Membership in the Retirement Plan will commence retroactively on the first day of the month coincident with or next following the attainment of regular employment status. The policy provides the following as the retirement dates of the members of the Retirement Plan:

1. Normal Retirement. The normal retirement date of each member shall be the first day of the month coincident with or next following his sixtieth (60th) birthday.
2. Early Retirement. With the consent of the Bank, a member may elect to retire prior to his normal retirement date provided he is at least age fifty (50) with at least ten (10) years of credited service or with at least twenty (20) years of credited service regardless of age.
3. Late Retirement. A member who is allowed by the Bank to continue to work on a yearly extension basis beyond the normal retirement date up to age sixty-five (65) shall continue to be a member of the Plan up to his late retirement date. The late retirement date of a member shall be the first day of any month after attaining the normal retirement date.

In the selection of candidates to succeed a separated, resigned or retired officer/executive, the Bank adheres to the policy that succession is based on meritocracy, giving consideration to education, ability, efficiency, performance and emphasis on capability, right attitude, leadership skills, commitment and understanding the vision of the Bank.

The Bank is prepared in case of any planned exit or unplanned temporary absence or unexpected vacancy in a position with a detailed succession plan as defined in the Bank's Personnel Manual.

REMUNERATION POLICY

For Executive and Non-Executive Directors

For the last fiscal year, Directors were compensated in the form of per diems in the amount of P15,000.00 per board meeting held every second and fourth Fridays of the month.

For Senior Management

The Bank's compensation scheme and other benefits granted are applicable to all, including Senior Management.

The Bank adopts a compensation scheme that determines the basic salary of employees according to job title and position level. The compensation scaling is reviewed and revised from time to time to make sure that minimum standards are set within or above stated policies on wages and that entry rates for position levels are at competitive level by benchmarking with the market. In addition to the basic salary are fixed allowances in accordance with geographical locations of the branches. The Bank also provides an annual productivity incentive bonus based on predetermined financial measures.

Below are the four (4) most highly compensated management officers of the Bank:

Name and Principal Position	Fiscal Year Ended	Total Compensation
Joseph M. Lacea - CEO/President Johnness P. Batoy - VP Legal/Corporate Secretary Maribel O. Arocha - SVP Banking Ma. Gina J. Alfante - SVP Financial Services	12/31/24	P 7,404,204.15

RELATED PARTY TRANSACTIONS

The Bank believes in the importance of entering any transaction with the best interest of the Bank in mind. All transactions, including Related Party Transactions, must adhere to the rule of being at arm's length.

Specific to Related Party Transactions (RPT), RPTs require the confirmation or approval from the Board of Directors, depending on the materiality threshold. These must all be reviewed for fair market terms, and that there is no conflict of interest on the part of the director, officer or employee. All material RPTs during the quarter shall be reported to the Bangko Sentral ng Pilipinas within twenty (20) calendar days after the end of the reference quarter.

The detailed policies and procedures related to the handling of RPTs are defined in the Bank's Related Party Transaction Policy.

As of December 31, 2024, the Bank's dealings with related parties are primarily comprised of loans, other credit accommodations and guarantees classified as DOSRI accounts under BSP regulations.

Nature of Transaction	Original Amount	Outstanding Balance
DOSRI:		
a. Loans to Officers	22,730,582	16,663,504
b. Loans to Related interest	139,661,150	93,592,213
Total DOSRI Loans	162,391,732	110,255,717

The Bank also has loans with close family members of DOSRI amounting to P6.92 million. These loans are in full compliance of BSP regulations. There are no off-balance sheet commitments to RPTs.

SELF-ASSESSMENT FUNCTION

To ensure that the Bank's internal control system is adequate and effective, the Bank relies on the Internal Audit Department and Compliance Department to assess its internal control system as well as compliance to all regulatory and internal policies and procedures.

The Internal Audit Department

As stated in the by-laws, the Internal Audit Department (IAD) shall be responsible for developing and implementing comprehensive programs of internal audit in the Head Office and branches. The IAD plans out risk-based audit programs and schedule its implementation with respect to the Bank and of its branches. The Audit Program is geared towards the evaluation of management performance and the effectiveness of controls in mitigating various threats to the organization's objectives, as well as the operating procedures at the head office and branches, on the basis of conformity to the established standards and rules/regulations. The IAD recommends improvements whenever necessary, and presents regularly audit reports including appropriate recommendations to the Board of Directors through the Audit and Compliance Committee.

The Compliance Department

The Compliance Department is responsible in overseeing the design of the Bank's compliance system, specifically as it relates to various regulatory laws, policies, and procedures (including rules and regulations set forth by the agencies such as the BSP, Securities and Exchange Commission, Philippine Deposit Insurance Corporation, Anti-Money Laundering Council, etc). The Compliance Department promotes the system's effective implementation and compliance thereof from within the Bank and with various counterparties and regulators. The Compliance Department regularly reports to the Board of Directors through the Audit and Compliance Committee, and recommends improvements whenever necessary.

DIVIDEND POLICY

It is the goal of FCB to maintain a level of earnings that allows continuous dividend payments to its stockholders. In addition, there shall remain an amount of earnings that, when added to equity, will result in a level of equity commensurate with the growth in the Bank's assets. Management will assure itself that, before declaring a dividend, the proposed dividend is within the limits prescribed by the regulators.

The Bank will control this policy by monitoring its liquidity ratio, risk-based capital adequacy ratio, profit retention ratio, and dividend payout ratio.

CORPORATE SOCIAL RESPONSIBILITY INITIATIVES

Since its foundation, the First Consolidated Bank has been investing in people and communities to help create economic growth and prosperity in the bank service areas. The Bank prioritizes Corporate Social Responsibility by supporting a wide range of community development projects, from environment to education, health and livelihood. These projects are held in partnership with local government units, civic and religious organizations, and non-profit organizations. In the exercise of its corporate social responsibilities, the Bank either sets aside substantial funds for projects or accesses grants from funding agencies.

For the year 2024, the Bank regularly donated to various medical and surgical missions and to indigents who sought immediate financial assistance through radio programs. The Bank also provided scholarships and significantly contributed towards development of housing for scholars, as well as supported various church initiatives. FCB also supported various Brigada Eskwela activities of the Department of Education.

FCB happily shares its blessing with its surrounding communities, and is glad to help implement social changes in positive and sustainable ways.

CONSUMER PROTECTION PRACTICES

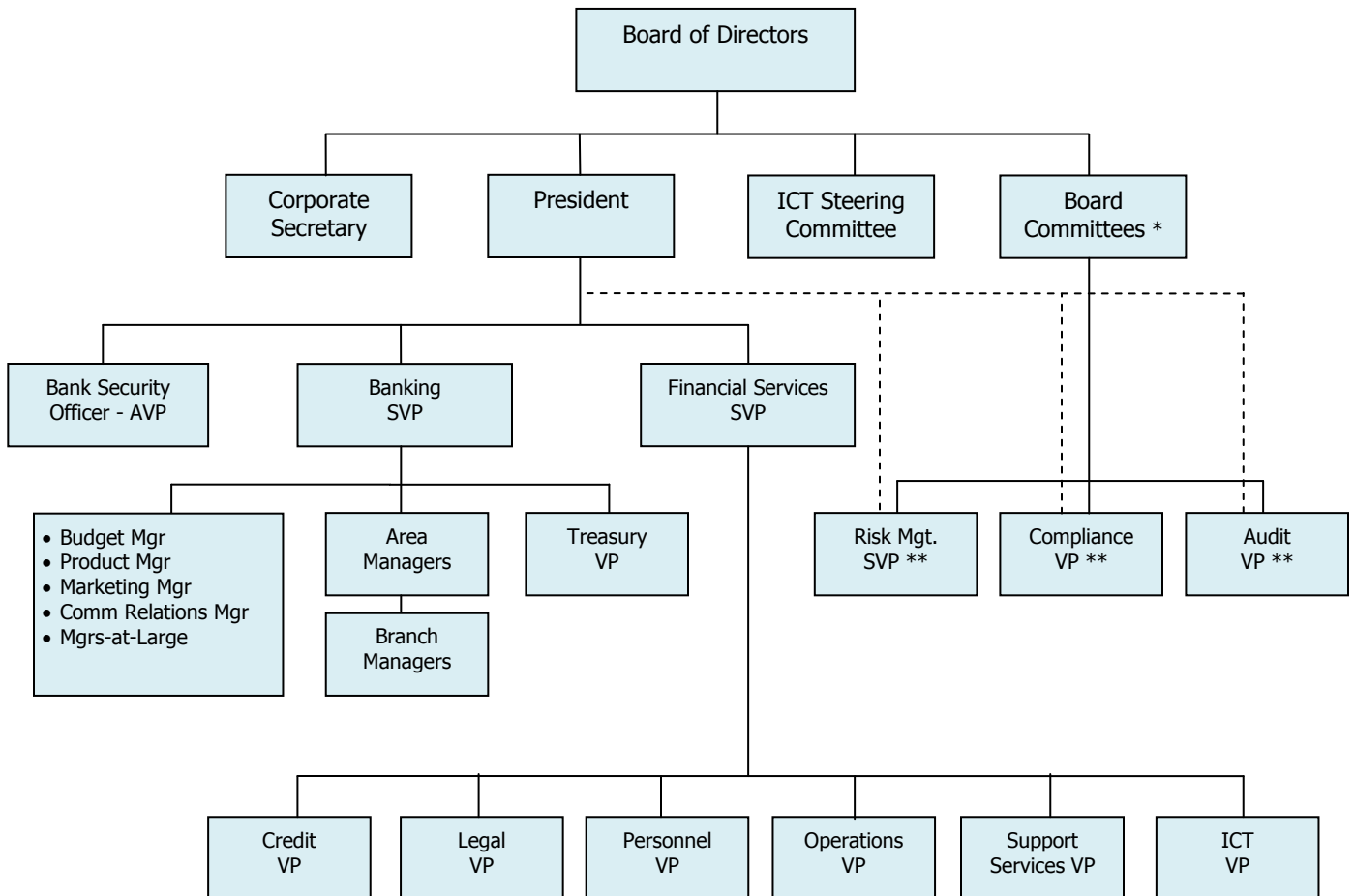
The Bank endeavors to protect its consumers and ensure they are provided with the best possible service. To promote consumer protection practices, the Board approved the Bank's Consumer Protection and Assistance Manual which proceduralizes FCB consumer protection and assistance policies, strategies, implementation, oversight, and outlines how customers can communicate with the Bank, as well as how issues, concerns, and problems will be rectified and explained. The FCB Board exercises its oversight function and reviews the reports submitted by the Compliance Department and the Audit Department to ensure that FCB is fully compliant with consumer protection regulations, as well as reviews consumer complaint reports submitted by the Risk Management Department to assess whether the Bank is appropriately responsive to consumer concerns.

The Senior Management ensures that the approved policy and procedures are implemented and adhered to accordingly, and to ensure that complaints are resolved in a timely manner.

At FCB, we have designated a Consumer Assistance Manager (CAM), who is responsible for monitoring and managing the complaints, issues, concerns, and other customer-related communication. Escalation will be made if not resolved within the CAM's authority or capability. The CAM shall always adopt the policy of continuous improvement so that she can recommend positive improvements to FCB. The current CAM is Rachel L. Ladio, and she may be contacted at Smart Nos. 09190758011 or 09392574077, or Globe Nos. 09179983132 and 09173114679, or email to customercare@fcb.com.ph, for any concerns.

CORPORATE INFORMATION

FCB Head Office Organizational Chart



*** Board Committees:**

- Executive
- Compensation & Remuneration
- Credit
- Audit
- Nomination & Corporate Governance
- Risk Oversight
- Asset/Liability Committee

****** Audit, Compliance and RMD directly report to their respective BOD committees. Administration concerns are through the President.

List of Major Stockholders of the Bank

The following composed the top 20 stockholders as of Dec. 31, 2024:

Name of Shareholder	Nationality	No. of Shares Held	% to Total Outstanding
1. Uy, Richard T.	Filipino	621,071	18.21
2. Uy, Marlito C.	Filipino	313,915	9.20
3. Kinnon Investments Inc.	Filipino	291,809	8.55
4. Siy, Rex K.	Filipino	198,408	5.82
5. FCB Retirement Plan Inc.	Filipino	181,197	5.31
6. Uy-Evardone, Clariville Paz F.	Filipino	97,453	2.86
7. Uy, Candice Pearl F.	Filipino	61,896	1.81
8. Yu, Janice O.	Filipino	58,939	1.73
9. Yu, Valerie O.	Filipino	58,939	1.73
10. Uy, Claudith F.	Filipino	58,904	1.73
11. Uotani, Mari Ava U.	Filipino	57,042	1.67
12. Emprecariu Inc.	Filipino	50,968	1.49
13. Lao, Cesar N.	Filipino	41,511	1.22
14. Mount Banat-I Devt. Corp.	Filipino	37,968	1.11
15. Lao, Felix N. Jr.	Filipino	32,262	0.95
16. Asares, Merlinda C.	Filipino	32,100	0.94
17. Domapias, Lalaine L.	Filipino	32,042	0.94
18. Ortiz, Marlene	Filipino	29,672	0.87
19. Ong, Cathy Jane	Filipino	29,470	0.86
20. Muñeses, Mark T.	Filipino	27,444	0.80
Sub-Total		2,313,010	67.80
Others (2,248 stockholders)		1,098,473	32.20
Total Shares Held		3,411,483	100.00

Appendix 1 - CAPITAL STRUCTURE AND CAPITAL ADEQUACY

1. Tier 1 Capital and Breakdown of its components

Item	Nature of Item	Amount
A.1	Core Tier 1 Capital	7,563,221,645.42
A.2	Deductions from Core Tier 1 Capital	183,712,543.33
A.3	Total Core Tier 1 Capital	7,383,616,802.09
A.4	Hybrid Tier 1 Capital	0.00
A.5	Total Tier 1 Capital	7,383,616,802.09

2. Tier 2 Capital and Breakdown of its components

Item	Nature of Item	Amount
B.1	Upper Tier 2 Capital	228,398,472.80
B.2	Deductions from Upper Tier 2 Capital	0.00
B.3	Total Upper Tier 2 Capital	228,398,472.80
B.4	Lower Tier 2 Capital	0.00
B.5	Deductions from Lower Tier 2 Capital	0.00
B.6	Total Lower Tier 2 Capital	0.00
B.7	Eligible Amount of Lower Tier 2 Capital	0.00
B.8	Total Tier 2 Capital	228,398,472.80
B.9	Eligible Amount of Tier 2 Capital	228,398,472.80

