

COVER SHEET

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I	N	C	.																										

(Company's Full Name)

N	O	R	T	H		S	C	I	E	N	C	E		A	V	E	.			L	A	G	U	N	A				
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(Business Address: No. Street City / Town / Province)

Ms. Laurice S. Dela Cruz

Contact Person

7756-6840

Company Telephone Number

1	2	3	1
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Month

Day

Fiscal Year

Integrated Annual Corporate Governance Report (I-ACGR)

FORM TYPE

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Month

Day

Annual Meeting

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Secondary License Type, if Applicable

C	F	D
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Dept. Requiring this Doc.

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Amended Articles Number/Section

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Total No. Of Stockholders

Total Amount of Borrowings

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Domestic

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Foreign

To be accomplished by SEC Personnel concerned

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File Number

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Document I.D.

Cashier

STAMPS

Remarks = pls. Use black ink for scanning purposes



SEC FORM – I-ACGR

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

1. For the fiscal year ended: **December 31, 2024**
2. SEC Identification Number: 94419 3. BIR Tax Identification No. **000-409-747-000**
3. Exact name of issuer as specified in its charter: **Integrated Micro-Electronics, Inc.**
4. **Philippines**
Province, Country or other jurisdiction of
incorporation or organization
5. (SEC Use Only)
Industry Classification Code:
6. **North Science Avenue, Laguna Technopark-Special
Processing Zone, Binan, Laguna**
Address of principal office
- 4024**
Postal Code
7. **(632) 7756-6840**
Issuer's telephone number, including area code
8. **Not Applicable**
Former name, former address, and former fiscal year, if changed since last report.

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
The Board's Governance Responsibilities			
Principle 1: The company should be headed by a competent, working board to foster the long- term success of the corporation, and to sustain its competitiveness and profitability in a manner consistent with its corporate objectives and the long- term best interests of its shareholders and other stakeholders.			
Recommendation 1.1			
1. Board is composed of directors with collective working knowledge, experience or expertise that is relevant to the company's industry/sector.	Compliant	<i>Provide information or link/reference to a document containing information on the following:</i> <ol style="list-style-type: none"> Academic qualifications, industry knowledge, professional experience, expertise and relevant trainings of directors Qualification standards for directors to facilitate the selection of potential nominees and to serve as benchmark for the evaluation of its performance 	
2. Board has an appropriate mix of competence and expertise.	Compliant	2025 Definitive Information Statement, Annex "B" Directors and Officers, pages 20-25 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf	
3. Directors remain qualified for their positions individually and collectively to enable them to fulfill their roles and responsibilities and respond to the needs of the organization.	Compliant	2024 Annual Report – The Board of Directors, page 18 https://www.global-imi.com/investors/annual-reports 2024 Board of Directors and Key Officers https://www.global-imi.com/sites/default/files/IMI_2024%20Board%20of%20Directors%20and%20Key%20Officers.pdf Board Charter, Section 2.2. Board Competencies and Diversity, page 1 Board Competencies and Diversity – The Board shall be composed of members who possess the necessary knowledge, skills and experience required to properly perform the duties of the Board. The Board shall adopt a policy on diversity that encourages the selection of an	

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
		<p>appropriate mix of competent Directors, each of whom can add value and independent judgment in the formulation of sound corporate strategies and policies. Diversity includes business experience, age, gender and ethnicity. With respect to gender, the Board shall strive to be composed of a least 30% female directors or at least two (2) female directors, whichever is lower, by 2025.</p> <p>https://www.global-imi.com/sites/default/files/2021%20IMI Board%20Charter For%20Website August%202021.pdf</p> <p>Revised CG Manual, Article II, 1.1 Composition of the Board, page 5 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual SEC%20PSE.pdf</p> <p>Amended By-Laws, Article IV of the Board of Directors, page 4 https://www.global-imi.com/sites/default/files/SEC-PSE-SEC%27s%20Approval%20of%20the%20Amended%20By-Laws 4.13.21 0.pdf</p>	
Recommendation 1.2			
1. Board is composed of a majority of non-executive directors.	Compliant	<p><i>Identify or provide link/reference to a document identifying the directors and the type of their directorships</i></p> <p>The Company has 9 non-executive directors out of 11 board members.</p> <p>Revised CG Manual, Article II, 1.1 Composition of the Board, page 5</p> <p>1.1 Composition: The Board of Directors shall have eleven (11) members elected individually by the Corporation's stockholders entitled to vote at the annual meeting. Majority of the Directors shall have no executive responsibility and shall not perform any work related to the operations (Non-Executive Directors).</p>	

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		https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf Board of Directors Members https://www.global-imi.com/sites/default/files/IMI_2024%20Board%20of%20Directors%20and%20Key%20Officers.pdf 2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf 2025 Definitive Information Statement, Annex "B" Directors and Officers, pages 20-25 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf	
Recommendation 1.3			
1. Company provides in its Board Charter and Manual of Corporate Governance a policy on training of directors.	Compliant	<i>Provide link or reference to the company's Board Charter and Manual on Corporate Governance relating to its policy on training of directors.</i> Revised CG Manual, Article II, 1.13 j) Orientation and Continuing Education Programs for Directors, page 10 All new Directors of the Corporation shall undergo at the minimum an eight-hour orientation program on the Corporation's business and corporate structure, vision and mission, corporate strategy, Governance Codes and Policies, Articles, By-Laws, this Manual, the Charters, the SEC-mandated topics on governance matters and other matters essential for the effective performance of their duties and responsibilities. Directors shall also attend a four-hour annual continuing training program, including courses on corporate governance at least once a year. Directors	

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		<p>are encouraged to assess their own training and development needs for the continuing training program.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Board Charter, Section 13. Orientation and Continuing Education Programs for Directors, page 11</p> <p>Prior to assuming office, all new Directors shall undergo at the minimum an eight-hour orientation program on the Corporation's business and corporate structure, vision and mission, corporate strategy, Articles of Incorporation, By-laws and Manual of Corporate Governance, Board and Committee Charters, SEC-mandated topics on corporate governance and other relevant matters essential for the effective performance of their duties and responsibilities.</p> <p>Directors shall likewise attend a four-hour annual continuing training program, including courses on corporate governance, to further their knowledge and assist in their development as Directors at least once a year.</p> <p>Directors are encouraged to assess their own training and development needs for the continuing training program.</p> <p>https://www.global-imi.com/sites/default/files/2021%20IMI_Board%20Charter_For%20Website_August%202021.pdf</p>	
2. Company has an orientation program for first time directors.	Compliant	<p><i>Provide information or link/reference to a document containing information on the orientation program and trainings of directors for the previous year, including the number of hours attended and topics covered.</i></p> <p>Revised CG Manual, Article II, 1.13 j) Orientation and Continuing Education</p>	