3. Deductions from Tier 1 (50%) and Tier 2 (50%) Capital 0.00

Item	Nature of Item	Amount
C.1	Deductions from Core Tier 1	183,712,543.33
C.1.1	Common Stock Treasury Shares (for consol basis)	0.00
C.1.2	Perpetual and Non-Cumulative Preferred Stock/Treasury Shares (for consol basis)	0.00
C.1.3	Net Unrealized Losses on Available for Sale Equity Securities Purchased	0.00
C.1.4	Unbooked Valuation Reserves and Other Capital Adjustments based on the latest ROE as approved by the MB	0.00
C.1.5	Total Outstanding Unsecured Credit Accommodation, both direct and indirect to DOSRI, net of ACL	14,597,474.16
C.1.6	Total Outstanding Unsecured Loans, other Credit Accommodations and Guarantees Granted to Subsidiaries and Affiliates, net of ACL	0.00
C.1.7	Deferred Tax Asset, net of Deferred Tax Liability	169,115,069.17
C.1.8	Goodwill, net of Allowance for Losses	0.00
C.2	Deductions from Tier 2	0.00
C.2.1	Deductions from Upper Tier 2	0.00
C.2.2	Deductions from Lower Tier 2	0.00

4. Total Qualifying Capital**7,612,015,274.89****5. Calculation of Risk-Weighted Assets**

Item	Nature of Item	Amount
D.1	Total Credit Risk-Weighted Assets	22,288,687,616.15
D.1.1	Risk-Weighted On-Balance Sheet Assets	22,288,687,616.15
D.1.2	Risk-Weighted Off-Balance Sheet Assets	0.00
D.1.3	Counterparty Risk-Weighted Assets	0.00
D.1.4	Total Credit Risk-Weighted Assets (gross of deductions)	22,288,687,616.15
D.1.5	Deductions to Total Credit Risk-Weighted Assets	
D.1.5a	General Loan Loss Provision (in excess of the amount permitted to be included in upper Tier 2 capital)	0.00
D.1.5b	Unbooked valuation reserves and other capital adjustments affecting asset accounts based on the latest report of examination as approved by MB	0.00
	Total Deductions	0.00
D.2	Total Operational Risk-Weighted Assets	2,950,737,242.53
D.3	Total Market Risk-Weighted Assets	0.00
D.4	Total Risk-Weighted Assets	25,239,424,858.68

6. Total and Tier 1 Capital Adequacy Ratio on Both Solo and Consolidated Bases**30.16 % and 29.25%**

Appendix 2 - AUDITED FINANCIAL STATEMENTS (AFS) WITH AUDITOR'S OPINION



Independent Auditor's Report

To the Board of Directors and Shareholders of
First Consolidated Bank, Inc.
(A Private Development Bank)
No. 0982 C.P.G. North Avenue, Taloto District
Tagbilaran City, Bohol, Philippines

Report on the Audits of the Financial Statements

Our Opinion

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of First Consolidated Bank, Inc. (the "Bank") as at December 31, 2024 and 2023, and its financial performance and its cash flows for each of the three years in the period ended December 31, 2024 in accordance with Philippine Financial Reporting Standards (PFRS) Accounting Standards.

What we have audited

The financial statements of the Bank comprise:

- the statements of condition as at December 31, 2024 and 2023;
- the statements of comprehensive income for each of the three years in the period ended December 31, 2024;
- the statements of changes in capital funds for each of the three years in the period ended December 31, 2024;
- the statements of cash flows for each of the three years in the period ended December 31, 2024; and
- the notes to the financial statements, including material accounting policy information.

Basis for Opinion

We conducted our audits in accordance with Philippine Standards on Auditing (PSA). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report.

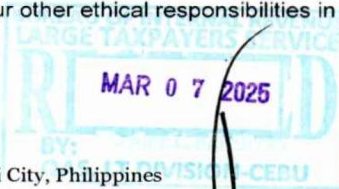
We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Bank in accordance with the Code of Ethics for Professional Accountants in the Philippines (Code of Ethics), together with the ethical requirements that are relevant to our audit of the financial statements in the Philippines, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics.

Isla Lipana & Co., 29th Floor, AIA Tower, 8767 Paseo de Roxas, 1226 Makati City, Philippines
T: +63 (2) 8845 2728, www.pwc.com/ph

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Independent Auditor's Report
To the Board of Directors and Shareholders of
First Consolidated Bank, Inc.
Page 2

Other Information

Management is responsible for the other information. The other information comprise the information included in the SEC Form 20-IS (Definitive Information Statement), SEC Form 17-A and Annual Report, but do not include the financial statements and our auditor's report thereon. The SEC Form 20-IS (Definitive Information Statement), SEC Form 17-A and Annual Report are expected to be made available to us after the date of this auditor's report.

Our opinion on the financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above when these become available and, in doing so, consider whether the other information are materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with PFRS Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Bank's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Bank or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Bank's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with PSA will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.



Independent Auditor's Report
To the Board of Directors and Shareholders of
First Consolidated Bank, Inc.
Page 3

As part of an audit in accordance with PSA, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Bank's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Bank's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Bank to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Independent Auditor's Report
To the Board of Directors and Shareholders of
First Consolidated Bank, Inc.
Page 4

Report on Other Legal and Regulatory Requirements

Our audits were conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplementary information for the year ended December 31, 2024 required by the Bangko Sentral ng Pilipinas under Circular No. 1074 and by the Bureau of Internal Revenue under Revenue Regulations No. 15-2010 as disclosed in Notes 29 and 30, respectively, to the financial statements is presented for purposes of additional analysis and is not a required part of the basic financial statements prepared in accordance with PFRS Accounting Standards. Such supplementary information is the responsibility of management. The supplementary information has been subjected to the auditing procedures applied in the audit of the basic financial statements and in our opinion, is fairly stated, in all material respects, in relation to the basic financial statements taken as a whole.

Isla Lipana & Co.

Dexter DJ V. Toledaña
Partner

CPA Cert. No. 121827

P.T.R. No. 0032961; issued on January 3, 2025, Makati City

T.I.N. 255-979-765

BIR A.N. 08-000745-241-2023, issued on January 30, 2023; effective until January 29, 2026

BOA/PRC Reg. No. 0142, effective until November 14, 2025

Makati City
March 3, 2025



First Consolidated Bank, Inc.
(A Private Development Bank)

Statements of Condition
As at December 31, 2024 and 2023
(All amounts in Philippine Peso)

	Notes	2024	2023
Resources			
Cash and other cash items	2	843,297,146	814,424,697
Due from Bangko Sentral ng Pilipinas	2	5,859,051,721	4,358,841,188
Due from other banks	2	1,577,791,007	1,270,279,416
Loans and discounts, net	3	19,475,908,405	19,569,049,464
Bank premises, furniture, fixtures and equipment, net	4	867,411,482	781,084,514
Investment properties, net	5	148,890,245	154,668,899
Computer software, net	6	2,520,715	4,684,779
Deferred tax assets	22	169,515,224	202,627,955
Other resources, net	7	343,392,231	263,862,488
Total resources		29,287,778,176	27,419,523,400
Liabilities and Capital Funds			
Deposit liabilities	9	19,097,801,205	17,093,038,370
Bills payable	10	2,000,000,000	2,453,750,000
Accrued taxes, interest and others	11	285,010,128	264,576,534
Lease liabilities	20	42,006,084	47,203,660
Income tax payable		81,854,950	94,124,333
Deferred tax liabilities	22	-	570,241
Other liabilities	12	204,798,035	910,823,470
Total liabilities		21,711,470,402	20,864,086,608
Share capital	15.1	350,146,000	349,870,000
Share premium		531,989,529	528,893,262
Reserves		10,186,861	10,359,791
Remeasurement of retirement benefit obligation		155,342,790	147,943,871
Surplus free		6,528,642,594	5,518,369,868
Total capital funds		7,576,307,774	6,555,436,792
Total liabilities and capital funds		29,287,778,176	27,419,523,400

First Consolidated Bank, Inc.

(A Private Development Bank)

Statements of Comprehensive Income

For each of the three years in the period ended December 31, 2024

(All amounts in Philippine Peso)

	Notes	2024	2023	2022
Interest income				
Loans and discounts	3	2,793,371,995	2,772,439,636	2,293,644,476
Deposits with BSP and other banks	2	200,753,463	140,516,047	69,272,637
Sales contract receivables	7	5,865,487	4,802,093	5,458,101
Investment securities at amortized cost	7	17	31	41,343
		2,999,990,962	2,917,757,807	2,368,416,557
Interest expense				
Deposit liabilities	9	530,431,320	418,711,701	315,312,857
Bills payable	10	77,479,323	91,918,840	17,400,013
		607,910,643	510,630,541	332,712,870
Net interest income		2,392,080,319	2,407,127,266	2,035,703,687
Provision for credit losses	8	30,000,000	60,000,000	251,000,000
Net interest income after impairment loss		2,362,080,319	2,347,127,266	1,784,703,687
Other operating income				
Service fees, charges and other income	16	29,017,637	32,200,243	28,780,179
Gain on sale of fixed assets, investment and other properties, net	4,5,20	43,941,582	6,685,478	26,399,614
Rental income		7,435,272	8,252,976	8,532,742
		80,394,491	47,138,697	63,712,535
Operating expenses				
Compensation and fringe benefits	17	418,646,809	376,354,889	369,207,929
Occupancy and equipment-related expenses	18	198,944,911	185,269,672	178,728,303
Taxes and licenses		160,863,269	212,918,643	166,216,463
Other operating expenses	19	279,496,985	283,019,190	247,274,094
		1,057,951,974	1,057,562,394	961,426,789
Profit before income tax		1,384,522,836	1,336,703,569	886,989,433
Income tax expense				
Current		273,321,346	304,713,009	260,742,838
Deferred		32,542,490	908,300	(25,539,986)
	21	305,863,836	305,621,309	235,202,852
Profit for the year		1,078,659,000	1,031,082,260	651,786,581
Other comprehensive income				
Items that will not be subsequently reclassified to profit or loss				
Remeasurement of retirement benefit obligation		7,398,919	30,569,843	(18,040,655)
Total comprehensive income for the year		1,086,057,919	1,061,652,103	633,745,926
Basic and diluted earnings per share	23	316	302	191

First Consolidated Bank, Inc.

(A Private Development Bank)

Statements of Changes in Capital Funds

For each of the three years in the period ended December 31, 2024

(All amounts in Philippine Peso)

	Share capital (Note 15)	Share premium	Surplus free (Note 15)	Share-based compensation (Note 15)	Reserves Surplus reserve (Note 15)	Total reserves	Remeasurement in retirement benefit obligation (Note 13)	Total capital funds
Balances at January 1, 2022	349,879,900	523,775,103	5,067,411,673	50,561	9,060,700	9,111,261	135,414,683	6,085,592,620
Comprehensive income								
Profit for the year	-	-	651,786,581	-	-	-	-	651,786,581
Other comprehensive income	-	-	-	-	-	-	(18,040,655)	(18,040,655)
Total comprehensive income for the year	-	-	651,786,581	-	-	-	(18,040,655)	633,745,926
Transactions with owners								
Issuance of common shares	63,000	-	-	-	-	-	-	63,000
Share-based transactions	-	1,246,532	-	554,032	-	554,032	-	1,800,564
Cash dividends declaration	-	-	(68,343,874)	-	-	-	-	(68,343,874)
Cash value of fractional shares	(137,900)	-	(2,417,373)	-	-	-	-	(2,555,273)
Property dividend declaration	-	-	(418,931,340)	-	-	-	-	(418,931,340)
Total transactions with owners	(74,900)	1,246,532	(489,692,587)	554,032	-	554,032	-	(487,966,923)
Balances at December 31, 2022	349,805,000	525,021,635	5,229,505,667	604,593	9,060,700	9,665,293	117,374,028	6,231,371,623
Comprehensive income								
Profit for the year	-	-	1,031,082,260	-	-	-	-	1,031,082,260
Other comprehensive income	-	-	-	-	-	-	30,569,843	30,569,843
Total comprehensive income for the year	-	-	1,031,082,260	-	-	-	30,569,843	1,061,652,103
Transactions with owners								
Issuance of common shares	153,000	-	-	-	-	-	-	153,000
Share-based transactions	-	3,871,627	-	694,498	-	694,498	-	4,566,125

	Share capital (Note 15)	Share premium	Surplus free (Note 15)	Share-based compensation (Note 15)	Reserves Surplus reserve (Note 15)	Total reserves	Remeasurement in retirement benefit obligation (Note 13)	Total capital funds
Property dividends declaration	-	-	(740,522,272)	-	-	-	-	(740,522,272)
Cash value of fractional shares	(88,000)	-	(1,695,787)	-	-	-	-	(1,783,787)
Total transactions with owners	65,000	3,871,627	(742,218,059)	694,498	-	694,498	-	(737,586,934)
Balances at December 31, 2023	349,870,000	528,893,262	5,518,369,868	1,299,091	9,060,700	10,359,791	147,943,871	6,555,436,792
Comprehensive income								
Profit for the year	-	-	1,078,659,000	-	-	-	-	1,078,659,000
Other comprehensive income	-	-	-	-	-	-	7,398,919	7,398,919
Total comprehensive income for the year	-	-	1,078,659,000	-	-	-	7,398,919	1,086,057,919
Transactions with owners								
Issuance of common shares	276,000	-	-	-	-	-	-	276,000
Share-based transactions	-	3,096,267	-	(172,930)	-	(172,930)	-	2,923,337
Cash dividends declaration	-	-	(68,386,274)	-	-	-	-	(68,386,274)
Total transactions with owners	276,000	3,096,267	(68,386,274)	(172,930)	-	(172,930)	-	(65,186,937)
Balances at December 31, 2024	350,146,000	531,989,529	6,528,642,594	1,126,161	9,060,700	10,186,861	155,342,790	7,576,307,774

First Consolidated Bank, Inc.