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
3. Company has relevant annual continuing training for all directors.	Compliant	<p>Programs for Directors, page 10</p> <p>All new Directors of the Corporation shall undergo at the minimum an eight-hour orientation program on the Corporation's business and corporate structure, vision and mission, corporate strategy, Governance Codes and Policies, Articles, By-Laws, this Manual, the Charters, the SEC-mandated topics on governance matters and other matters essential for the effective performance of their duties and responsibilities. Directors shall also attend a four-hour annual continuing training program, including courses on corporate governance at least once a year. Directors are encouraged to assess their own training and development needs for the continuing training program.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Board Charter, Section 13. Orientation and Continuing Education Programs for Directors, page 11</p> <p>Prior to assuming office, all new Directors shall undergo at the minimum an eight-hour orientation program on the Corporation's business and corporate structure, vision and mission, corporate strategy, Articles of Incorporation, By-laws and Manual of Corporate Governance, Board and Committee Charters, SEC-mandated topics on corporate governance and other relevant matters essential for the effective performance of their duties and responsibilities.</p> <p>Directors shall likewise attend a four-hour annual continuing training program, including courses on corporate governance, to further their knowledge and assist in their development as Directors at least once a year.</p> <p>Directors are encouraged to assess their own training and development needs for the continuing training program.</p> <p>https://www.global-</p>	

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	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
		imi.com/sites/default/files/2021%20IMI Board%20Charter For%20Website August%202021.pdf 2024 Annual Report – Corporate Governance Programs Attended in 2024, page 40 https://www.global-imc.com/investors/annual-reports Refer to attendance posted in the website: https://www.global-imc.com/sites/default/files/IMI 2024%20Seminars%20Attended%20for%20Website%20281%29.pdf	
Recommendation 1.4			
1. Board has a policy on board diversity.	Compliant	<p><i>Provide information on or link/reference to a document containing information on the company's board diversity policy.</i></p> <p>Revised CG Manual, Article II, 1.2 Diversity, page 5</p> <p>The Corporation is committed to having our Board comprised of qualified and dedicated Directors with a diverse mix of expertise, experience, skills and backgrounds. Diversity includes business experience, age, gender and ethnicity. Nominees shall be selected based on merit. With respect to gender, the Board shall strive to be composed of at least 30% female directors or at least two (2) female directors, whichever is lower, by 2025.</p> <p><i>Indicate gender composition of the board.</i></p> <p>IMI has one female Independent Director, Ms. Sherisa P. Nuesa.</p> <p>Board of Directors Members https://www.global-imc.com/sites/default/files/IMI 2024%20Board%20of%20Directors%20and%20Key%20Officers.pdf </p>	

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
		2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf	
Optional: Recommendation 1.4			
1. Company has a policy on and discloses measurable objectives for implementing its board diversity and reports on progress in achieving its objectives.	Compliant	<p>Provide information on or link/reference to a document containing the company's policy and measurable objectives for implementing board diversity.</p> <p>Provide link or reference to a progress report in achieving its objectives.</p> <p>2024 Annual Report – Corporate Governance, Board Diversity, page 36 https://www.global-imi.com/investors/annual-reports</p> <p>Board Diversity Policy</p> <p>IMI's board diversity policy encourages the selection of an appropriate mix of competent directors, each of whom can add value and independent judgment in the formulation of sound corporate strategies and policies. Diversity includes business experience, age, gender, and ethnicity. With respect to gender, the Board shall strive to be composed of at least 30 percent or two (2) female directors, whichever is lower, by 2025 as stated in its board diversity policy.</p>	
Recommendation 1.5			
1. Board is assisted by a Corporate Secretary.	Compliant	<i>Provide information on or link/reference to a document containing information on the Corporate Secretary, including his/her name, qualifications, duties and functions.</i>	
2. Corporate Secretary is a separate individual from the Compliance Officer.	Compliant	Please refer to Board of Directors Members and Key Officers for the Corporate Secretary's profile.	
3. Corporate Secretary is not a member of the Board of Directors.	Compliant		
		Corporate Secretary – Maria Franchette M. Acosta Compliance Officer – Robert William Heese	

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
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		<p>Atty. Maria Franchette M. Acosta is not a member of the Board of Directors.</p> <p>Revised CG Manual, Article II, 1.20 Support from Key Officer, a) The Corporate Secretary, page 16 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Board Charter, Section 10. Corporate Secretary, page 10 https://www.global-imi.com/sites/default/files/2021%20IMI_Board%20Charter_For%20Website_August%202021.pdf</p> <p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p>	
4. Corporate Secretary attends training/s on corporate governance.	Compliant	<p><i>Provide information or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered</i></p> <p>IMI's Corporate Secretary and Assistant Corporate Secretary attended The Board's Agenda 2024: 2024 Ayala Integrated Corporate Governance, Risk Management and Sustainability Summit on November 5, 2024 at Fairmont Makati City</p> <p>Refer to attendance posted on the website: https://www.global-imi.com/sites/default/files/IMI_2024%20Seminars%20Attended%20for%20Website%20%281%29.pdf</p>	

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
Optional: Recommendation 1.5			
1. Corporate Secretary distributes materials for board meetings at least five business days before scheduled meeting.	Compliant	<p>Provide proof that corporate secretary distributed board meeting materials at least five business days before scheduled meeting</p> <p>Revised CG Manual, Article III, G) The Corporate Secretary, page 16</p> <p>Responsibilities of the Corporate Secretary a.6) Informs members of the Board, in accordance with the by-laws, of the agenda of their meetings at least five working days in advance, and ensures that the members have before them accurate information that will enable them to arrive at intelligent decisions on matters that require their approval;</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
Recommendation 1.6			
1. Board is assisted by a Compliance Officer.	Compliant	<p>Provide information on or link/reference to a document containing information on the Compliance Officer, including his/her name, position, qualifications, duties and functions.</p> <p>The Compliance Officer, Mr. Robert William Heese, is Chief Finance Officer and Compliance Officer of IMI. He holds a rank of Senior Vice President, he has adequate stature and authority in the corporation to undertake the compliance functions.</p> <p>Board of Directors Members and Key Officers for the Compliance Officers' profile https://www.global-imi.com/sites/default/files/IMI_2024%20Board%20of%20Directors%20and%20Key%20Officers.pdf</p> <p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p>	
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	Compliant		
3. Compliance Officer is not a member of the board.	Compliant		

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
		<p>f Compliance Officer – Robert William Heese (Chief Finance Office and Compliance Officer)</p> <p>Mr. Heese is not a member of the Board of Directors.</p> <p>Revised CG Manual, Article II, 1.20 Support from Key Officer, b) The Compliance Officer, page 16 https://www.global-im.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>2024 Definitive Information Statement, Annex B Directors and Officers, pages 23-27 https://www.global-im.com/sites/default/files/IMI_Definitive_Information_Statement_%202024_Redacted.pdf</p> <p>2025 Definitive Information Statement, Annex “B” Directors and Officers, pages 20-25 https://www.global-im.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p>	
4. Compliance Officer attends training/s on corporate governance.	Compliant	<p>Provide information on or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered</p> <p>IMI’s Compliance Officer (Robert William Heese) attended 2024 Ayala Integrated Corporate Governance, Risk Management and Sustainability Summit on November 5, 2024 at Fairmont Makati City</p> <p>Refer to attendance posted on the website: https://www.global-im.com</p>	