(A Private Development Bank)

Statements of Cash Flows

For each of the three years in the period ended December 31, 2024

(All amounts in Philippine Peso)

	Notes	2024	2023	2022
Cash flows from operating activities				
Profit before income tax		1,384,522,836	1,336,703,569	886,989,433
Adjustments for:				
Provision for credit losses	8	30,000,000	60,000,000	251,000,000
Depreciation and amortization	4,5,6,18	63,305,218	58,902,789	58,168,930
Retirement expense	17	20,013,422	12,709,571	31,978,465
Share-based payments		2,923,337	4,566,125	1,800,564
Loss on retirement of fixed assets & computer software	4,6	141,000	148,266	116,668
Gain on sale of fixed assets and investment properties	4,5,20	(43,941,582)	(6,685,478)	(26,370,076)
Unrealized foreign exchange gain		(132,869)	(18,511)	(16,362)
Interest expense on leases	20	2,278,169	2,359,216	2,335,516
Interest expense on deposit liabilities and bills payable	9,10	607,910,643	510,630,541	332,712,870
Interest paid		(574,148,134)	(479,934,595)	(318,376,982)
Interest income	2,3,7	(2,999,990,962)	(2,917,757,807)	(2,368,416,557)
Interest received		2,999,990,962	2,917,605,816	2,364,971,340
Operating income before working capital changes		1,492,872,040	1,499,229,502	1,216,893,809
Changes in operating resources and liabilities				
(Increase) decrease in:				
Loans and discounts, net		63,141,059	(1,218,843,218)	(4,375,276,748)
Other assets		(28,775,666)	68,706,674	7,810,044
Increase (decrease) in:				
Deposit liabilities		2,004,762,835	1,248,736,330	970,172,368
Accrued taxes, interest and others		(13,328,915)	5,006,060	7,401,231
Other liabilities		(711,260,006)	94,458,332	8,210,118
Cash generated from (used in) operations		2,807,411,347	1,697,293,680	(2,164,789,178)
Contributions to retirement fund		(19,268,134)	(13,273,676)	(29,701,505)
Income taxes paid		(285,014,517)	(289,619,133)	(225,663,585)
Net cash from (used in) operating activities		2,503,128,696	1,394,400,871	(2,420,154,268)
Cash flows from investing activities				
Maturities of investment securities		-	275	275,168
Additions to bank premises, furniture, fixtures and equipment and investment properties	4,5	(150,825,297)	(143,394,859)	(72,758,884)
Additions to computer software	6	(797,481)	(1,101,086)	(825,518)
Proceeds from sale of investment properties	5	15,567,634	4,580,789	19,713,000
Net cash used in investing activities		(136,055,144)	(139,914,881)	(53,596,234)
Cash flows from financing activities				
Proceeds from bills payable		3,550,000,000	4,205,000,000	1,750,000,000
Payments of bills payable		(4,003,750,000)	(3,151,250,000)	(1,300,000,000)
Payments of lease liabilities	20	(13,986,145)	(13,916,890)	(12,442,150)
Proceeds from subscription & issuance of share capital	15.1	276,000	153,000	63,000
Acquisition of treasury shares	12	-	(60,000,000)	(418,931,340)
Proceeds from retired shares		-	(1,783,787)	(2,555,273)
Dividends paid		(63,151,703)	(185,988,543)	(54,540,476)
Net cash (used in) from financing activities		(530,611,848)	792,213,780	(38,406,239)
Net increase (decrease) in cash and cash equivalents		1,836,461,704	2,046,699,770	(2,512,156,741)
Cash and cash equivalents				
January 1		6,443,545,301	4,396,827,020	6,908,967,399
Effect of exchange rate changes on cash and cash equivalents		132,869	18,511	16,362
December 31	2	8,280,139,874	6,443,545,301	4,396,827,020

FINANCIAL RESULTS OF MAJOR BUSINESS SEGMENTS

In 2024, the bank's loan portfolio of P20.151 billion, amortized cost inclusive of the accrued interest receivable, consist of 86.83% and 13.17% under retail and commercial lending, respectively. There was no overnight placement with Bangko Sentral under loans arising from repurchase agreement as of end of December 31, 2024. The total overnight placements with Bangko Sentral in 2024 is P70.314 billion. The bank generated interest income from loans amounting to P2.794 billion or 90.68% of the total bank revenues, of which P80.53% from retail lending, 18.96% from commercial lending and 0.51% from overnight placement with Bangko Sentral under loans arising from repurchase agreement.

LOAN PORTFOLIO	OUTSTANDING BALANCE	%	INTEREST INCOME	%
Retail Lending	17,496,362,421	86.83%	2,249,631,714	80.53%
Commercial Lending	2,654,591,226	13.17%	529,594,706	18.96%
BSP - RRP	-	-	14,145,575	0.51%
Total Loans – Amortized Cost	20,150,953,647	100.00%	2,793,371,995	100.00%

Major activities of the Bank in 2024 included implementation of additional upgrades of equipment, construction of a new branch building in Ubay (Bohol), opening of a new branch in Mamburao (Occidental Mindoro), acquiring commercial lots for future branches in Anda (Bohol), Coron (Palawan), and Pontevedra (Capiz), and continuing physical improvements of branches and Branch-lite Units premises. For the continued development of employees, we have conducted branch visits and meetings to update all managers and staff on new operational guidelines and on most recent policies and circulars from the government regulators i.e. BSP, AMLC, etc.

For 2025, FCB plans to construct new buildings for branches to open in Anda (Bohol), Coron (Palawan) and Pontevedra (Capiz), as well as an ICT Head Office extension building. The bank will also continue enhancements to the Bank's mobile application, the FCBPay.

Appendix 3 - BANK MANAGEMENT

HEAD OFFICE OFFICERS AND MANAGERS

EXECUTIVE DEPARTMENT

Triumph Dominic G. Bagaipo	<i>AVP/Chief Security</i>
Airish A. Malmis	<i>Manager I (Asst. Corporate Secretary)</i>

RISK MANAGEMENT DEPARTMENT

Rhea T. Pateño	<i>Sr. Manager (Risk)</i>
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BANKING DEPARTMENT

Hermes E. Castro	<i>AVP (Area Manager – Panay, Mindoro & Marinduque)</i>
Fortunato A. Estoperez, Jr.	<i>AVP (Area Manager – Palawan)</i>
Pedro R. Belano, Jr.	<i>AVP (Area Manager – Mindanao)</i>
Angelo B. Sumalpong	<i>AVP (Cebu, Negros, Siquijor, Northwest Mindanao & Region XIII)</i>
Edgar B. Briones	<i>Actg. AVP (Area Manager – Samar, Leyte, Bicol)</i>
Maria Caroline C. Antipas	<i>Manager I (Product)</i>
Cleofe A. Balite	<i>Manager I (Banking)</i>
Ma. Laniza B. Bungabong	<i>Manager I (Budget)</i>
Lovely Mae B. Curiba	<i>Actg. Manager I (Community Relations)</i>
Nichard B. Cayacap	<i>Manager I (At-Large)</i>
Amedil L. Lisondra	<i>Manager I (At-Large)</i>
Websjunry D. Dela Cerna	<i>Manager I (At- Large)</i>
Mark Emmanuel M. Totañes	<i>Manager I (At- Large)</i>
James Carl G. Tiro	<i>Manager I (At- Large)</i>

OPERATIONS DEPARTMENT

Gemma L. Ogates	<i>AVP (General Operations)</i>
Eufronia E. Gultiano	<i>Sr. Manager (Settlement Management)</i>
Ma. Hellen Grace E. Raguindin	<i>Sr. Manager (ATM Center/CAM)</i>
Januarlan B. Paña	<i>Sr. Manager (Manila Liaison)</i>
Maria Violetta R. Paña	<i>Sr. Manager (Financial Reporting)</i>
Blesela B. Custodio	<i>Sr. Manager I (Procedures)</i>
Richie S. Inte	<i>Sr. Manager I (Operations)</i>
Rosario I. Lawis	<i>Manager I (Clearing Operations)</i>

PERSONNEL DEPARTMENT

Hilda B. Lim	<i>Sr. Manager (Personnel Administration)</i>
Quency R. Rizon	<i>Actg. Manager I (Employee Relations, Training & Development)</i>
Ermie A. Bagoy	<i>Actg. Manager I (Compensation & Benefits Administration)</i>

TREASURY DEPARTMENT

Reinerio L. Galacio	<i>Actg. Sr. Manager (Asset/Liabilities)</i>
Maresil O. Murcia	<i>Actg. Sr. Manager (Property & Procurement)</i>
Queenie Jean F. Tomo	<i>Actg. Manager I (Internal Funds Management)</i>

CREDIT DEPARTMENT

Ivy L. Desamparado
John Randell T. Micabani

Leoneil Ashton C. Buena
Juanita S. Buslon
Mel Emman U. Gimena
Ma. Cristy Jane M. Bongolto
Khristine Rio T. Dalagan

AVP (Retail Lending and Collection Management)
Actg. AVP (Commercial Lending and Asset Management)
Sr. Manager (Collection Management)
Manager I (Litigation & Asset Management)
Manager I (Retail Management)
Actg. Manager I (Commercial Lending)
Actg. Manager I (CMU-Credit Reporting)

INFORMATION AND COMMUNICATIONS TECHNOLOGY DEPARTMENT

Ziphora P. Fucanan
Bernard Anthony C. Arcaya
Adrion C. Pergamino
Jesse G. Sarte
Mary Ann G. Amora
Syntyche C. Galisa
Gemma Fe H. Jala
Eden Claire P. Omang

VP Support System
VP System Development /Senior Programmer
VP Infrastructure (Network Administrator)
Sr. Manager (Systems Administrator)
Sr. Manager (Programmer)
Sr. Manager (Database Administrator)
Manager I (System)
Manager I (Database Administrator)

LEGAL DEPARTMENT

Geraldee Frances C. Santiago

Actg. AVP (Legal)

AUDIT DEPARTMENT

Joven C. Romitares
Cheva Mae D. Balag
Alea A. Ozaeda
Jane Edrienne I. Aurestila
Catherine B. Cabatos

Actg. AVP (Audit)
Actg. Sr. Manager (ICT Audit)
Actg. Sr. Manager (Audit)
Manager I (Audit)
Manager I (Audit)

COMPLIANCE DEPARTMENT

Rey Anthony L. Julapong

Manager I (Compliance)

SUPPORT SERVICES DEPARTMENT

Engr. Wolfrance T. Torregosa

Manager I (General Services)

BRANCH MANAGERS**BRANCHES**

1. ABORLAN, Palawan
2. ABUYOG, Leyte
3. ANTEQUERA, Bohol
4. BACLAYON, Bohol
5. BAROTAC NUEVO, Iloilo
6. BATARAZA, Palawan
7. BATO, Leyte

MANAGERS

Mary Jane P. Trinidad
Marvin P. Orag
John Lussil B. Murcia
Neill H. Cosmod
Dean Christi Oliver M. An
Rolly M. Gales
Virgilio N. Bantilan, Jr., OIC

8. BAYUGAN, Agusan del Sur	Pinky U. Salvaleon
9. BOAC, Marinduque	Benedict Joseph P. Javier
10. BORONGAN, Eastern Samar	Jim Irvin A. Duzon
11. BROOKE'S POINT, Palawan	Geselle B. Medalla
12. BUTUAN CITY, Agusan del Norte	Anita C. Clemente
13. CABADBARAN CITY, Agusan del Norte	Cherry B. Zarsuelo
14. CABATUAN, Iloilo	Jergene C. Carisma
15. CAGAYAN DE ORO CITY, Misamis Oriental	Aileen Jane D. Ladeza
16. CALAPAN, Oriental Mindoro	Aurelio D. Cambaya, Jr.
17. CARMEN, Bohol	Zimmy Marbelon M. Curiba
18. CATARMAN, Northern Samar	Jose C. Ceriola, Jr.
19. CATBALOGAN, Western Samar	Almer R. Aligam
20. CATIGBIAN, Bohol	Ariel C. Ragas, OIC
21. CORTES, Bohol	John Lussil B. Murcia
22. DAPITAN, Zamboanga del Norte	Leah May B. Dizon
23. DAVAO CITY, Davao del Sur	Marlyn P. Saquian
24. DIPOLOG, Zamboanga del Norte	Giorgio Angelo S. Ayalin
25. DUMAGUETE CITY, Negros Oriental	Emmanuel S. Saligumba
26. EL NIDO, Palawan	Maximina A. De Guzman
27. ESTANCIA, Iloilo	Jean E. Opiana
28. GENERAL SANTOS CITY, South Cotabato	Vincent G. Virgo
29. GETAFE, Bohol	Rammel Q. Empinado
30. GUBAT, Sorsogon	Neil Christopher H. Doroja
31. GUINDULMAN, Bohol	Marlon P. Cardino
32. GUINOBATAN, Albay	Romer A. Corporal
33. ILOILO CITY, Iloilo	Jessa Mae T. Gavilan
34. INABANGA, Bohol	Joselito G. Niñeria
35. JAGNA, Bohol	Verceli B. Berongoy
36. KALIBO, Aklan	Marvin L. Balcena
37. KORONADAL CITY, South Cotabato	Junbon Juvy B. Benatero, OIC
38. LAMBUNAO, Iloilo	Ryan V. Peñaflorida
39. LAZI, Siquijor	Elizar M. Carajay, OIC
40. LARENA, Siquijor	Roseller R. Sumagang
41. LEGASPI CITY, Albay	Mary Jean L. Esteves
42. LOAY, Bohol	Gary M. Baliga
43. LOON, Bohol	Gladys G. Ciro
44. MAMBUSAO, Capiz	Mark Joseph Dominic U. Acoy
45. MAMBURAO, Occidental Mindoro	Jimer B. Fuentes
46. MANDAUE CITY, Cebu	Ruby Pearl L. Legada

47. MARAMAG, Bukidnon	Ricky O. Tamparong, OIC
48. MASBATE CITY, Masbate	Karlo Angelo B. Prianes
49. MOLAVE, Zamboanga del Sur	Philip Glenn P. Viña
50. NARRA, Palawan	Alta Maera M. Tolosa
51. OZAMIZ CITY, Misamis Occidental	Mario D. Bilbao
52. PANGLAO, Bohol	Neill H. Cosmod
53. PILAR, Bohol	Ever B. Vaflor
54. PROSPERIDAD, Agusan del Sur	Lloyd M. Ompad
55. PUERTO PRINCESA CITY, Palawan	Billy D. Espino, Jr.
56. PUERTO PRINCESA CITY-Downtown	Windelle L. Arado
57. QUEZON, Palawan	Leslie D. Hisona
58. ROXAS, Palawan	Aldren R. Rubio
59. ROXAS CITY, Capiz	JB A. Batobalani
60. ROXAS, Oriental Mindoro	Napoleon O. Peligro
61. SAGBAYAN, Bohol	Aljun C. Sarabia
62. SAN JOAQUIN, Iloilo	Cristal M. Razo
63. SAN JOSE, Antique	Ronald Louis S. Villalobos
64. SAN JOSE, Occidental Mindoro	Jessy Therese P. Enero
65. SIERRA BULLONES, Bohol	Ever B. Vaflor
66. SIKUIJOR, Siquijor	Roseller R. Sumagang
67. SOFRONIO ESPAÑOLA, Palawan	Gennevieve J. Sulit
68. SURIGAO CITY, Surigao del Norte	Daniel M. Borden, OIC
69. TACLOBAN CITY, Leyte	Arlan B. Gloria
70. TAGBILARAN - Cogon, Bohol	Julieta H. Saloma
	Bethel Joy J. Aparece
TAGBILARAN BLU- CPG Ave. cor H Grupo	Evangeline M. Olavides
TAGBILARAN BLU - Downtown	Ma. Fejilea I. Añora
71. TAGUM CITY, Davao del Norte	Fe L. Flores
72. TALIBON, Bohol	Calvin T. Velos
73. TANDAG CITY, Surigao del Sur	Janine Gay D. Pascua
74. TAYTAY, Palawan	Zeny G. Valdez
75. TIGBAUAN, Iloilo	Jainelyn D. Villalobos
76. TRENTO, Palawan	Aimie B. Codog
77. TRINIDAD, Bohol	Rammel Q. Empinado
78. TUBIGON, Bohol	Edeliza Q. Olano
79. UBAY, Bohol	James C. Ebojo
80. VALENCIA, Bohol	Marc Ceasar M. Roslinda
81. VIRAC, Catanduanes	Mark Emmanuel M. Totanes, BM Designate

Appendix 4 - QUALIFICATIONS OF DIRECTORS AND EXECUTIVE OFFICERS

Directors

Clariville Paz Uy-Evardone, 40 years old, the Bank's Chairman of the Board. She graduated Cum Laude with the degree of BS Business Administration from the Marshall School of Business, University of Southern California (USA), in 2004. She is also a graduate of the Wharton School University of Pennsylvania (USA), Masters in Business Administration in 2013; She was the Bank's Consultant in 2013, trained with the Banks' Leadership Development Program from 2010 – 2011. She has seven (7) years of financial valuation experience with her previous work, as follows: Associate with Duff and Phelps, previously a part of Standard & Poor's, (USA) in 2004-2006; Senior Associate with Duff and Phelps (USA) in 2006 -2009; Vice President- Duff and Phelps (USA) in 2009- 2010; An Intern of the Corporate Strategy Group, Mastercard (USA) in 2012; She has over five (5) years of banking experience and has attended the following seminars and trainings, to wit: Corporate Development, Mergers and Acquisitions at Wharton in 2012; International Banking at Wharton, 2012; Corporate Governance and Risk Management (for Banks and Quasi Banks), Ateneo-BAP Institute of Banking, January 28-29, 2015; Briefing on Anti-Money Laundering Act of 2001, as Amended by Atty. Arnold Kabanlit, AMLC Secretariat, February 21, 2015; Leadership and Teamwork by Vincent "Chot" Reyes, January 21, 2017; Information Security Awareness Training by Christian Orias of Cogniseed Consulting Inc., Sept. 2, 2017; Disaster & Recovery and DRP Testing, Bureau Of Fire Dept. & FCB, Oct. 7, 2017; ICT Security/ Business Continuity/ Consumer Protection Act/ Bank Security Awareness/AMLA Updates and "Soul at Work" by Arun Gogna of Creative House Inc. in Jan.26, 2019; Excellence Starts with Me by John Velden Lim-Creative House Inc. in March 9, 2019; Anti Money Laundering Act Awareness ; Culture, Attitudes & Values for Sustainability (CAVS) at Work- Jan. 25, 2020 and Simplified Strategic Planning Management Workshop Feb.8, 2020 both by Paulo M. Tibig, -Corporate Trainings; Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Seminar on Supervisory Assessment Framework (SAFr) sponsored by Chamber of Thrift Banks (CTB) last November 11, 2020; Leading in the 21st Century (Playing the Long Game) last January 16, 2021 by Jonathan Earl Lansangan; Motivational Talk on Leadership by Chinkee Tan last January 15, 2022; Customer Centricity Program last July 9, 2022 by Paulo M. Tibig, Paulo Tibig Corporate Trainings; Competitive Marketing Strategy by Josiah Go, Mansmith and Fielders Inc. last September 10, 2022; Sales Relationship Marketing by Malu Dy Buncio last January 21, 2023; Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; Rekindling Joy at Work by John Velden Lim last July 22, 2023; AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023 and just recently attended The Motivation Switch by Jayson Lo last January 27, 2024.

Argeo J. Melisimo, 71 years old, Filipino and the Vice Chairman of the Bank. He was the Bank's Consultant for Strategic Guidance and Business Development from May 2015 to January 2016, and was formerly the President and CEO of the Bank before his retirement in 2015. He has worked with the Company for the last 38 years in different capacities. He was one of those involved in the consolidation of the original 14 rural banks into one company, the First Consolidated Bank, Inc. and in the conversion of the company from a rural bank to a thrift bank. He is a member of the Chamber of Thrift Bank (CTB) Board of Trustees. He graduated Cum Laude in both of his Bachelor of Arts and Bachelor of Science in Commerce degree, from the Holy Name University, Tagbilaran City. He has undergone various trainings in banking and related

fields, including Supervisory Development Course by NMYC: World Bank, Management of a Consolidated Bank by CB:SEI; Treasury Management, Product and Services, Banking and Development Beyond Year 2000 in Ireland and London ; the Corporate Governance Seminar for Philippine Banks conducted by BAIPHIL in 2002; AntiMoney Laundering Act by Atty. Vicente S. Aquino-AMLC Secretariat in May 2007; System III Orientation Seminar in August 2007 by FCB, the Philippine Financial Reporting System (PFRS) Update in September 2007 and the Financial Analysis and Interpretation Seminar in Feb. 2008 both conducted by Manabat Delgado Amper & Co. (Deloitte); AMLA/Bank Security & ICT Security Seminar; Business Continuity Plan & Disaster Recovery Program/Marketing Seminar in Apr. 4-5, 2008; Salesmanship/Marketing and Customer Service by Rodolfo delos Reyes in Sept. 2009 ; Sales Leadership for Life by Anthony Pangilinan of Business Works in Jan. 2010; Winning Attitudes for Success/Maximizing Productivity by Francis J. Kong in Jun. 2010; End Swell-Start Well by Anthony Pangilinan in Sept. 2010; Service Attitude & Values Empowerment by Jesus Gregorio Noriega III of PLDT in Jul. 2011; ICT Security Risk Assessment & Management by Rainier Vergara in Aug. 2011; Information Technology Risk Based Audit by Monica Reyes, in Nov.2011 both of Lawson Software, Inc.; Pump Up the Drive for Excellence by Jesus Gregorio Noriega III of PLDT in Jan. 2012 ; Anti-Money Laundering Act (AMLA) in Mar. 2012 by Atty. Vicente S. Aquino, Executive Director, AMLC Secretariat; FCB Team Reinforcement Workshop by Jesus Gregorio Noriega III of PLDT- Jan. 2013; Briefing on the AMLA Act of 2001, as Amended by Atty. Arnold Kabanlit, AMLC Secretariat, Feb. 2015. “Winning MSMEs” by Paulo Tibig of The Entre-Champ, Jan.2016 ; Teamwork by Vincent “Chot” Reyes, Jan.2017; ICT Security/ Business Continuity/ Consumer Protection Act/ Bank Security Awareness/AMLA Updates ; “Soul at Work” by Arun Gogna of Creative House Inc. in January 26, 2019; Anti Money Laundering Act Awareness ; Culture, Attitudes & Values for Sustainability (CAVS) at Work- Jan. 25, 2020 and Simplified Strategic Planning Management Workshop Feb.8, 2020 both by Paulo M. Tibig, -Corporate Trainings; Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Motivational Talk on Leadership by Chinkee Tan last January 15, 2022; Customer Centricity Program last July 9, 2022 by Paulo M. Tibig, Paulo Tibig Corporate Trainings; Competitive Marketing Strategy by Josiah Go, Mansmith and Fielders Inc. last September 10, 2022; AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023 and the most recents is The Motivation Switch by Jayson Lo last January 27, 2024.

Joseph M. Lacea, 65 years old, Filipino and the Bank’s President/CEO. He rose from the ranks starting as an Agricultural Credit Technician in 1982, Loan Officer in 1989, Program Manager in 1992 then as Loans Administrator in 1993. He became the Assistant Vice President-Loans/Credit Department in 1997, Vice President-Banking in 2009 and Senior Vice President – Banking in 2011 prior to his appointment of his present position in May 1, 2015. He is a registered professional Agricultural Engineer. He obtained Bachelor of Science in Agricultural Engineering degree from the Visayas State University (formerly VISCA) and ranked 4th place in the PRC national examinations for Agricultural Engineering. He has attended various trainings and seminars, since joining the company in 1982 ; System III Orientation Seminar in Aug. 2007 by FCB ; Philippine Financial Reporting System (PFRS) Update in Sept. 2007 and the Financial Analysis and Interpretation Seminar in Feb. 2008, by Manabat Delgado Amper & Co. (Deloitte) ; Anti-Money Laundering Act (AMLA)/Bank Security & ICT Security Seminar; Business Continuity Plan & Disaster Recovery Program/Marketing Seminar in Apr. 2008; Salesmanship/Marketing and Customer Service by Rodolfo delos Reyes in Sept.2009; Sales Leadership for Life by Anthony Pangilinan of Business Works in Jan.2010; Winning Attitudes for Success/Maximizing Productivity by Francis J. Kong in Jun. 2010; End Swell-Start Well by Anthony Pangilinan in Sept. 2010; Risk Management & Audit

by CTB in Sept. 2010; Service Attitude & Values Empowerment by Jesus Gregorio Noriega III of PLDT in July 2011; ICT Security Risk Assessment & Management by Rainier Vergara of Lawson Software, Inc. in Aug.2011; Pump Up the Drive for Excellence by Jesus Gregorio Noriega III of PLDT in Jan. 2012; Anti-Money Laundering Act (AMLA) in Mar. 2012 by Atty. Vicente S. Aquino, Executive Director, AMLC Secretariat; MS Excel 2000 Quick Steps for FCB Users in Apr. 2012; FCB Team Reinforcement Workshop by Jesus Gregorio Noriega III of PLDT in Jan.2013; Corporate Governance & Risk Management for Banks & Quasi Banks by Ateneo University and Ateneo-BAP Institute of Banking, in Jan.28-29, 2015; Briefing on the AMLA Act of 2001, as Amended by Atty. Arnold Kabanlit, AMLC Secretariat, in Feb. 2015; “Winning MSMEs” by Paulo Tibig of The Entre-Champ, in Jan. 2016; Information Technology Risk Management Training, by Isla Lipana & Co. in Mar. 2016; 1st Cybersecurity Summit for the Financial Services Industry by May Ladd, MSc, Bekker Compliance Consulting Partners, LLC in Apr. 2016; Disaster Recovery Program, Bureau of Fire Dept., in Oct.2016; Leadership and Teamwork by Vincent “Chot” Reyes, in Jan. 2017; BSP Cir. Nos 941and 855 and Beyond Compliance: Managing Technology and Cybersecurity Risks (BSP Cir 706) by CTB, May and Aug. 2017; Information Security Awareness Training by Christian Orias of Cogniseed Consulting Inc., Sept. 2017; Disaster Recovery /BCP Testing in Oct.2017; ICT Security/ Business Continuity/ Consumer Protection Act/ Bank Security Awareness/AMLA Updates by FCB and “Soul at Work” by Arun Gogna of Creative House Inc. in January 26, 2019 ; Excellence Starts with Me by John Velden Lim-Creative House Inc. in March 9, 2019; Anti Money Laundering Act Awareness ; Culture, Attitudes & Values for Sustainability (CAVS) at Work- Jan. 25, 2020 and Simplified Strategic Planning Management Workshop Feb.8, 2020 both by Paulo M. Tibig, -Corporate Trainings; Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Seminar on Supervisory Assessment Framework (SAFr) sponsored by Chamber of Thrift Banks (CTB) last November 11, 2020; Leading in the 21st Century (Playing the Long Game) last January 16, 2021 by Jonathan Earl Lansangan; Motivational Talk on Leadership by Chinkee Tan last January 15, 2022; Customer Centricity Program last July 9, 2022 by Paulo M. Tibig, Paulo Tibig Corporate Trainings and Competitive Marketing Strategy by Josiah Go, Mansmith and Fielders Inc. last September 10, 2022; Sales Relationship Marketing by Malu Dy Buncio last January 21, 2023; Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; Rekindling Joy at Work by John Velden Lim last July 22, 2023; AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023 and The Motivation Switch by Jayson Lo last January 27, 2024.

Praxedes Placido T. Te, 83 years old, Filipino, an Independent Director of the First Consolidated Bank. He is a contractor and supplier of construction materials and the President of P.T. Bohol Construction Trading and Realty Development Corporation and Vice President of RL Earth, Hauling & Equipment Services, Inc., both are family owned businesses. He obtained a Bachelor of Science in Commerce degree from the University of San Jose Recolletos. He has attended the Corporate Governance Seminar for Philippine Banks conducted by BAIPHIL in 2002, the Philippine Financial Reporting System (PFRS) Update held in September 2007 and the Financial Analysis and Interpretation Seminar held in February 8, 2008, both are conducted by Manabat Delgado Amper & Co. (Deloitte). He attended the Corporate Governance and Risk Management Seminar (for Banks and Quasi-Banks) last August 29-30, 2019 conducted by Ateneo-BAP Institute of Banking to update his knowledge on the latest rules and regulations on Corporate Governance and Risk Management for Banks; Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; and

recently attended AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023.

Priscilla T. Enriquez, 78 yrs old, Filipino, an Independent Director of the First Consolidated Bank. She was previously engaged with FCB in various capacities, such as Department Head-Audit, then later Chief Compliance Officer, until her retirement in April 30, 2015. She was the Bank's on-call consultant for Audit and Compliance during the transition period from May 1, 2015 to April 30, 2017. She obtained a Bachelor of Science in Elementary Education from the Cebu Normal University, Bachelor of Science in Commerce degree from the University of Visayas. She is a Certified Public Accountant. She has attended various trainings and seminars such as : Sales Leadership for Life by Anthony Pangilinan of Business Works in Jan. 23, 2010; Information Security Management System & Risk Assessment by Jaime Raphael Licauco in Feb. 6, 2010; Winning Attitudes for Success/Maximizing Productivity by Francis J. Kong in June 12, 2010; Bank Certification Verification System Briefing and Compliance Function in Banks last July 5-9, 2010 both were conducted by Chamber of Thrift Banks; End Swell-Start Well by Anthony Pangilinan in September 11, 2010 conducted by HUREDI ; Briefing/Discussion of BSP Cir. No. 681- Revised Clearing and Settlement Processes last Jan. 14, 2011 conducted by BSP. She also attended the Service Attitude & Values Empowerment by Jesus Gregorio Noriega III of PLDT in July 2, 2011 ; ICT Security Risk Assessment & Management by Rainier Vergara in August 29, 2011; Information Technology Risk Based Audit by Monica Reyes, in Nov. 26, 2011 both of Lawson Software, Inc. ; Pump Up the Drive for Excellence by Jesus Gregorio Noriega III of PLDT last January 21, 2012 ; Anti-Money Laundering Act (AMLA) in March 31, 2012 by Atty. Vicente S. Aquino, Executive Director, AMLC Secretariat ; FCB Team Reinforcement Workshop conducted by Jesus Gregorio Noriega III of PLDT last Jan. 26, 2013; Training on Strategic Planning and Training on Cooperative Mgt. & Governance both conducted by HNU- Center for Local Governance on March 9, 2014 and August 30, 2015 respectively and Seminar on Briefing on Anti-Money Laundering Act of 2001 by Atty. Arnold Kabanlit- Bank Officer V- AMLC Secretariat on February 21, 2015; AML/CFT E-Learning- Complete Training 2021 on August 22, 2021 conducted by Framedia, Inc. and Corporate Governance Orientation Program (online course) last September 28 & 29, 2021 by the Institute of Corporate Directors (ICD); Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; and the most recent is AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023.

Dianne U. Yap, 40 years old, Filipino and a graduate of BS Marketing at the University of St. La Salle in 2006. She is the Marketing Manager of Alturas Supermarket Corporation and the Managing Directress of Rose en Honey Foodline Inc. She has attended the following seminars, to wit: Corporate Governance and Risk Management Seminar (for Banks and Quasi-Banks) held in August 29-30, 2019 conducted by Ateneo-BAP Institute of Banking ; Social Media Marketing seminar conducted by Donald Lim in October 1, 2019 and recently attended Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; and the most recent is AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023.