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		imi.com/sites/default/files/IMI_2024%20Seminars%20Attended%20for%20Website%20%281%29.pdf	
Principle 2: The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the company's articles and by-laws, and other legal pronouncements and guidelines should be clearly made known to all directors as well as to stockholders and other stakeholders.			
Recommendation 2.1			
1. Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.	Compliant	<p><i>Provide information or reference to a document containing information on how the directors performed their duties (can include board resolutions, minutes of meeting)</i></p> <p>Revised CG Manual, Article II, 1.16 Specific Duties and Responsibilities of each Director, page 15</p> <p>e) Act judiciously on a fully informed basis, in good faith and with due diligence and care. Before deciding on any matter brought before the Board of Directors, every director should evaluate the issues, ask questions and seek clarifications as appropriate.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Company Disclosure – Results of Meeting of the Board of Directors</p> <p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p> <p>2024 ASM Minutes of Meeting https://www.global-imi.com/sites/default/files/IMI_%202024_ASM_Minutes_25April_2024_clean_v2_002_0.pdf</p>	

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
Recommendation 2.2			
1. Board oversees the development, review and approval of the company's business objectives and strategy.	Compliant	<i>Provide information or link/reference to a document containing information on how the directors performed this function (can include board resolutions, minutes of meeting)</i>	
2. Board oversees and monitors the implementation of the company's business objectives and strategy.	Compliant	<p><i>Indicate frequency of review of business objectives and strategy</i></p> <p>Revised CG Manual, Article II, 1.15 Responsibility of the Board for Good Governance, page 11</p> <p>a) Adopt and continuously review, monitor the implementation of the corporate strategy;</p> <p>c) Review vision and mission statement of the Corporation every year;</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Company Disclosure – Results of Meeting of the Board of Directors</p> <p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting</p> <p>https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p> <p>https://edge.pse.com.ph/openDiscViewer.do?edge_no=b289d2846813a53babca0fa0c5b4e4d0</p> <p>https://edge.pse.com.ph/openDiscViewer.do?edge_no=4eeb7aaa5ae2725babca0fa0c5b4e4d0</p> <p>Notice of Annual or Special Stockholders' Meeting</p> <p>https://edge.pse.com.ph/openDiscViewer.do?edge_no=dd45a073d4c7a5b9ec6e1601ccee8f59</p>	

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
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Supplement to Recommendation 2.2			
1. Board has a clearly defined and updated vision, mission and core values.	Compliant	<p><i>Indicate or provide link/reference to a document containing the company's vision, mission and core values.</i></p> <p><i>Indicate frequency of review of the vision, mission and core values.</i></p> <p>2024 Annual Report, Our Vision, Our Mission, Our Core Values, page 2 and Board Structure and Processes, page 36 https://www.global-imi.com/investors/annual-reports</p> <p>IMI Website – About IMI https://www.global-imi.com/about</p> <p>Revised CG Manual, Article II, 1.15 Responsibility of the Board for Good Governance, page 11 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Board Charter, Section 7. Responsibilities of the Board 1.C. Review vision and mission statement of the Corporation every year. https://www.global-imi.com/sites/default/files/2021%20IMI_Board%20Charter_For%20Website_August%202021.pdf</p>	
2. Board has a strategy execution process that facilitates effective management performance and is attuned to the company's business environment, and culture.	Compliant	<p><i>Provide information on or link/reference to a document containing information on the strategy execution process.</i></p> <p>Board Charter, Section 7. Responsibilities of the Board https://www.global-imi.com/sites/default/files/2021%20IMI_Board%20Charter_For%20Website_August%202021.pdf</p>	

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		<p>Revised CG Manual, Article II, 1.12 Responsibility of the Board for Good Governance, page 12</p> <p>s) Oversee the development of and approve the Corporation's business objectives and strategy, and monitor their implementation to sustain its long-term viability and strength.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
Recommendation 2.3			
1. Board is headed by a competent and qualified Chairperson.	Compliant	<p><i>Provide information or reference to a document containing information on the Chairperson, including his/her name and qualifications</i></p> <p>IMI's BOD Chairman is Mr. Alberto M. de Larrazabal</p> <p>2025 Definitive Information Statement, Annex "B" Directors and Officers, pages 20-25 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>2024 Definitive Information Statement, Annex B Directors and Officers, pages 23-27 https://www.global-imi.com/sites/default/files/IMI_Definitive_Information_Statement_%202024_Redacted.pdf</p> <p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p>	
Recommendation 2.4			

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	Compliant	<p><i>Disclose and provide information or link/reference to a document containing information on the company's succession planning policies and programs and its implementation.</i></p> <p>Revised CG Manual, Article II, 1.15 General Responsibility of the Board for Good Governance</p>	
2. Board adopts a policy on the retirement for directors and key officers.	Compliant	<p>v) Adopt a professional development program for employees and officers, and an effective succession planning for Directors, key officers, and management in the Corporation in accordance with the criteria set in the Corporate Governance and Nomination Committee Charter;</p> <p>Revised CG Manual, Article II, 1.4 Retirement age of Directors, page 5</p> <p>The Board should be responsible for ensuring and adopting an effective succession planning program for Directors, key officers and management to ensure growth and a continued increase in the shareholders' value.</p> <p>No person eighty (80) years of age or older shall be eligible for election, re-election, appointment or re-appointments as a member of the Board, subject to exceptions as may be approved by the Board of Directors, taking into account the relevant qualifications and invaluable contribution of the Director and the special circumstances affecting the Corporation.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Charter of Corporate Governance and Nomination Committee https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Corporate%20Governance%20and%20Nomination%20Committee_October%202020_0.pdf</p>	

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
Recommendation 2.5			
1. Board aligns the remuneration of key officers and board members with long-term interests of the company.	Compliant	<i>Provide information on or link/reference to a document containing information on the company's remuneration policy and its implementation, including the relationship between remuneration and performance.</i>	
2. Board adopts a policy specifying the relationship between remuneration and performance.	Compliant	Personnel and Compensation Committee Charter https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Personnel%20and%20Compensation%20Committee_October%202020_0.pdf	
3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	Compliant	<p>The Board through its Personnel and Compensation Committee shall:</p> <ol style="list-style-type: none"> 1. establish a formal and transparent procedure for developing a policy on director and executive remuneration and for fixing the remuneration packages of corporate officers and directors, and provide oversight over remuneration of senior management and other key personnel ensuring that compensation is consistent with the Corporation's culture, strategy and control environment; 2. Oversees the annual performance review of each members of the Management appointment by the Board other than the Chief Executive Officer (CEO), Chief Operating Officer (COO) and President and measure such performance against each of his key performance areas and objectives pursuant to the Corporation's plans and determine his or her compensation for the approval of the Board; 3. Review the structure and competitiveness of the Corporation's executive officer compensation programs considering the following factors: (i) the attraction and retention of executive officers; (ii) the motivation of executive officers to achieve the Corporation's business objectives; and (iii) the alignment of the interests of executive officers with the long-term interests of the Corporation's shareholders and other stakeholders; 4. Develop a form on Full Business Interest Disclosure as part of the pre- 	

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		<p>employment requirements for all incoming officers, which among things, compel all officers to declare under the penalty of perjury all their existing business interests or shareholdings that may directly or indirectly conflict in their performance of duties once hired;</p> <p>5. Disallow any director to decide his own remuneration during his incumbent term;</p> <p>Revised CG Manual, Article II, 2.3 Personnel and Compensation Committee, page 18 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>2024 Annual Report – Board remuneration, page 38 https://www.global-imi.com/investors/annual-reports</p> <p>Amended By-Laws, Article IV, Section 9, page 7 https://www.global-imi.com/sites/default/files/SEC-PSE-SEC%27s%20Approval%20of%20the%20Amended%20By-Laws_4.13.21_0.pdf</p>	
Optional: Recommendation 2.5			
1. Board approves the remuneration of senior executives.	Compliant	<p><i>Provide proof of board approval</i></p> <p>The Board through its Personnel and Compensation Committee establish a formal and transparent procedure for developing a policy on executive remuneration and for fixing the remuneration packages of corporate officers and directors, and provide oversight over remuneration of senior management and other key personnel ensuring that compensation is consistent with the Corporation's culture, strategy and control environment;</p> <p>Revised Manual of Corporate Governance, Article II Board Governance, 2.3 Compensation Committee, page 18 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	

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		imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf Personnel and Compensation Committee Charter https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Personnel%20and%20Compensation%20Committee_October%202020_0.pdf	
2. Company has measurable standards to align the performance-based remuneration of the executive directors and senior executives with long-term interest, such as claw back provision and deferred bonuses.		<i>Provide information on or link/reference to a document containing measurable standards to align performance-based remuneration with the long-term interest of the company.</i> 2024 Annual Report – Corporate Governance, Board Remuneration, page 38 https://www.global-imi.com/investors/annual-reports Personnel and Compensation Committee Charter https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Personnel%20and%20Compensation%20Committee_October%202020_0.pdf	
Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	Compliant	<i>Provide information or reference to a document containing information on the company's nomination and election policy and process and its implementation, including the criteria used in selecting new directors, how the shortlisted candidates and how it encourages nominations from shareholders.</i> <i>Provide proof if minority shareholders have a right to nominate candidates to the board</i> <i>Provide information if there was an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.</i> Revised CG Manual, Article II, 2.2 Corporate Governance and Nomination	
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Compliant		
3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.	Compliant		
4. Board nomination and election policy	Compliant		

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includes how the board shortlists candidates.		Committee, page 18	
5. Board nomination and election policy includes an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.	Compliant	<p>Revised CG Manual, Article VIII. Stockholders' Rights and Protection of Minority Stockholders' Interests, a) Voting right, page 28</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>All stockholders, including minority shareholders, have the right to nominate, elect, remove and replace directors and vote on certain corporate acts in accordance with the Revised Corporation Code.</p> <p>A shareholder may submit written nominations to the Corporate Governance and Nomination Committee at least thirty (30) business days before the next annual meeting of the stockholders. Nominees will be evaluated by the Corporate Governance and Nomination Committee which shall determine whether the nominees have all the qualifications and none of the disqualifications to serve as member of the Board before submitting the nominees for election by the stockholders. The profiles of the nominees to the Board will be provided in the Information Statement and in the Corporation's website for examination by the stockholders.</p> <p>The Corporation shall allow voting in person, through remote communication, in absentia, or for the stockholder to be represented by proxy at any regular or special stockholders' meetings, subject to compliance with rules and regulations as may be issued by the SEC from time to time. Stockholders casting votes through remote communication or absentia, electronically or otherwise, shall be deemed present for purpose of determining existence of a quorum.</p> <p>IMI's Board Charter, Section 4. Election of Directors, page 2</p> <p>https://www.global-imi.com/sites/default/files/2021%20IMI_Board%20Charter_For%20Website_August%202021.pdf</p>	

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		<p>IMI's Corporate Governance and Nomination Committee Charter https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Corporate%20Governance%20and%20Nomination%20Committee_October%202020_0.pdf</p> <p>Amended By-Laws, Article IV, Section 4, page 5 https://www.global-imi.com/sites/default/files/SEC-PSE-SEC%27s%20Approval%20of%20the%20Amended%20By-Laws_4.13.21_0.pdf</p>	
Optional: Recommendation to 2.6			
1. Company uses professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for candidates to the board of directors.	Compliant	<p><i>Identify the professional search firm used or other external sources of candidates</i></p> <p>The Corporate Governance and Nomination Committee may make use of professional search firms or other external sources of candidates to search for qualified candidates to the Board.</p> <p>Charter of the Corporate Governance and Nomination Committee, Section 3, page 4-5 https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Corporate%20Governance%20and%20Nomination%20Committee_October%202020_0.pdf</p>	
Recommendation 2.7			
1. Board has overall responsibility in ensuring that there is a group-wide policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions.	Compliant	<p><i>Provide information on or reference to a document containing the company's policy on related party transaction, including policy on review and approval of significant RPTs</i></p> <p><i>Identify transactions that were approved pursuant to the policy.</i></p>	
2. RPT policy includes appropriate review and approval of material RPTs, which	Compliant	A Related Party Transaction (RPT) Committee was assigned by the Board to review all material related party transactions (RPTs) for endorsement to the Board to	

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guarantee fairness and transparency of the transactions.		ensure that these are at arm's length, the terms are fair, and they will inure to the best interest of the company and its subsidiaries or affiliates and their shareholders. The Committee ensures that related party transactions are reviewed, approved, and disclosed in accordance with its policy consistent with the principles of transparency and fairness. The Committee also oversees the implementation of the system for identifying, monitoring, measuring, controlling, and reporting RPTs, including a periodic review of RPT policies and procedures.	
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	Compliant	<p>Related Party Transactions Policy https://www.global-imi.com/sites/default/files/SEC%20PSE_IMI%202019%20RPT%20POLICY_1.pdf</p> <p>2024 Annual Report – Note 31. Related Party Transactions, page 161 https://www.global-imi.com/investors/annual-reports</p> <p>Charter of Related Party Transactions Committee https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Related%20Party%20Transaction%20Committee_0.pdf</p>	
Supplement to Recommendations 2.7			
1. Board clearly defines the threshold for disclosure and approval of RPTs and categorizes such transactions according to those that are considered <i>de minimis</i> or transactions that need not be reported or announced, those that need to be disclosed, and those that need prior shareholder approval. The aggregate amount of RPTs within any twelve (12) month period should be considered for purposes of applying the thresholds for disclosure and approval.	Compliant	<p><i>Provide information on a materiality threshold for RPT disclosure and approval, if any.</i></p> <p><i>Provide information on RPT categories</i></p> <p>3.4 SEC-Defined Material Related Party Transactions (SEC-Defined Material RPTs) – any related party transaction/s, either individually, or in aggregate over a twelve (12)-month period with the same related party, amounting to ten percent (10%) or higher of the Company's consolidated assets based on its latest audited financial statements.</p> <p>3.7 Company Materiality Threshold – US\$1,000,000 or five percent (5%) of the</p>	