Lalaine L. Domapias, 61 years old, Filipino and a Director of the First Consolidated Bank, Inc. since 2017. She finished her Masters Degree in Education, major in Educational Administration in 1997 and Masters of Arts in Nursing major in Medical/Surgical Nursing in 2010, both at the

University of Bohol and finished her Doctor of Philosophy major in Educational Management at the same university in 2017. She is a Clinical Instructor at the University of Bohol, Tagbilaran City. She has attended various trainings and seminars in relation to her field of education such as : Bridging Hopes for Empowerment, UB, October 6, 2015; Teaching Enhancement Seminar, IRC, UB, July 20, 2016; Teaching Strategies Seminar-Workshop, IRC-UB, July 21, 2016; Care of Health among Drug Addicts New Rehabilitation Updates and Government Parts in Eradicating Drug Abuse, IRC-UB, October 12, 2016; Basic Life Support-Health Care Provider; Intravenous (IV) Therapist and Technical Education and Skills Development Authority (TESDA) Caregiving NCII Competency. For banking and other related fields, she attended the following seminars : Basic Course on Corporate Governance for Bank Directors conducted by the Bankers Institute of the Philippines, Inc., Makati City, April 22-23, 2016; Motivational Talk: “Entrepreneurship for every Juan” conducted by the FCB Foundation, Inc., April 2016; Credit Risk Management (BSP Cir. 855), Financial Consumer Protection (BSP Cir. 857), Financial Inclusion/Updated AML regulations seminar by BSP/CTB in June 16-17, 2016; Information and Security Awareness, Christian M. Orias, Director and Principal Consultant, Cognised Consulting, Inc., Sept. 2, 2017 and Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023 and recently attended AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023.

Mark T. Muneses, 58 years old, Filipino and a Director of the First Consolidated Bank, Inc. He is the Manager of Ennovy Enterprises and Inabanga Petron Gas Station and a major retailer in Inabanga, Bohol, all family owned businesses. He obtained the degree of Doctor of Veterinary Medicine at Southwestern University. He has attended various trainings and seminars: Corporate Governance Seminar for Philippine Banks conducted by BAIPHIL in 2002; the Philippine Financial Reporting System (PFRS) Update held in September 2007 and the Financial Analysis and Interpretation Seminar held in February 8, 2008, both are conducted by Manabat Delgado Amper & Co. (Deloitte); ICT Security Risk Assessment & Management by Rainier Vergara in Aug. 29, 2011 and Information Technology Risk Based Audit by Monica Reyes in Nov. 26, 2011 both of Lawson Software, Inc.; Anti-Money Laundering Act (AMLA) in March 31, 2012 by Atty. Vicente S. Aquino, Executive Director, AMLC Secretariat; Briefing on the AMLA Act of 2001, as Amended by Atty. Arnold Kabanlit, AMLC Secretariat, in February 21, 2015; Information Security Awareness Training by Christian Orias of Cognised Consulting Inc., Sept. 2, 2017; Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City and recently attended Corporate Governance Orientation Program (online course) last October 26 & 27, 2022 by the Institute of Corporate Directors (ICD); Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023 and the most recent is the AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023.

Elsie Fe N. Tagupa – 65 years old, Filipino and she was a Director of the First Consolidated Bank, Inc. until May 15, 2020. She worked at Land Bank of the Philippines from 1983 to 2024 holding various positions, was appointed as Vice President, Visayas Lending Group of Land Bank of the Philippines until her retirement in January 2024. She is a graduate of Bachelor of Science in Commerce – Banking and Finance from Fatima College, Camiguin, 1981 and Masters in Business Management at the University of San Jose Recoletos, Cebu City in 1989. She has attended various seminars and trainings, to wit; LDP: Winwin Negotiation and Strategies, LBP, 2012; Corporate

Governance & Risk Management, Ateneo Center for Continuing Education, March 26, 2012; Asset / Liability Management, LBP, 2012; Trainors Training on AMLA & Compliance Function, LBP, 2012; Govt Procurement Reform Act (RA 9184), LBP, 2012; Walk –through on Basic Credit Management, LBP, 2012; 3rd Cebu Economic Briefing, 2013; 27th Cpnference of Asia Pacific Chamber, 2013; Oil Palm Industry Conference, LBP, 2013; Renewable Energy Support Mechanisms, LBP, 2013; MBA: Workshop on Coporate Ethics, LBP, 2013; RCSA & Infosec Risk Assessment Register, LBP, 2013; Trainors’ Training on Anti – Money Laundering, LBP, 2013; Loans Origination System Users’ Training, LBP, 2013; MBA: Workshop on Business Communication, LBP, 2013; Training on Cash Managemnt Services, LBP, 2013; Corporate and Strategic Management, LBP, 2013; worshop on business diversity, LBP, 2013; Seminar on Govt. Procurement Reform Act, LBP, 2014; AMLA and Compliance Awareness, LBP, 2014; Revised Rules on Admin Disciplinary Cases, LBP, 2014; LBP Strategic Performance Mgmt. System, 2014; LOS Briefing & Lending Operations process, LBP, 2015; Planning of Agricultural Policy (Japan), JICA and TESDA, 2015; Updating on Anti – Money Laundering Act , LBP, 2015; Agency Procurement Compliance, LBP, 2016; Customer Asistance management System, LBP, 2016; Competency Framework Communication, LBP, 2016; AML and Compliance Awareness, LBP, 2016; AML Updating Leap, LBP, 2018; Strategic Planning and Strategic Execution, LBP, 2018; International Conference on Blended Finance conducted by LBP on Nov. 09, 2018; Updates on Anti- Money Laundering Act, LBP, 2019; Procurement System and Role and Accountability of Sigantories, LBP, 2019; Digital Banking Products and Services, LBP on March 17, 2023 and the recent is Basic Course on Corporate Governance conducted by BAIPHIL on November 15, 2023.

Executive Officers

Joseph M. Lacea (see information of Directors)

Lourdes Bernardita F. Veloso, 59 years old, Filipino, the Bank’s Senior Vice President-Chief Risk Officer. She joined the Company in 1987 as an Auditor of the Internal Audit Department; rose from the ranks holding the position of Manager I-Asset/Liability in 1996; Manager II-Asset/Liability in 2008; Acting AVP-Treasury in July 2011; AVP-Treasury in Jan 2012; Acting VP Treasury in March 2012 and full pledged VP-Treasury in Aug 2012 and as Senior Vice President-Financial Services in May 1, 2015 prior to her promotion as Senior Vice President- Risk Officer in January 2022. She graduated Cum Laude with the degree of Bachelor of Science in Commerce-Accounting from Holy Name University (formerly, Divine Word College) in 1984 and is a Certified Public Accountant. She has also obtained units in Masters in Business Administration and in Law from the same university. Various trainings and seminars attended within the last 10 years are as follows; Sales Leadership for Life by Anthony Pangilinan of Business Works, Inc. in April, 2010; Service Attitude & Values Empowerment by Jesus Gregorio Noriega III of PLDT in July 2011; ICT Security Risk Assessment & Management by Rainier Vergara in Aug. 2011 and Information Technology Risk Based Audit by Monica Reyes, Nov. 2011 both of Lawson Software, Inc.; Pump Up the Drive for Excellence by Jesus Gregorio Noriega III of PLDT-Jan.2012; Anti-Money Laundering Act (AMLA) by Atty. Vicente S. Aquino, Executive Director, AMLC Secretariat in Mar. 2012; PhilpaSS Participant Browser Briefing and User Training by BSP-Apr 2012; Know Your Money and Counterfeit Detection by Remedios Ilagan, Sr. Currency Specialist-BSP on May 2012; FCB Team Reinforcement Workshop conducted by Jesus Gregorio Noriega III of PLDT - Jan.2013; Disaster Recovery & BCP Testing by FCB, Sept. 2014; Briefing on the AMLA Act of 2001, as Amended by Atty. Arnold Kabanlit, AMLC Secretariat, Feb.2015; Seminar on eBIR Forms & Other Reportorial Requirements, by BIR Large Taxpayers Division, Cebu, Mar.2015; “Winning MSMEs” by Paulo Tubig of The Entre-Champ, Jan.2016; High Impact Customer Service by Ms. Rosario Florido, Feb.2016; Rediscounting Briefing and Technical Assistance Seminar, BSP April

2016; Learning Excellence in Accounting Practices- Module 1 to III by Punongbayan & Araullo, Mar. Apr. and May 2016; Leadership and Teamwork by Vincent “Chot” Reyes, Jan. 2017; Seminar on Ethics and Good Governance by PICPA-Bohol Chapter-Aug. 2017; Information Security Awareness Training by Christian Orias, Managing Director/Consultant of Cogniseed Consulting Inc., Sept 2017; Disaster Recovery /BCP Testing- Oct. 2017; Forum on the Tax Reform for Acceleration & Inclusion (TRAIN), Reform on Tax Administration, Latest Tax Updates & BIR Issuances by BIR-LTD, Sept. 2017 and Mar. 2018; Seminars conducted by PICPA Southern Metro Manila Chapter : Seminar on Train Law, New BIR Issuances and Tax Updates May 2018; Seminar on Forensic Accounting and Fraud Auditing –Nov. 2018; Approach to Accounting Problems, Case Methods and Leveraging Management Accounting Techniques for Better Results, Code of Ethics for Professional Accountants and Comprehensive Discussion on Withholding Taxes, Computer Assisted Audit Techniques Using Excel (CAATS) by The Institute of Internal Auditors – Philippines Center for Professional Development in Dec. 2018; SEC Updates and IFRS 16, A Guide to the New Standards on Leases and Accounting Updates by PICPA Southern Metro Manila Chapter- Jan. 2019; ICT Security/ Business Continuity/ Consumer Protection Act/ Bank Security Awareness/AMLA Updates by FCB and “Soul at Work” by Arun Gogna of Creative House Inc. in Jan.26, 2019; Excellence Starts with Me by John Velden Lim-Creative House Inc. in March 9, 2019; Anti Money Laundering Act Awareness ; Culture, Attitudes & Values for Sustainability (CAVS) at Work- Jan. 25, 2020 and Simplified Strategic Planning Management Workshop Feb.8, 2020 both by Paulo M. Tibig, -Corporate Trainings; Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Updates on Consumer Protection Awareness by FCB last November 7, 2020; Seminar on Supervisory Assessment Framework (SAFr) sponsored by Chamber of Thrift Banks (CTB) last November 11, 2020; Leading in the 21st Century (Playing the Long Game) last January 16, 2021 by Jonathan Earl Lansangan; Motivational Talk on Leadership last January 15, 2022 by Chinkee Tan; Information Security Governance and the Role of Internal Audit by the Institute of Internal Auditors- Philippines last April 5, 2022; Customer Centricity Program last July 9, 2022 by Paulo M. Tibig, Paulo Tibig Corporate Trainings; Competitive Marketing Strategy conducted by Mr. Josiah Go, Mansmith and Fielders Inc. last September 10, 2022; Sales Relationship Marketing by Malu Dy Buncio last January 21, 2023; Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; Security and Disaster Control Program by Bureau of Fire Protection last July 15, 2023; Rekindling Joy at Work by John Velden L. Lim last July 22, 2023; AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023; The Motivation Switch by Jayson Lo last January 27, 2024 and the most recent is Fraud Prevention & Detection in an Automated World last February 22, 2024 by the Institute of Internal Auditors – Phil Center for Professional Development.

Ma. Gina J. Alfante, 51 years old, Filipino and the Bank’s Senior Vice President-Financial Services. She joined the company in 1994 as Management Trainee and rose from the ranks as Manager-Account Officer-Special Program from 1995 to 2011, Assistant Vice President-Credit from 2011 to 2013 and Acting Vice President-Credit in 2013. She pursued her teaching career in 2013 and returned to FCB in Nov. 2017 and was appointed as Vice President-Credit prior to her present position as Senior Vice President- Financial Services in January 2022. She graduated Cum Laude with the degree of Bachelor of Science in Agribusiness at the Visayas State University (formerly Visayas State College of Agriculture) in 1994, and took units in Education that made her eligible for the Licensure Examination for Teachers which she passed. In 2014 she earned the degree of Master of Arts in Education at the University of the Visayas, and also finished 18 units of Masters in Business Administration at the Holy Name University in 2017. Various trainings and seminars attended within the last 10 years are as follows: Sales Leadership For Life by Anthony Pangilinan-

Bus. Works, Apr. 2010; Service Attitude & Values Empowerment by Jesus Gregorio F. Noriega III-PLDT, July 2011; ICT Security Risk Assessment & Management by Rainier Vergara Lawson Software, Inc., Aug. 2011; Pump Up the Drive for Excellence by Jesus Gregorio F. Noriega III, PLDT, Jan. 2012; Orientation Workshop on Value Chain Financing for Countryside Financial Institutions & Cooperatives by LBP, 2012; Anti-Money Laundering Act (AMLA by Atty. Vicente S. Aquino, Executive Director, AMLC Secretariat) in Mar.2012; Forum on Risk-Based Lending for Small and Medium Enterprises by UP Institute for Small Scale Industries, 2012; Credit Surety Fund Regional Conference by BSP, 2013; Active Learning Teaching Strategies by Holy Name University (HNU), 2015; Integrating 21st Literacy's in the School and the Classroom by Rex Bookstore, Inc., 2015; Strategic Teaching for Successful Learning by HNU, 2016; Making Lesson Outline for Effective Lesson Delivery by HNU, 2016; Achieving Results Through Mentoring by VPoint Marketing Services/Communication Arts Training Center, 2016; Senior High School Mass Training of Teachers for Common/General Topics by DepEd, 2016; Senior High School Mass Training of Teachers for the Technical-Vocational and Livelihood Track by DepEd, 2016; Senior High School Mass Training of Teachers for Applied Subjects by DepEd, 2017; Philippine Financial Reporting Standard (PFRS 9)- by Isla Lipana & Co.-Oct.2018; Development of Credit Scoring Model and Introduction to IFRS9 Nov. 6, 2018 by Dr. Joachim Bald, Frankfurt School of Finance and Management; Computer Assisted Technique Using Excel Format-Dec. 14, 2018 by Paul Ryan M. Balon, Internal Audit Practitioner; ICT Security/ Business Continuity/ Consumer Protection Act/ Bank Security Awareness/AMLA Updates by FCB and "Soul at Work" by Arun Gogna of Creative House Inc. in Jan.26, 2019 ; Excellence Starts with Me by John Velden Lim-Creative House Inc. in Mar.9, 2019; Anti Money Laundering Act Awareness ; Culture, Attitudes & Values for Sustainability (CAVS) at Work- Jan. 25, 2020 and Simplified Strategic Planning Management Workshop Feb.8, 2020 both by Paulo M. Tibig, -Corporate Trainings; Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Updates on Consumer Protection Awareness last November 7, 2020 by FCB; Seminar on Supervisory Assessment Framework (SAFr) sponsored by Chamber of Thrift Banks (CTB) last November 11, 2020; Motivational Talk on Leadership last January 15, 2022 by Chinkee Tan; Customer Centricity Program last July 9, 2022 by Paulo M. Tibig, Paulo Tibig Corporate Trainings and recently attended Competitive Marketing Strategy conducted by Mr. Josiah Go, Mansmith and Fielders Inc. last September 10, 2022; Sales Relationship Marketing by Malu Dy Buncio last January 21, 2023; Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; Rekindling Joy at Work by John Velden L. Lim last July 22, 2023; AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023 and recently attended The Motivation Switch by Jayson Lo last January 27, 2024.