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		<p>Company's consolidated assets based on its latest audited financial statements, whichever is lower.</p> <p>Related Party Transactions Policy https://www.global-imi.com/sites/default/files/SEC%20PSE_IMI%202019%20RPT%20POLICY_1.pdf</p> <p>2024 Annual Report – Note to FS no. 31. Related Party Transactions, page 161 https://www.global-imi.com/investors/annual-reports</p> <p>Charter of Related Party Transactions Committee https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Related%20Party%20Transaction%20Committee_0.pdf</p>	
2. Board establishes a voting system whereby a majority of non-related party shareholders approve specific types of related party transactions during shareholders' meetings.	Not Applicable	<p><i>Provide information on voting system, if any.</i></p> <p>The Corporation has a well-established Related Party Transactions Policy in place and has a Related Party Transactions Committee composed of at least two independent directors, one of whom chairs the Committee. Said committee exercises oversight over the related party transactions of the Corporation. The Corporation's management also ensures that transactions within the group are carried out on arms-length terms, engaging the services of an external auditor to do a transfer pricing review.</p> <p>For SEC Defined Material RPTs, the approval shall be by at least two-thirds (2/3) vote of the board of directors, with at least a majority vote of the independent directors. In case that a majority of the independent directors' vote is not secured, the Material RPT may be ratified by the vote of the stockholders representing at least two-thirds (2/3) of the outstanding capital stock.</p> <p>Refer to Related Party Transactions Policy, Section 5.3, page 4 https://www.global-imi.com</p>	

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		imi.com/sites/default/files/SEC%20PSE_IMI%202019%20RPT%20POLICY_1.pdf IMI has no material RPT Transaction in 2024.	
Recommendation 2.8			
1. Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	<p><i>Provide information on or reference to a document containing the Board's policy and responsibility for approving the selection of management.</i></p> <p><i>Identify the Management team appointed.</i></p> <p>Corporate Governance and Nomination Committee Charter, Section 4 - Chief Executive Officer, Chief Operating Officer and President Positions https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Corporate%20Governance%20and%20Nomination%20Committee_October%202020_0.pdf</p> <p>Revised CG Manual, 1.15 General Responsibility of the Board for Good Governance, page 12 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>u. Select, appoint and assess the performance of the President, CEO, Chief Operating Officer (COO), and other senior officers including the Chief Finance Officer, Chief Risk Officer, Compliance Officer and Chief Audit Executive in accordance with the process and criteria set in the Board Charter;</p> <p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p> <p>2025 Definitive Information Statement, Annex "B" Directors and Officers, pages 20-25 https://www.global-imi.com/sites/default/files/IMI%202025%20Definitive%20Information%20Statement%20Annex%20B.pdf</p>	

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		imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf	
2. Board is primarily responsible for assessing the performance of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	<p><i>Provide information on or reference to a document containing the Board's policy and responsibility for assessing the performance of management.</i></p> <p><i>Provide information on the assessment process and indicate frequency of assessment of performance.</i></p> <p>Revised CG Manual, 1.15 General Responsibility of the Board for Good Governance, page 12 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>u. Select, appoint and assess the performance of the President, CEO, Chief Operating Officer (COO), and other senior officers including the Chief Finance Officer, Chief Risk Officer, Compliance Officer and Chief Audit Executive in accordance with the process and criteria set in the Board Charter;</p> <p>Board Charter, Section 7. Responsibilities of the Board, s) (page 6) and "Annex A" IV.), page 12 https://www.global-imi.com/sites/default/files/2021%20IMI_Board%20Charter_For%20Website_August%202021.pdf</p> <p>Section 7. Responsibilities of the Board U. Select, appoint and assess the performance of the President, CEO, Chief Operating Officer (COO), and other senior officers including the Chief Finance Officer, Chief Risk Officer, Corporate Secretary, Compliance Officer and Chief Audit Executive in accordance with the process and criteria set in the Corporate Governance and Nomination Committee Charter;</p>	

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		<p>Personnel and Compensation Committee Charter, Section 2 – Item 2.</p> <p>https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Personnel%20and%20Compensation%20Committee_October%202020_0.pdf</p>	
Recommendation 2.9			
1. Board establishes an effective performance management framework that ensures that Management’s performance is at par with the standards set by the Board and Senior Management.	Compliant	<p><i>Provide information on or link/reference to a document containing the Board’s performance management framework for management and personnel.</i></p> <p>Board Charter, Section 7. Responsibilities of the Board, s) (page 6) and “Annex A” IV.), page 12</p> <p>https://www.global-imi.com/sites/default/files/2021%20IMI_Board%20Charter_For%20Website_August%202021.pdf</p>	
2. Board establishes an effective performance management framework that ensures that personnel’s performance is at par with the standards set by the Board and Senior Management.	Compliant	<p>Section 7. Responsibilities of the Board</p> <p>w. Establish an effective performance management framework to align Management's performance with the standards and criteria set by the Board and Senior Management;</p>	
Recommendation 2.10			
1. Board oversees that an appropriate internal control system is in place.	Compliant	<p><i>Provide information on or link/reference to a document showing the Board’s responsibility for overseeing that an appropriate internal control system is in place and what is included in the internal control system</i></p>	
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	Compliant	<p>Revised CG Manual, Article II, 1.15 General Responsibility of the Board for Good Governance, I), page 13</p> <p>1.15 General Responsibility of the Board for Good Governance</p> <p>aa) Adopt a system of internal checks and balances within the Board and the Corporation for monitoring and managing potential conflicts of interest of the</p>	

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		<p>Management, the Board members and shareholders, that shall be regularly reviewed and updated to maintain its adequacy and effectiveness, and in this connection, approve the Internal Audit Charter;</p> <p>Article IV. Governance Policy on Conflict of Interest, page 22</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Company website – Corporate Governance, Internal Control System and Risk Management</p> <p>https://www.global-imi.com/governance/internal-control-system-and-risk-management</p>	
3. Board approves the Internal Audit Charter.	Compliant	<p><i>Provide reference or link to the company's Internal Audit Charter</i></p> <p>Internal Audit Charter , A. Introduction, page 3</p> <p>The Internal Audit Charter shall be approved by the Senior Management and Audit and Risk Committee of the Board of Directors. It shall be reviewed annually and subjected to the same approval process for any revisions or changes thereto.</p> <p>https://www.global-imi.com/sites/default/files/2025%20IMI%20Internal%20Audit%20Charter%2005Mar2025-signed-signed.pdf</p> <p>Revised CG Manual, Article II, 1.15 General Responsibility of the Board for Good Governance, page 13</p> <p>aa) Adopt a system of internal checks and balances within the Board and the Corporation for monitoring and managing potential conflicts of interest of the Management, the Board members and shareholders, that shall be regularly reviewed and updated to maintain its adequacy and effectiveness, and in this connection, approve the Internal Audit Charter;</p>	

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		https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf	
Recommendation 2.11			
1. Board oversees that the company has in place a sound enterprise risk management (ERM) framework to effectively identify, monitor, assess and manage key business risks.	Compliant	<p><i>Provide information on or link/reference to a document showing the Board's oversight responsibility on the establishment of a sound enterprise risk management framework and how the board was guided by the framework.</i></p> <p><i>Provide proof of effectiveness of risk management strategies, if any.</i></p>	
2. The risk management framework guides the board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.	Compliant	<p>Revised CG Manual, Article II, 1.15 General Responsibility of the Board for Good Governance, page 13</p> <p>bb) Ensure that there is sound Enterprise Risk Management (ERM) framework to identify and monitor key risks and key performance areas, and endeavor to provide appropriate technology and systems for the proper identification and monitoring thereof;</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>IMI's Audit and Risk Committee Charter https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>Enterprise Risk Management Policies and Procedures published in the IMI website. https://www.global-imi.com/governance/enterprise-risk-management</p> <p>2024 Annual Report – Risk Management, page 60 https://www.global-imi.com/investors/annual-reports</p>	
Recommendation 2.12			

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1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary role.	Compliant	<i>Provide link to the company’s website where the Board Charter is disclosed.</i> Board Charter published on the website. https://www.global-imi.com/sites/default/files/2021%20IMI Board%20Charter For%20Website August%202021.pdf	
2. Board Charter serves as a guide to the directors in the performance of their functions.	Compliant		
3. Board Charter is publicly available and posted on the company’s website.	Compliant		
Additional Recommendation to Principle 2			
1. Board has a clear insider trading policy.	Compliant	<i>Provide information on or link/reference to a document showing company’s insider trading policy.</i> Insider Trading Policy published on the website. https://www.global-imi.com/sites/default/files/IMI Policy%20on%20Insider%20Trading_2021_FINAL.pdf	
Optional: Principle 2			
1. Company has a policy on granting loans to directors, either forbidding the practice or ensuring that the transaction is conducted at arm’s length basis and at market rates.		<i>Provide information on or link/reference to a document showing company’s policy on granting loans to directors, if any.</i> The Related Party Transactions Policy include guidelines on ensuring arm’s length terms on transactions with related parties, including directors. Refer to Section 8.0 and 9.0 of the RPT Policy, page 3 https://www.global-imi.com/sites/default/files/SEC%20PSE IMI%202019%20RPT%20POLICY_1.pdf	

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2. Company discloses the types of decision requiring board of directors' approval.	Compliant	<p><i>Indicate the types of decision requiring board of directors' approval and where there are disclosed.</i></p> <p>Revised CG Manual, Article II, 1.15 General Responsibility of the Board for Good Governance, pages 11-14 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
<p>Principle 3: Board committees should be set up to the extent possible to support the effective performance of the Board's functions, particularly with respect to audit, risk management, related party transactions, and other key corporate governance concerns, such as nomination and remuneration. The composition, functions and responsibilities of all committees established should be contained in a publicly available Committee Charter.</p>			
Recommendation 3.1			
1. Board establishes board committees that focus on specific board functions to aid in the optimal performance of its roles and responsibilities.	Compliant	<p><i>Provide information or link/reference to a document containing information on all the board committees established by the company.</i></p> <p>Revised CG Manual, 2. Board Committees, page 18</p> <p>The Board of Directors may create such committees as it may deem necessary to support it in the performance of its functions and in accordance with the By-Laws of the Corporation and to aid in good governance. As a minimum, however, the Board shall be supported by the following committees:</p> <ol style="list-style-type: none"> 1. Executive Committee 2. Corporate Governance and Nomination Committee 3. Personnel and Compensation Committee 4. Audit and Risk Committee 5. Finance Committee 6. Related Party Transaction Committee <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	

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		<p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p> <p>2024 Annual Report – Board Committees, page 36 https://www.global-imi.com/investors/annual-reports</p>	
Recommendation 3.2			
1. Board establishes an Audit Committee to enhance its oversight capability over the company's financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations.	Compliant	<p><i>Provide information or link/reference to a document containing information on the Audit Committee, including its functions.</i></p> <p>Audit and Risk Committee Charter</p> <p>https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>Indicate if it is the Audit Committee's responsibility to recommend the appointment and removal of the company's external auditor.</p> <p>Yes. Refer to IMI's Audit and Risk Committee Charter, D.3.3.1. External Auditor, page 8.</p> <p>3.1 Review the performance and recommend the appointment, retention or discharge and fees of the external auditor, duly accredited by Securities and Exchange Commission. On external auditor appointment, the defined criteria and selection process shall be complied. In case of resignation or cessation from service of an external auditor, ensure that there is a process for reporting in the annual and current reports the reason for cessation from service, and the date thereof, of an external auditor.</p>	

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		A preliminary copy of the said report shall be given by the Company to the external auditor before its submission.	
2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.	Compliant	<p><i>Provide information or link/reference to a document containing information on the members of the Audit Committee, including their qualifications and type of directorship.</i></p> <p>Audit and Risk Committee Jesse O. Ang (Independent Director) – Chairman Hiroshi Nishimura (Independent Director) – Member Rafael Ma. C. Romualdez (Non-Executive Director) – Member</p> <p>2024 Annual Report, Board of Directors, Profiles of the Directors, page 22, Board and Board Committee Membership, page 39, and Report of the Audit and Risk Committee to the Board of Directors, page 80 https://www.global-imi.com/investors/annual-reports</p> <p>Revised CG Manual, 2.4 Audit and Risk Committee, page 18 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Audit and Risk Committee Charter, E. Committee Membership, page 13 https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p>	
3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.	Compliant	<p><i>Provide information or link/reference to a document containing information on the background, knowledge, skills, and/or experience of the members of the Audit Committee.</i></p> <p>Audit and Risk Committee Jesse O. Ang (Independent Director) – Chairman</p>	

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		<p>Hiroshi Nishimura (Independent Director) – Member Rafael Ma. C. Romualdez (Non-Executive Director) – Member</p> <p>Audit and Risk Committee Charter, E. Committee Membership, page 13 https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>2024 Annual Report – The Board of Directors, page 22 and Corporate Governance Programs Attended in 2024, page 40 https://www.global-imi.com/investors/annual-reports</p> <p>2024 Definitive Information Statement, Annex B Directors and Officers, pages 23-27 https://www.global-imi.com/sites/default/files/IMI_Definitive_Information_Statement_%202024_Redacted.pdf</p> <p>2025 Definitive Information Statement, Annex “B” Directors and Officers, pages 20-25 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>Refer to attendance posted on the website: https://www.global-imi.com/sites/default/files/IMI_2024%20Seminars%20Attended%20for%20Website%20%281%29.pdf</p> <p>All members of the Audit and Risk Committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance and regularly attends relevant trainings as part of the Committee’s continuous learning program.</p>	