Maribel O. Arocha, 52 years old, Filipino and the Bank's Senior Vice President-Banking. She joined the Company in 1996 as a Clerk, then as Bookkeeper to Budget Analyst in 1997, rose from the rank holding the position as Budget Manager in 2009; Senior Budget Manager in 2013, AVP-Banking in 2014, VP-Banking in May 2015 prior to her appointment to her present position as SVP-Banking in May 2018. She graduated Cum Laude with the degree of Bachelor of Science in Accountancy at Holy Name University, Tagbilaran City in 1994, and a professional civil service eligible. Various trainings and seminars, attended within the last 10 years are as follows: Sales Leadership for Life by Anthony N. Pangilinan-Business Works in Jan.2010; Maximizing Productivity & Winning Attitudes for Success by Francis J. Kong in June 2010; End Swell, Start Well by Anthony N. Pangilinan, Business Works in Sept.2010; Service Attitude & Values Empowerment by Jesus Gregorio F. Noriega III-PLDT in July 2011; ICT Security Risk Assessment & Management by Rainier A. Vergara, CISA in August 2011; Pump Up the Drive for Excellence by

Jesus Gregorio F. Noriega, PLDT in January 2012; MS Excel Quicksteps for FCB Users by SVP Joseph Lacea, FCB in Apr. 2012; FCB Team Reinforcement Workshop by Jesus Gregorio F. Noriega, PLDT in Jan.2013; Briefing on the AMLA Act of 2001, as Amended by Atty. Arnold Kabanlit, AMLC Secretariat, Feb.2015; “Winning MSMEs” by Paulo Tibig of The Entre-Champ, Jan. 2016; Information Technology Risk Management Training by Isla Lipana & Co., Mar. 2016; Rediscounting Briefing and Technical Assistance Seminar, by BSP, Apr.2016; Environmental Management Seminar, by Cheryll Patulot, Management System Auditor, SGS, Apr. 2016; Disaster Recovery Program by Bureau of Fire Dept., Oct.2016; Leadership and Teamwork by Vincent “Chot” Reyes, Jan. 2017; Information Security Awareness Training, Christian Orias of Cogniseed Consulting Inc., Sept. 2017; Disaster Recovery /BCP Testing by BFD/FCB, Oct.2017; ICT Security/ Business Continuity/ Consumer Protection Act/ Bank Security Awareness/AMLA Updates by FCB and “Soul at Work” by Arun Gogna of Creative House Inc. in Jan.26, 2019; Excellence Starts with Me by John Velden Lim-Creative House Inc. in March 9, 2019; Anti Money Laundering Act Awareness ; Culture, Attitudes & Values for Sustainability (CAVS) at Work- Jan. 25, 2020 and Simplified Strategic Planning Management Workshop Feb.8, 2020 both by Paulo M. Tibig, -Corporate Trainings; Money Laundering and Terrorist Financing Prevention Program (MTTP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Seminar on Supervisory Assessment Framework (SAFr) sponsored by Chamber of Thrift Banks (CTB) last November 11, 2020; Leading in the 21st Century (Playing the Long Game) last January 16, 2021 by Jonathan Earl Lansangan; Motivational Talk on Leadership last January 15, 2022 by Chinkee Tan; Customer Centricity Program last July 9, 2022 by Paulo M. Tibig, Paulo Tibig Corporate Trainings; Competitive Marketing Strategy conducted by Mr. Josiah Go, Mansmith and Fielders Inc. last September 10, 2022; Sales Relationship Marketing by Malu Dy Buncio last January 21, 2023; Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; Rekindling Joy at Work by John Velden Lim last July 22, 2023; AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023 and The Motivation Switch last January 27, 2024 by Jayson Lo.

Cesar N. Lao, 54 yrs. old, Filipino and the Bank’s Senior Vice President - Information and Communication Technology (ICT). He joined the Company in 1995, as an ICT Staff, rose from the rank, holding the position of Assistant ICT Manager in 1998, ICT Manager I in 2002, ICT Manager II in Jan.2008; Assistant Vice President-ICT in June 2008, Vice President- ICT in July 2010, then was promoted to Acting Senior Vice President- ICT in January 2023 prior to his appointment as Senior Vice President- ICT in July 2023. He earned a Bachelor of Science in Medical Technology degree from the Cebu Doctor’s College in 1990 and is a licensed medical technologist. He further earned Bachelor of Science in Information and Computer Science (B.S.I.C.S) degree from University of Cebu in 1995. Various trainings/seminars attended: Computer Concepts; Remote Networking Solutions ; On Year 2000 Compliance by Banks; Y2K Presidential Commission Conference; Novell e-Biz Tour, Total Network Security; Cisco System Aeronet ; Internet & E-Commerce; Virtual Private Network ; Information Management; Other trainings attended for the last 10 years are as follows: Sales Leadership for Life by Anthony Pangilinan of Business Works, Jan. 2010 ; Information Security Management System & Risk Assessment, by Jaime Raphael Licaucio-Feb.2010; Global Sources Expo Electronics & Components China Sourcing Fair by Asia-World Expo, Hongkong in Apr. 2010; Winning Attitudes for Success/Maximizing Productivity by Francis J. Kong in June 2010; End Swell-Start Well by Anthony Pangilinan in Sept.2010; ICT Security Risk Assessment & Management by Rainier Vergara in Aug.2011; Information Technology Risk Based Audit by Monica Reyes, Nov. 2011 both of Lawson Software, Inc.; Pump Up the Drive for Excellence by Jesus Gregorio Noriega III of PLDT Jan.2012; Anti-Money Laundering Act (AMLA) by Atty. Vicente S. Aquino, Executive Director, AMLC Secretariat in

Mar. 2012; FCB Team Reinforcement Workshop by Jesus Gregorio Noriega III of PLDT, Jan. 2013; Disaster Recovery & BCP Testing Sept 2014; Briefing on the AMLA Act of 2001, as Amended by Atty. Arnold Kabanlit, AMLC Secretariat, Feb.2015; Disaster Recovery Program & Earthquake Drill, by the Bureau of Fire and Tarsier Training Director, Oct. 2015 ; First Cyber Security Summit for the Financial Services Industry, by BSP, BankNet Inc, Information Security Group (ISOG) Nov. 2015; “Winning MSMEs” by Paulo Tibig of The Entre-Champ, Jan. 2016; Information Technology Risk Management Training by ISLA Lipana & Co. Mar. 2016; Bank Cybersecurity Cybercrime and Information Data Compliance Masterclass, by May Ladd -April 2016; Disaster Recovery Program, Bureau of Fire Dept., Oct. 2016; Information Security Awareness Training by Christian Orias, Managing Director/Consultant of Cogniseed Consulting Inc., Sept. 2017; Disaster Recovery /BCP Testing by BFD/FCB, Oct.2017; ICT Security/ Business Continuity/ Consumer Protection Act/ Bank Security Awareness/AMLA Updates by FCB and “Soul at Work” by Arun Gogna of Creative House Inc. in Jan.26, 2019; Excellence Starts with Me by John Velden Lim-Creative House Inc. in Mar.9, 2019; Global Sources Trade Fair for Mobile Electronics by Global Sources, Hongkong in April 18-21, 2019; Anti Money Laundering Act Awareness ; Culture, Attitudes & Values for Sustainability (CAVS) at Work- Jan. 25, 2020 and Simplified Strategic Planning Management Workshop Feb.8, 2020 both by Paulo M. Tibig, -Corporate Trainings; Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Leading in the 21st Century (Playing the Long Game) last January 16, 2021 by Jonathan Earl Lansangan; Motivational Talk on Leadership by Chinkee Tan last January 15, 2022; Competitive Marketing Strategy conducted by Mr. Josiah Go, Mansmith and Fielders Inc. last September 10, 2022; Sales Relationship Marketing by Malu Dy Buncio last January 21, 2023; Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; Security and Disaster Control Program by Bureau of Fire Protection last July 15, 2023; Rekindling Joy at Work by John Velden Lim last July 22, 2023; FCB AML/CTPF (E-Seminar) by Dante Fuentes, CFE, CAMS last August 5, 2023; BSP Initiatives on Bank’s Digital Transformation/Cybersecurity conducted by BSP, Charmaine Pinlac- CPA, CISA, MBM, Bank Officer V-ITSG I, BSP FSS last October 9, 2023 and the most recent is The Motivation Switch conducted by Jayson Lo last January 27, 2024.

Nazario G. Arce Jr., 58 years old, Filipino and the Bank’s Vice President-Support Services. He joined the Company in 1992, started as Clerk, Loan Processor in 1993, Loan Officer in 1995, rose from the rank holding the position as Manager-Commercial Lending Unit in 1997. He was promoted as Acting Assistant Vice President-Credit in Aug. 2008, Asst. Vice President-Credit in Feb. 2009, Vice President-Credit in July 2010 prior to his appointment of his present position in Aug.2013. He graduated Bachelor of Science in Civil Engineering (BSCE) from the University of Bohol in 1986 and is a licensed Civil Engineer. Various trainings and seminars attended within the last 10 years are as follows: Sales Leadership for Life by Anthony Pangilinan of Business Works in Jan.2010; Winning Attitudes for Success/Maximizing Productivity by Francis J. Kong in Jun.2010 ; End Swell-Start Well by Anthony Pangilinan of Business Works in Sept.2010; Service Attitude & Values Empowerment by Jesus Gregorio Noriega III of PLDT in July 2011; ICT Security Risk Assessment & Management by Rainier Vergara of Lawson Software, Inc. in Aug.2011; Pump Up the Drive for Excellence by Jesus Gregorio Noriega III of PLDT in Jan.2012; Anti-Money Laundering Act (AMLA by Atty. Vicente S. Aquino, Executive Director, AMLC Secretariat) in Mar.2012; MS Excel Quicksteps for FCB Users in Apr.2012; Access 2000 for FCB Users in July2012; FCB Team Reinforcement Workshop conducted by Jesus Gregorio Noriega III of PLDT in Jan.2013; Disaster Recovery & BCP Testing by FCB in Sept.2014; Briefing on the AMLA Act of 2001, as Amended by Atty. Arnold Kabanlit, AMLC Secretariat, Feb.2015; Disaster Recovery

Program & Earthquake Drill, by the Bureau of Fire and Tarsier Training Director, Oct. 2015; “Winning MSMEs” by Paulo Tibig of The Entre-Champ, Jan.2016; High Impact Customer Service Seminar, R. Florido PLDT Manila, Feb. 2016; Information and Technology Risk Management Training, Isla Lipana & Co., Mar.2016; Environmental Management Seminar, Ma. Cheryll Patulot, Management System Auditor, SGS, April 2016; Leadership and Teamwork by Vincent “Chot” Reyes, Jan.2017; Information Security Awareness Training, Christian Orias of Cogniseed Consulting Inc.,Sept.2017; Disaster Recovery /BCP Testing Oct.2017; ICT Security/ Business Continuity/ Consumer Protection Act/ Bank Security Awareness/AMLA Updates by FCB and “Soul at Work” by Arun Gogna of Creative House Inc. in Jan. 26, 2019 ; Excellence Starts with Me by John Velden Lim-Creative House Inc. in March 9, 2019; Anti Money Laundering Act Awareness ; Culture, Attitudes & Values for Sustainability (CAVS) at Work- Jan. 25, 2020 and Simplified Strategic Planning Management Workshop Feb.8, 2020 both by Paulo M. Tibig, -Corporate Trainings; Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Seminar on Supervisory Assessment Framework (SAFr) sponsored by Chamber of Thrift Banks (CTB) last November 11, 2020; Leading in the 21st Century (Playing the Long Game) last January 16, 2021 by Jonathan Earl Lansangan; Motivational Talk on Leadership last January 15, 2022 by Chinkee Tan; Competitive Marketing Strategy conducted by Mr. Josiah Go, Mansmith and Fielders Inc. last September 10, 2022; Sales Relationship Marketing by Malu Dy Buncio last January 21, 2023; Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; Security and Disaster Control Program by the Bureau of Fire Protection last July 15, 2023; Rekindling Joy at Work by John Velden Lim last July 22, 2023; AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023 and recently attended The Motivation Switch by Jayson Lo last January 27, 2024.

Johnness P. Batoy, 42 years old, Filipino and the Bank’s Vice President-Legal/Corporate Secretary. She joined the Company in 2006, as Manager I- Associate Legal Counsel and was promoted as Acting Assistant Vice President-Legal on Aug.2011. She was promoted as full- fledged Assistant Vice President-Legal in Jan. 2012, Acting Vice President-Legal in Nov. 2013 prior to her promotion as Vice President-Legal in June 2014. She assumed the position as Bank’s Corporate Secretary in concurrent capacity in April 2019 after the retirement of Atty. Artemio C. Villas. She is also the bank’s Data Protection Officer (DPO). She finished Magna Cum Laude with the degree of Bachelor of Arts-Political Science in October 2000, and has obtained units in Masters in Public Administration. She was a scholar of the Alfonso Uy Law Scholarship Program of the bank and finished Cum Laude in her Bachelor of Laws degree in 2005, and passed the 2005 Bar Examinations. In December 2019 she was conferred with the degree of Juris Doctor from Holy Name University. She has attended Mandatory Continuing Legal Education (UP-MCLE) and its updates conducted by the University of the Philippines- Commercial Law, Legal Ethics and Writing, Criminal Law, Taxation and Recent Supreme Court Decisions, Labor Law Updates, Commercial Law Updates, International Law, Law as Means of Social Control, HABEAS Data, International Center for Settlement of Investment Disputes (ICSID) & International Commercial Arbitration and Alternative Dispute Resolution (ADR) Methods & Techniques. Other trainings attended within the last 10 years are as follows : Service Attitude & Values Empowerment by Jesus Gregorio Noriega III of PLDT in July 2011; ICT Security Risk Assessment & Management by Rainier Vergara in Aug. 2011; Pump Up the Drive for Excellence by Jesus Gregorio Noriega III of PLDT in Jan.2012; Anti-Money Laundering Act (AMLA) by Atty. Vicente S. Aquino, Executive Director, AMLC Secretariat in Mar. 2012; FCB Team Reinforcement Workshop by Jesus Gregorio Noriega III of PLDT in Jan 2013; Mandatory Continuing Legal Education (MCLE) by the Supreme Court of the Philippines in July 11-19, 2013; Briefing on the AMLA Act of 2001, as Amended by Atty. Arnold

Kabanlit, AMLC Secretariat, Feb.2015; “Winning MSMEs” by Paulo Tibig of The Entre-Champ, Jan. 2016; High Impact Customer Service by Ms. Rosario Florido, Feb.2016; Information Technology Risk Management Training by Isla Lipana & Co. in Mar. 2016; Leadership and Teamwork by Vincent “Chot” Reyes, Jan.2017; Beyond Compliance: Managing Technology and Cyber Security Risks (BSP Cir 706) by Chamber of Thrift Banks, August 2017; Information Security Awareness Training by Christian Orias of Cogniseed Consulting Inc. Sept.2017; Mandatory Continuing Legal Education (MCLE), Supreme Court, Feb. 2018; ICT Security/ Business Continuity/ Consumer Protection Act/ Bank Security Awareness/AMLA Updates by FCB and “Soul at Work” by Arun Gogna of Creative House Inc. in Jan.26, 2019 ; Excellence Starts with Me by John Velden Lim-Creative House Inc. in March 9, 2019; DPO ACE Level 1 Certification Program for Bank Sector-Nov. 21, 2019 by Atty. Vida Zora Bocar; Anti Money Laundering Act Awareness ; Culture, Attitudes & Values for Sustainability (CAVS) at Work- Jan. 25, 2020 and Simplified Strategic Planning Management Workshop Feb.8, 2020 both by Paulo M. Tibig, -Corporate Trainings; Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Seminar on Supervisory Assessment Framework (SAFr) sponsored by Chamber of Thrift Banks (CTB) last November 11, 2020; Leading in the 21st Century (Playing the Long Game) last January 16, 2021 by Jonathan Earl Lansangan; Motivational Talk on Leadership last January 15, 2022 by Chinkee Tan and Competitive Marketing Strategy conducted by Mr. Josiah Go, Mansmith and Fielders Inc. last September 10, 2022; Sales Relationship Marketing by Malu Dy Buncio last January 21, 2023; Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023 and the most recent is The Motivation Switch by Jayson Lo last January 27, 2024.