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4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	Compliant	<p><i>Provide information or link/reference to a document containing information on the Chairman of the Audit Committee</i></p> <p>IMI's Chairman of the Audit and Risk Committee is not a Chairman of the Board or any other committee.</p> <p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p> <p>2024 Board Committee Members https://www.global-imi.com/sites/default/files/IMI_2024%20Board%20Committee%20Members.pdf</p>	
Supplement to Recommendation 3.2			
1. Audit Committee approves all non-audit services conducted by the external auditor.	Compliant	<p><i>Provide proof that the Audit Committee approved all non-audit services conducted by the external auditor.</i></p> <p>Audit and Risk Committee Charter, 3. External Audit, 3.7, page 9</p> <p>3.7 Review and approve of the proportion of audit versus non-audit work both in relation to their significance to the auditor and in relation to the Company's year-end financial statements, and total expenditure on consultancy, to ensure that non-audit work will not be in conflict with the audit functions of the external auditor. The amount of both audit and non-audit work of external auditors shall be disclosed in the annual report.</p> <p>https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>2024 Annual Report – Corporate Governance – Accountability and Audit, page 40 https://www.global-imi.com/investors/annual-reports</p>	

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		To ensure that the external auditor maintains the highest level of independence from the company, both in fact and appearance, the Audit and Risk Committee had approved all audit, audit-related, and permitted non-audit services rendered by the external auditor. Non-audit services expressly prohibited by regulations of the SEC were awarded to other audit firms to ensure that the company's external auditor carries out its work in an objective manner.	
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	Compliant	<p><i>Provide proof that the Audit Committee conducted regular meetings and dialogues with the external audit team without anyone from management present.</i></p> <p>Audit and Risk Committee Charter, 3. External Audit, 3.6, page 9</p> <p>3.6 Conduct a separate meeting in executive session, with the external auditors to discuss matter that the committee or auditors believe should be discussed privately, including the results of the audit, year-end financial statements, the quality of management, financial and accounting controls.</p> <p>https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>Regular meetings were conducted with the external auditors without the presence of the management team to discuss any issues or concern.</p>	
Optional: Recommendation 3.2			
1. Audit Committee meet at least four times during the year.	Compliant	<p><i>Indicate the number of Audit Committee meetings during the year and provide proof</i></p> <p>In 2024, Audit and Risk Committee had seven meetings during the year.</p> <p>2024 Annual Report, Board and Board Committee Membership and Attendance, page 39</p>	

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		https://www.global-imi.com/investors/annual-reports	
2. Audit Committee approves the appointment and removal of the internal auditor.	Compliant	<p><i>Provide proof that the Audit Committee approved the appointment and removal of the internal auditor.</i></p> <p>Audit and Risk Committee set up the Internal Audit Department, including the appointment, replacement, re-assignment or dismissal of the Chief Audit Executive. The Committee shall establish and identify the reporting line of the Chief Audit Executive so that the reporting levels allow the internal audit activity to fulfill its responsibilities.</p> <p>The Committee shall also ensure that audit resources are reasonably allocated to the areas of highest risk and ensure that the Annual Internal Audit Plan is in conformity with the objectives of the Company. Review and approve the Annual Internal Audit Work Plan that includes the audit scope, resources and budget necessary to implement it.</p> <p>Audit and Risk Committee Charter, D. Responsibilities, 2. Oversight on Internal Audit, page 6. https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p>	
Recommendation 3.3			
1. Board establishes a Corporate Governance Committee tasked to assist the Board in the performance of its corporate governance responsibilities, including the functions that were formerly assigned to a Nomination and Remuneration Committee.	Compliant	<p><i>Provide information or reference to a document containing information on the Corporate Governance Committee, including its functions</i></p> <p><i>Indicate if the Committee undertook the process of identifying the quality of directors aligned with the company's strategic direction, if applicable.</i></p> <p>Charter of the Corporate Governance and Nomination Committee https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Corporate%20Governance%20an</p>	

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		d%20Nomination%20Committee_October%202020_0.pdf Revised CG Manual, Article II, 2.2 Corporate Governance and Nomination Committee, page 18 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf	
2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	Compliant	<p><i>Provide information or link/reference to a document containing information on the members of the Corporate Governance Committee, including their qualifications and type of directorship.</i></p> <p>Corporate Governance and Nomination Committee Members are all Independent Directors Sherisa P. Nuesa (Independent Director) – Chairman Jesse O. Ang (Independent Director) – Member Hiroshi Nishimura (Independent Director) – Member</p> <p>2024 Annual Report, Board and Board Committee Membership, page 39 https://www.global-imi.com/investors/annual-reports</p> <p>Charter of the Corporate Governance and Nomination Committee https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Corporate%20Governance%20and%20Nomination%20Committee_October%202020_0.pdf</p> <p>Revised CG Manual, Article II, 2.2 Corporate Governance and Nomination Committee, page 18 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>2024 Board Committee Members https://www.global-imi.com/sites/default/files/IMI_2024%20Board%20Committee%20Members.pdf</p>	

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		<p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p>	
3. Chairman of the Corporate Governance Committee is an independent director.	Compliant	<p><i>Provide information or link/reference to a document containing information on the Chairman of the Corporate Governance Committee.</i></p> <p>The Chairman of the Corporate Governance and Nomination Committee is Sherisa P. Nuesa, who is an Independent Director.</p> <p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p> <p>2024 Board Committee Members https://www.global-imi.com/sites/default/files/IMI_2024%20Board%20Committee%20Members.pdf</p>	
Optional: Recommendation 3.3.			
1. Corporate Governance Committee meet at least twice during the year.	Compliant	<p>Indicate the number of Corporate Governance Committee meetings held during the year and provide proof thereof.</p> <p>The Corporate Governance and Nomination Committee met four times in 2024.</p> <p>2024 Annual Report, Board and Board Committee Membership, page 39 https://www.global-imi.com/investors/annual-reports</p>	
Recommendation 3.4			
1. Board establishes a separate Board Risk Oversight Committee (BROC) that should be responsible for the oversight of a	Compliant	<p><i>Provide information or link/reference to a document containing information on the Board Risk Oversight Committee (BROC), including its functions</i></p>	

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company's Enterprise Risk Management system to ensure its functionality and effectiveness.		<p>Audit and Risk Committee Charter, 4. Risk Management, page 8</p> <p>https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>The Company's Risk Oversight is covered by the Audit and Risk Committee, which is able to effectively perform the functions of a Board Risk Oversight Committee, particularly oversight of the company's Risk Management system.</p>	
2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	Compliant	<p><i>Provide information or link/reference to a document containing information on the members of the BROC, including their qualifications and type of directorship</i></p> <p>Audit and Risk Committee Members:</p> <p>Jesse O. Ang (Independent Director) – Chairman Rafael Ma. C. Romualdez (Non-Executive Director) – Member Hiroshi Nishimura (Independent Director) – Member</p> <p>2024 Annual Report, Board and Board Committee Membership, page 39 https://www.global-imi.com/investors/annual-reports</p> <p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p> <p>The Company's Risk Oversight is covered by Audit and Risk Committee which is composed of two independent directors and one non-executive director.</p>	
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Compliant	<p><i>Provide information or link/reference to a document containing information on the Chairman of the BROC</i></p> <p>IMI's Chairman of the Audit and Risk Committee is not a Chairman of the Board or</p>	