Clarita B. Cruz, 61 yrs. old, Filipino and the Bank’s Vice President-Internal Audit. She joined the Company in 1988, as an Internal Audit Staff, rose from the rank, holding the position as Manager-Retail Lending Unit (RLU) in 1996, as Audit Manager in 2007, then as Assistant Vice President-Audit in 2009 prior to her appointment of her present position in July 2010. She finished Magna Cum Laude with the degree of Bachelor of Science in Commerce-Accounting from Holy Name University in 1984 and is a Certified Public Accountant. She has attended various trainings and seminars since joining the company in 1988, on Personnel Enhancement Program, Anti-Money Laundering Law and Philippine Financial Reporting System. Other trainings attended for the last 10 years are as follows: Sales Leadership for Life by Anthony Pangilinan of Business Works in Jan.2010; Information Security Management System & Risk Assessment by Jaime Raphael Licauco in Feb.2010; Winning Attitudes for Success/Maximizing Productivity by Francis J. Kong in June2010; End Swell-Start Well by Anthony Pangilinan, Sept.2010; Risk Management and Audit by CTB-Sept 2010; Service Attitude & Values Empowerment by Jesus Gregorio Noriega III of PLDT-July 2011; ICT Security Risk Assessment & Management by Rainier Vergara of Lawson Software, Inc.- Aug. 2011; Information Technology Risk Based Audit by Monica Reyes Nov. 2011; Pump Up the Drive for Excellence by Jesus Gregorio Noriega III of PLDT Jan. 2012; Anti-Money Laundering Act (AMLA)- by Atty. Vicente S. Aquino, Executive Director, AMLC Secretariat -Mar. 2012; Access 2000 for FCB Users in July 2012; FCB Team Reinforcement Workshop by Jesus Gregorio Noriega III of PLDT- Jan. 2013; Training on Cooperative Management & Governance by HNU Center for Local Governance, Aug.2014; Disaster Recovery & BCP Testing by FCB Sept. 2014; Briefing on the AMLA Act of 2001, as Amended by Atty. Arnold Kabanlit, AMLC Secretariat, Feb.2015; Disaster Recovery Program & Earthquake Drill, by the Bureau of Fire and Tarsier Training Director, Oct. 2015; “Winning MSMEs” by Paulo Tibig of The Entre-Champ, Jan.2016; High Impact Customer Service Seminar, by Rosario Florido of PLDT-Manila- Feb. 2016; Information Technology Risk Management Training by ISLA Lipana & Co.- Mar. 2016;

Disaster Recovery Program by Bureau of Fire Dept., Oct. 2016; Leadership and Teamwork by Vincent “Chot” Reyes, Jan.2017; Information Security Awareness Training by Christian Orias, Managing Director/Consultant of Cogniseed Consulting Inc., Sept 2017; Disaster Recovery /BCP Testing by BFD/FCB, Oct.2017; Conducting Risk Assessment for IT Auditor , - ISACA Manila-Nov. 2017; Seminars conducted by PICPA Bohol & Southern Metro Manila Chapter : BOA Updates/ SEC Reminders and Updates/ PFRS Updates and Tax Updates- Dec1-2, 2017; MSME (Financial Aspect) Training Workshop, FCB- Jan.2018; Seminars conducted by PICPA Bohol & Southern Metro Manila Chapter: Seminar on Understanding and Applying Data Analytics in Accounting, Audit and Related Engagements- Feb.2018; Philippine Financial Reporting Standard (PFRS 9)- by Isla Lipana & Co.-Oct.2018; Seminar on Forensic Accounting and Fraud Auditing- Nov.2018; Approach to Accounting Problems: Case Methods and Leveraging Management Accounting Techniques for Better Results- Dec.2018; Code of Ethics for Professional Accountants and Comprehensive Discussion on Withholding Taxes- Dec. 2018; Computer Assisted Technique Using Excel Seminar by The Institute of Internal Auditors- Phil. Centre for Professional Devt. Mla.- Dec.2018; ICT Security/ Business Continuity/ Consumer Protection Act/ Bank Security Awareness/AMLA Updates by FCB and “Soul at Work” by Arun Gogna of Creative House Inc. in Jan. 26, 2019; Anti Money Laundering Act Awareness ; Culture, Attitudes & Values for Sustainability (CAVS) at Work- Jan. 25, 2020 and Simplified Strategic Planning Management Workshop Feb.8, 2020 both by Paulo M. Tibig, -Corporate Trainings; Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Updates on Consumer Protection Awareness last November 7, 2020 by FCB; Seminar on Supervisory Assessment Framework (SAFr) sponsored by Chamber of Thrift Banks (CTB) last November 11, 2020, Training for Internal Audit sponsored by CTB last November 20, 2020; Leading in the 21st Century (Playing the Long Game) last January 16, 2021 by Jonathan Earl Lansangan; Motivational Talk on Leadership last January 15, 2022 by Chinkee Tan; Sustainable Finance Framework last March 23, 2022 by Chamber of Thrift Banks/World Wide Fund Philippines; Customer Centricity Program by Paulo M. Tibig, Paulo Tibig Corporate Trainings last July 9, 2022; Competitive Marketing Strategy conducted by Mr. Josiah Go, Mansmith and Fielders Inc. last September 10, 2022; Sales Relationship Marketing by Malu Dy Buncio last January 21, 2023; Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; Rekindling Joy at Work by John Velden Lim last July 22, 2023; AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023; Initiatives on Bank’s Digital by BSP –CTB last October 9, 2023; The Motivation Switch by Jayson Lo last January 27, 2024 ; The Foundations of Information System Auditing conducted by CTB last May 10, 2024 and recently attended A Masterclass on Cybersecurity and Operational by Globe Business last August 7, 2024.

Norma C. Manigque, 60 years old, Filipino, the Bank’s Vice President-Operations. She joined the Company in 1988, started as a Clerk at FCB Tubigon Branch was transferred to the Head Office as General Bookkeeper in 1991, rose from the rank holding the position of Accountant in 1995, Manager I-Operations Manager in 1996, Manager II-Senior Manager-Operations in 2007, Acting Vice President-Operations - July 2011 prior to her appointment as full-fledged Vice President-Operations in Jan. 2012. She finished Cum Laude with the degree of Bachelor of Science in Commerce (BSC) -Accounting from the Holy Name University in 1985 and is a professional civil service eligible. Various trainings and seminars attended within the last 10 years are as follows: Sales Leadership for Life by Anthony Pangilinan of Business Works, Inc. in April, 2010; Service Attitude & Values Empowerment by Jesus Gregorio Noriega III of PLDT in July 2011; Updates on BIR Programs and PFRS by Manabat Delgado Amper & Co., Aug. 2011; ICT Security Risk Assessment & Management by Rainier Vergara in Aug. 2011; Information Technology Risk Based

Audit by Monica Reyes, Nov. 2011 both of Lawson Software, Inc.; Pump Up the Drive for Excellence by Jesus Gregorio Noriega III of PLDT, Jan. 2012 ; Anti-Money Laundering Act (AMLA by Atty. Vicente S. Aquino, Executive Director, AMLC Secretariat) in Mar.2012; MS Excel 2000 Quick Steps for FCB Users in April & May 2012; Access 2000 for FCB Users in July 2012; FCB Team Reinforcement Workshop by Jesus Gregorio Noriega III of PLDT -Jan.2013; Seminar on Tax Updates by BIR Cebu, Aug.2014; Year-End Adjustment, Electronic Forms & Other Tax Updates by BIR LTD Cebu, Nov.2014; Tax Seminar on Recent BIR Issuances, Updates on Selected CTA & SC Decisions and Wealth Management for Individuals by Navarro, Amper & Co., Nov. 2014; Briefing on the AMLA Act of 2001, as Amended by Atty. Arnold Kabanlit, AMLC Secretariat, Feb.2015; ‘Winning MSMEs’ by Paulo Tibig of The Entre-Champ, Jan. 2016; High Impact Customer Service Seminar, by Rosario Florido of PLDT-Manila Feb.2016; Information Technology Risk Management Training by Isla Lipana & Co.,Mar. 2016; Disaster Recovery Program, Bureau of Fire Dept. Oct.2016; Leadership and Teamwork by Vincent “Chot” Reyes, Jan. 2017; Information Security Awareness Training by Christian Orias, Managing Director/Consultant of Cogniseed Consulting Inc., Sept 2017; Forum on the Tax Reform for Acceleration & Inclusion (TRAIN), Reform on Tax Administration, Latest Tax Updates & BIR Issuances by BIR-LTD, Cebu City, Sept. 2017; Disaster Recovery /BCP Testing by BFD/FCB, Oct. 2017; Tax Reform 2018: Ready to Board the TRAIN, P&A Grant Thornton, January2018; BIR Computerized Accounting System Compliance for Medium & Large Taxpayers by Center for Global Best Practices in June 2018; Philippine Financial Reporting Standard (PFRS 9)-Oct. 2018 by Isla Lipana & Co.-Oct.2018; Seminar on Year-End Adjustment & Other Tax Updates-DOF-BIR LTD-Cebu Nov. 2018; Code of Ethics for Professional Accountants and Comprehensive Discussion on Withholding Taxes-Dec. 2018; Computer Assisted Technique Using Excel Format-Dec. 14, 2018 by Paul Ryan M. Balon, Internal Audit Practitioner ICT Security/ Business Continuity/ Consumer Protection Act/ Bank Security Awareness/AMLA Updates by FCB and “Soul at Work” by Arun Gogna of Creative House Inc. in Jan. 2019; Excellence Starts with Me by John Velden Lim-Creative House Inc. in Mar.9, 2019 ; 2019 Large Taxpayers Service Tax Conference by BIR-Cebu in Mar. 21, 2019; Anti Money Laundering Act Awareness ; Culture, Attitudes & Values for Sustainability (CAVS) at Work- Jan. 25, 2020 and Simplified Strategic Planning Management Workshop Feb.8, 2020 both by Paulo M. Tibig, -Corporate Trainings; Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Updates on Consumer Protection Awareness last November 7, 2020 by FCB; Seminar on Supervisory Assessment Framework (SAFr) sponsored by Chamber of Thrift Banks (CTB) last November 11, 2020; Leading in the 21st Century (Playing the Long Game) last January 16, 2021 by Jonathan Earl Lansangan; Utilizing the Tax Incentives Under the CREATE Law last April 7, 2021 by Zalamea; CREATE Law Seminar last April 30, 2021 conducted by BIR-LTD; Customer Centricity Program by Paulo M. Tibig, Paulo Tibig Corporate Trainings last July 9, 2022; Competitive Marketing Strategy by Mr. Josiah Go, Mansmith and Fielders In. last September 10, 2022; Sales Relationship Marketing by Malu Dy Buncio last January 21, 2023; Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; Rekindling Joy at Work by John Velden Lim last July 22, 2023; AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023; Year-End Adjustments and Tax Updates by the BIR-LTD Cebu last December 5, 2023; The Motivation Switch by Jayson Lo last January 27, 2024 and recently attended Tax Compliance Congress 2024 last July 26, 2024 conducted by Atty. Neil Eric Ochoco, CPA.

Pablo G. Paña Jr., 51 years old, Filipino and the Bank’s Vice President - Treasury. He joined the Company in 1999 as Auditor I of the Internal Audit Department ; Auditor II in 2000; Auditor III in 2004; Compliance Assistant in 2008; Manager, Property & Procurement in 2011, Acting AVP –

Treasury in Nov 2014 prior to his appointment as VP-Treasury in May 1, 2015. He graduated with a degree of Bachelor of Science in Accountancy at the University of Bohol, Tagbilaran City in 1995. Various trainings and seminars attended within the last 10 years are as follows: Information Security Management System & Risk Assessment by Jaime Raphael Licauco in Feb. 2010; Sales Leadership for Life by Anthony N. Pangilinan, Bus. Works in April 2010; Service Attitude & Values Empowerment by Jesus Gregorio F. Noriega III of PLDT in July 2011; ICT Security Risk Assessment & Mgmt by Rainier A. Vergara CISA in Aug. 2011; Pump Up the Drive for Excellence by Jesus Gregorio F. Noriega III of PLDT in Jan. 2012; FCB Team Reinforcement Workshop by Jesus Gregorio F. Noriega III, PLDT in Jan. 2013; Disaster Recovery Program & Business Continuity Plan by FCB in Sept. 2013; Briefing on the AMLA Act of 2001, as Amended by Atty. Arnold Kabanlit, AMLC Secretariat, Feb. 21, 2015; Briefing on Enhance Security Features of New Generation Currency, Mar. 2015 by BSP Cebu; Disaster Recovery Program & Earthquake Drill, by the Bureau of Fire and Tarsier Training Director, Oct. 2015; “Winning MSMEs” by Paulo Tibig of The Entre-Champ, Jan.2016; High Impact Customer Service Seminar, Feb.2016 by Rosario Florido of PLDT-Manila; Information Technology Risk Management Training, by Isla Lipana & Co.-Mar.2016; Rediscounting Briefing and Technical Assistance Seminar by BSP, Apr.2016; Environmental Management Seminar by Cheryll Patulot, Management System Auditor SGS, Apr. 2016; Disaster Recovery Program, by Bureau of Fire Dept., Oct.2016 ; Be Up to Speed on BSP” by BSP-EFLP (Economic and Financial Learning Program), Dec.2016 ; Leadership and Teamwork by Vincent “Chot” Reyes, Jan.2017; Information Security Awareness Training by Christian Orias of Cogniseed Consulting Inc. Sept.2017; Disaster Recovery /BCP Testing by BFD/FCB, Oct.2017; ICT Security/ Business Continuity/ Consumer Protection Act/ Bank Security Awareness/AMLA Updates by FCB and “Soul at Work” by Arun Gogna of Creative House Inc. in Jan.26, 2019 ; Excellence Starts with Me by John Velden Lim-Creative House Inc. in Mar.9, 2019; Anti Money Laundering Act Awareness ; Culture, Attitudes & Values for Sustainability (CAVS) at Work- Jan. 25, 2020 and Simplified Strategic Planning Management Workshop Feb.8, 2020 both by Paulo M. Tibig, -Corporate Trainings; Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Consumer Protection Awareness last November 7, 2020 by FCB; Seminar on Supervisory Assessment Framework (SAFr) sponsored by Chamber of Thrift Banks (CTB) last November 11, 2020; Leading in the 21st Century (Playing the Long Game) last January 16, 2021 by Jonathan Earl Lansangan; Utilizing the Tax Incentives Under the CREATE Law last April 7, 2021 by Zalamea; Motivational Talk on Leadership by Chinkee Tan last January 15, 2022; Customer Centricity Program by Paulo M. Tibig, Paulo Tibig Corporate Trainings last July 9, 2022; Competitive Marketing Strategy by Mr. Josiah Go, Mansmith and Fielders In. last September 10, 2022; Sales Relationship Marketing by Malu Dy Buncio last January 21, 2023; Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; Know Your Money by BSP last March 24, 2023; Security and Disaster Control Program by the Bureau of Fire Protection last July 15, 2023; Rekindling Joy at Work by John Velden Lim last July 22, 2023; AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 05, 2023; The Motivation Switch by Jayson Lo last January 27, 2024 and recently attended Tax Compliance Congress 2024 last July 26, 2024 conducted by Atty. Neil Eric Ochoco, CPA.

Ritche B. Raguindin, 46 years old, Filipino and the Bank’s Vice President-Compliance. He joined the company in Feb.2003 as Field Auditor of the Audit Department then as ICT Auditor in Sept.2007. He was appointed as Branch Manager in Dec.2017 then as Senior Manager At-Large assigned at the Compliance Department prior to his promotion as Acting Vice President-Compliance in Jan.2019 and as full-fledged Vice President-Compliance in April 2019. He graduated with the degree of BS Accountancy at the University of San Jose Recoletos in 2001 and he is a professional

civil service eligible. Various trainings and seminars attended within the last 10 years are as follows: ICT Security Risk Assessment and Management, by Rainier A. Vergara CISA in Aug. 2011; IT Risk Based Audit by Maria Monica Reyes, CPA, Nov. 2011; Anti-Money Laundering Act (AMLA) Atty. Vicente Aquino, Exec. Dir., AMLC Secretariat Mar. 2012; Anti-Money Laundering Act (AMLA), by Arnold T. Kabanlit, Officer V- AMLC Secretariat, Feb.2015; Database Security and Auditing by ISACA Professional Dev't Center-Aug. 2016; ISO/IEC 27001:2013 ISMS Implementation Course SGS Academy Nov2016; Awareness on Information and Security, Consumer Protection Act, Bank Security, Bus. Continuity Awareness and AMLA Updates by FCB, May2017; Information and Security Awareness, by Christian M. Orias, Director and Principal Consultant, Cogniseed Consulting, Inc. Sept.2017; Disaster Recovery Program and BCP Testing by FCB, Oct. 2017; MSME (Financial Aspect), Jan.2018; He has attended the seminar on Corporate Governance and Risk Management conducted by Ateneo de Manila in Oct. 2018; AMLA and AML Risk Rating System, Operational Risk Management, Liquidity Risk Management by the Chamber of Thrift Banks in Nov. 2018; ICT Security/ Business Continuity/ Consumer Protection Act/ Bank Security Awareness/AMLA Updates by FCB and “Soul at Work” by Arun Gogna of Creative House Inc. in Jan. 26, 2019; Excellence Starts with Me by John Velden Lim-Creative House Inc. in Mar.9, 2019; Anti Money Laundering Act Awareness ; Culture, Attitudes & Values for Sustainability (CAVS) at Work- Jan. 25, 2020 and Simplified Strategic Planning Management Workshop Feb.8, 2020 both by Paulo M. Tibig, -Corporate Trainings; Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Updates on Consumer Protection Awareness last November 7, 2020 by FCB; Seminar on Supervisory Assessment Framework (SAFr) sponsored by Chamber of Thrift Banks (CTB) last November 11, 2020; Leading in the 21st Century (Playing the Long Game) last January 16, 2021 by Jonathan Earl Lansangan; Briefing on Risk Assessment Report of Cash, Cross- Border & Cross-Sector Transactions and Thematic Review on Terrorist Financing and Implementation of Targeted Financial Sanctions held last February 15, 2021 by the Financial System Integrity Department of the Bangko Sentral ng Pilipinas (BSP); AML/CFT/CPF Laws, Rules and Regulations by Chamber of Thrift Banks in collaboration with BSP last May 28, 2021; AML/CFT Webinar on DNFBPs last August 20, 2021 conducted by the Anti-Money Laundering Council; Motivational Talk on Leadership by Chinkee Tan last January 15, 2022; AML/CFT Fundamentals last February 8, 2022 by the AMLC; Customer Centricity Program by Paulo M. Tibig, Paulo Tibig Corporate Trainings last July 9, 2022; Competitive Marketing Strategy by Mr. Josiah Go, Mansmith and Fielders In. last September 10, 2022; Sales Relationship Marketing by Malu Dy Buncio last January 21, 2023; Sanction Screening Obligation and Best Practices by AMLC last February 9, 2023;Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; Security and Disaster Control Program by the Bureau of Fire Protection last July 15, 2023; Rekindling Joy at Work by John Velden Lim last July 22, 2023; AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 5, 2023; BSP’s initiatives on Bank’s Digitization and Cybersecurity by CTB in collaboration with BSP-TRISD last October 09, 2023; Best Practices in Corporate Housekeeping conducted by Center for Global Best Practices last October 25, 2023; Motivation Switch by Jayson Lo last January 27, 2024; AML Updates by Chamber of Thrift Banks in collaboration with BSP –FSID last March 5, 2024; The Foundation of Information System Auditing conducted by the Chamber of Thrift Banks last May 10, 2024; Risk Management and Compliance Risk Management by Chamber of Thrift Banks in collaboration with BSP –FSID last August 19, 2024; and the most recent is Face – Off with Fraud and Cyber Resilience protecting the Borderless Realm both by Association of Bank Compliance Officers last September 18, 2024.

Sharon Claire I. Karaan, 58 years old, Filipino and the Bank’s Vice President - Personnel. She joined the company in December 1987 as Clerk, rose from the rank as Personnel

Assistant/Psychometrician in 1991-95, Administrative Assistant 1995-1996, Manager I (Personnel) in 1996-2011, Assistant Vice President -Personnel in 2011-2017 and was promoted to her present position as Vice President-Personnel in April 2018. She graduated Cum Laude with the degree of Bachelor of Science in Psychology at Silliman University in Dumaguete City in 1986. She is also a LET and a professional civil service examination passer, and has obtained units in Accountancy at University of Bohol. Various trainings and seminars attended within the last 10 years are as follows: Sales Leadership for Life by Anthony N. Pangilinan, Bus. Works in April 2010; Best Practices Guide to Valid Dismissal by Center for Global Best Practises, Feb. 2011; Service Attitude & Values Employment, by Jesus Gregorio F. Noriega III of PLDT in July 2011; ICT Security Risk Assessment and Management, by FCB Aug. 2011; Pump Up the Drive for Excellence, by Jesus Gregorio F. Noriega III of PLDT in Jan.2012; Anti-Money Laundering Act (AMLA by Atty. Vicente S. Aquino, Executive Director, AMLC Secretariat) in Mar.2012; Year-End Adjustment, Electronic forms and Other Tax Updates, BIR, Nov. 2014; Tax Seminar on Basics of Employee Taxation by Navarro Amper & Co. Jan.2015; Anti-Money Laundering Act (AMLA), by Arnold T. Kabanlit, Officer V- AMLC Secretariat, Feb.2015; Seminar on DOLE Order No. 147-15, by E.B. Ramos and Asso., Feb.2016; Information Technology Risk Management Training by Isla Lipana & Co.,Mar.2016; Seminar on Year-end Adjustment & Other Tax Updates by BIR, Nov.2016; Human Resource Mgt: Jurisprudence, Trends & Shift of Challenges by Atty. Bryan Vince M. Lee, President, Asso. of Industrial Peace Advocates, Inc., Nov.2016; Leadership and Teamwork, by Chot Reyes-Jan.2017; How to Structure and Compute Salaries, Wages and Benefits with the Revised Tax-Exempt Rules by Atty. Elvin B. Villanueva, Center for Global Best Practices, June 2017; The Art and Science of Administrative Investigation by Atty. Josephus B. Jimenez/Powermax Consulting Group, Aug. 2017; Information and Security Awareness, by Christian M. Orias, Director and Principal Consultant, Cogniseed Consulting, Inc. Sept.2017; Seminar on Year-end Adjustment & Other Tax Updates by BIR, Nov.2017; 11th National Convention on Labor Management Cooperation by Phil. League of Labor-Mgt. Cooperation Practitioners, Inc. , Nov. 2017; Tax Reform 2018: Ready to Board the TRAIN, P&A Grant Thornton, Jan. 2018; Seminar on Tax Reform for Acceleration and Inclusion (TRAIN) by BIR, Mar. 2018; Computer Assisted Auditing Techniques Using Excel- Institute of Internal Auditors Phil. Center for Prof Dev-Dec.2018; ICT Security/ Business Continuity/ Consumer Protection Act/ Bank Security Awareness/AMLA Updates by FCB and “Soul at Work” by Arun Gogna of Creative House Inc. in Jan. 26, 2019; Excellence Starts with Me by John Velden Lim-Creative House Inc. in Mar.9, 2019; Anti Money Laundering Act Awareness ; Culture, Attitudes & Values for Sustainability (CAVS) at Work- Jan. 25, 2020 and Simplified Strategic Planning Management Workshop Feb.8, 2020 both by Paulo M. Tibig, - Corporate Trainings; Money Laundering and Terrorist Financing Prevention Program (MTPP) Refresher Course conducted by Norberto N. Nabong, one of AMLC accredited trainor on AMLA refresher courses held last February 29, 2020 at FCB Training Center-Tagbilaran City; Updates on Consumer Protection Awareness last November 7, 2020 by FCB; Seminar on Supervisory Assessment Framework (SAFr) sponsored by Chamber of Thrift Banks (CTB) last November 11, 2020; Leading in the 21st Century (Playing the Long Game) last January 16, 2021 by Jonathan Earl Lansangan; Motivational Talk on Leadership by Chinkee Tan last January 15, 2022; Customer Centricity Program by Paulo M. Tibig, Paulo Tibig Corporate Trainings last July 9, 2022; Competitive Marketing Strategy by Mr. Josiah Go, Mansmith and Fielders Inc. last September 10, 2022. Sales Relationship Marketing by Malu Dy Buncio last January 21, 2023; Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; Rekindling Joy at Work by John Velden L. Lim last July 22, 2023; AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 5, 2023; Year-End Adjustments and Tax Updates by Fidela C. Bardelas, OIC Chief, LT Division, Cebu last December 5, 2023 and recently attended The Motivation Switch by Jayson Lo last January 27, 2024.

Doressa F. Moquite, 39 years old, Filipino and the Bank's Vice President-Credit. She joined the bank in May 2008 as Customer Service Relations and as an Officer-at-Large on December 2011. She was appointed as Branch Manager in April 2014 then transferred to Head Office in January 2018 as Manager in the Credit Department prior to her promotion as Acting VP- Credit in September 2020 prior to her appointment of her present position on January 2022. She graduated with the degree of Bachelor of Science in Commerce at Holy Name University in 2006. She is a professional civil service eligible, a Real Estate Broker and Real Estate Appraiser. Various trainings and seminars attended within the last 10 years are as follows: Sales Leadership for Life by Anthony N. Pangilinan, Bus. Works in April 2010; Service Attitude & Values Employment, by Jesus Gregorio F. Noriega III of PLDT in July 2011; Know your Money and Counterfeit Detection (Peso & Dollar) by Remedios S. Ilagan, Sr., Currency Specialist of BSP; Pump Up the Drive for Excellence in Jan. 2012 and FCB Team Reinforcement Workshop in August 2013, both by Jesus Gregorio F. Noriega III of PLDT; Leadership and Teamwork, by Chot Reyes- Jan.2017; Development of Credit Scoring Model and Introduction to IFRS 9 in November 2018 conducted by Dr. Joachim Bald of Frankfurt School of Finance and Mgt.; Computer Assisted Technique using Excel by Paul Ryan M. Balon, Internal Audit Practitioner in December 14-15, 2018; ICT Security/ Business Continuity/ Consumer Protection Act/ Bank Security Awareness/AMLA Updates by FCB and "Soul at Work" by Arun Gogna of Creative House Inc. in Jan. 26, 2019; Culture, Attitudes & Values for Sustainability (CAVS) at Work- Jan. 25, 2020 by Paulo M. Tibig, Corporate Trainings; Leading in the 21st Century (Playing the Long Game) last January 16, 2021 by Jonathan Earl Lansangan; Financial Analysis and Credit Risk Assessment in July 7-8, 2021 by Reynald Espiritu Tomas, Multi-Certified Accountant and Finance Professional and Elmar Benjie Panahon, MSME Finance Country Representative for Sparkassenstiftung fur Internationale Kooperation; Responsible Borrowing and Combating Abusive Lending in Time of COVID-19 conducted by Atty. Ben Joshua A. Baltazar, President and CEO of Credit Information Corporation in August 2021; Fighting Credit Card Fraud and Building Good Credit History in September 2021 by Romeo O. Ofrin, Chief Marketing Specialist, Credit Information Corporation; Reforms and Policies for a Strengthened Credit Registry Analyzing Financial Statements: A Tool in Credit Assessment for Bankers in October 2021 by Atty. Leah B. Banagui-han, Attorney V, Credit Information Corporation; The CIC Report and the Basics of Business loan last November 2021 by Romeo O. Ofrin, Chief Marketing Specialist, Credit Information Corporation; Rebuilding Credit Worthiness in the New Normal last December 2021 conducted by Atty. Ben Joshua A. Baltazar, President CIC; Motivational Talk on Leadership by Chinkee Tan last January 15, 2022; Customer Centricity Program by Paulo M. Tibig, Paulo Tibig Corporate Trainings last July 9, 2022; Competitive Marketing Strategy by Mr. Josiah Go, Mansmith and Fielders In. last September 10, 2022; Treasury and Investment Banking conducted by Land Bank of the Philippines (LBP) last February 24, 2023; Rekindling Joy at Work by John Velden L. Lim last July 22, 2023; AML/CFT/CPF Refresher Course by Dante T. Fuentes, AMLC Accredited Trainer last August 5, 2023 and the most recent is The Motivation Switch by Jayson Lo last January 27, 2024.