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		<p>any other committee.</p> <p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p> <p>2025 Results of Annual Stockholders' Meeting and Organizational Board Meeting</p> <p>2024 Board Committee Members https://www.global-imi.com/sites/default/files/IMI_2024%20Board%20Committee%20Members.pdf</p> <p>The Company's Risk Oversight is covered by Audit and Risk Committee, its Chairman does not hold any chairmanship to any other committees.</p>	
4. At least one member of the BROCC has relevant thorough knowledge and experience on risk and risk management.	Compliant	<p><i>Provide information or link/reference to a document containing information on the background, skills, and/or experience of the members of the BROCC.</i></p> <p>Audit and Risk Committee Charter, E. Committee Membership https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>2024 Annual Report – The Board of Directors, page 22 and Corporate Governance Programs Attended, page 40 https://www.global-imi.com/investors/annual-reports</p> <p>The Company's Risk Oversight is covered by Audit and Risk Committee.</p>	
Recommendation 3.5			
1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related	Compliant	<p><i>Provide information or link/reference to a document containing information on the Related Party Transactions (RPT) Committee, including its functions.</i></p>	

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party transactions of the company.		<p>Revised CG Manual, 2.7 Related Party Transactions Committee, page 21 https://www.global-imi.com/sites/default/files/IMI-Revised%20CG%20Manual%202018_Nov%202018_0.pdf</p> <p>Related Party Transactions Policy https://www.global-imi.com/sites/default/files/IMI%20RPT%20POLICY_2019_Signed.pdf</p> <p>Related Party Transactions Committee Charter https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Related%20Party%20Transaction%20Committee_0.pdf</p>	
2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.	Compliant	<p><i>Provide information or link/reference to a document containing information on the members of the RPT Committee, including their qualifications and type of directorship.</i></p> <p>2.7 Related Party Transactions Committee The Board shall appoint at least three (3) non-executive directors, two of whom should be independent, including the Chairman, which should be tasked with reviewing all material related party transactions of the company.</p> <p>RPT Committee: Hiroshi Nishimura (Independent Director) – Chairman Rafael Romualdez (Non-Executive Director) – Member Jesse O. Ang (Independent Director) – Member Alberto M. de Larrazabal (Non-Executive Director) – Member</p> <p>2024 Annual Report, Board and Board Committee Membership, page 39 https://www.global-imi.com/investors/annual-reports</p> <p>Revised CG Manual, 2.6 Related Party Transactions Committee, page 19 https://www.global-imi.com/sites/default/files/IMI%20RPT%20POLICY_2019_Signed.pdf</p>	

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		imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf 2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf	
Recommendation 3.6			
1. All established committees have a Committee Charter stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.	Compliant	<i>Provide information on or link/reference to the company's committee charters, containing all the required information, particularly the functions of the Committee that is necessary for performance evaluation purposes.</i> Committee Charters published in the IMI website. https://www.global-imi.com/governance/board-matters	
2. Committee Charters provide standards for evaluating the performance of the Committees.	Compliant		
3. Committee Charters were fully disclosed on the company's website.	Compliant	<i>Provide link to company's website where the Committee Charters are disclosed.</i> Committee Charters https://www.global-imi.com/governance/board-matters	
Principle 4: To show full commitment to the company, the directors should devote the time and attention necessary to properly and effectively perform their duties and responsibilities, including sufficient time to be familiar with the corporation's business.			
Recommendation 4.1			
1. The Directors attend and actively participate in all meetings of the Board, Committees and shareholders in person or through tele-/videoconferencing conducted in accordance with the rules	Compliant	<i>Provide information or link/reference to a document containing information on the process and procedure for tele/videoconferencing board and/or committee meetings.</i> <i>Provide information or link/reference to a document containing information on the</i>	

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and regulations of the Commission.		<p><i>attendance and participation of directors to Board, Committee and shareholders' meetings.</i></p> <p>Revised CG Manual, Article II, 1.14 Board Meetings and Quorum Requirements, page 10 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>1.14 Board Meetings and Quorum Requirements a) All the members of the Board, including Independent Directors, should attend and actively participate in all meeting of the Board, Committees, and Shareholders in person or through tele-/videoconferencing conducted in accordance with the rules and regulations of the Commission, except when justifiable causes, such as, illness, death in the immediate family and serious accidents, prevent them from doing so. In Board and Committee meetings, the director should review meeting materials and if called for, ask the necessary questions or seek clarifications and explanations.</p> <p>BOD meetings and Committee meetings attendance for the full year 2024 https://www.global-imi.com/sites/default/files/SEC-%20PSE%20-%20IMI%20Disclosure%202024%20BOD%20Attendance_1.9.25.pdf</p> <p>2024 Annual Report, Board and Board Committee Membership, page 39 https://www.global-imi.com/investors/annual-reports</p>	
2. The directors review meeting materials for all Board and Committee meetings.	Compliant	<p>Revised CG Manual, 1.14 Board Meetings and Quorum Requirements, page 10</p> <p>a) All the members of the Board, including Independent Directors, should attend and actively participate in all meeting of the Board, Committees, and Shareholders in person or through tele-/videoconferencing conducted in accordance with the rules and regulations of the Commission, except when justifiable causes, such as, illness, death in the immediate family and serious accidents, prevent them from doing so. In Board and Committee meetings, the</p>	

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		<p>director should review meeting materials and if called for, ask the necessary questions or seek clarifications and explanations.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	Compliant	<p><i>Provide information or link/reference to a document containing information on any questions raised or clarification/explanation sought by the directors.</i></p> <p>Directors have sought clarifications and necessary questions during the Board and Committee Meetings of the Company.</p>	
Recommendation 4.2			
1. Non-executive directors concurrently serve in a maximum of five publicly-listed companies to ensure that they have sufficient time to fully prepare for minutes, challenge Management's proposals/views, and oversee the long-term strategy of the company.	Compliant	<p><i>Disclose if the company has a policy setting the limit of board seats that a non-executive director can hold simultaneously.</i></p> <p>Revised CG Manual, 1.5 Policy on multiple board seats, page 5</p> <p>Policy on Multiple Board Seats</p> <p>The Corporation shall ensure that adequate time and attention is given to the fulfillment of the Directors of their duties. The Corporation encourages Independent Directors and Nonexecutive Directors to hold no more than five (5) board seats in publicly-listed companies (PLCs) and Executive Directors to hold no more than two (2) board seats in listed companies outside the Corporation's group.³ These limits may be waived by the Board at its discretion provided the interests of our stockholders and stakeholders are not prejudiced. The Board may also allow Executive Directors to hold directorships that are necessary or desirable in the pursuit of the Corporation's business.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	

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		<p>Provide information or reference to a document containing information on the directorships of the company's directors in both listed and non-listed companies</p> <p>2024 Annual Report – The Board of Directors, page 18 https://www.global-imi.com/investors/annual-reports</p>	
Recommendation 4.3			
1. The directors notify the company's board before accepting a directorship in another company.	Compliant	<p><i>Provide copy of written notification to the board or minutes of board meeting wherein the matter was discussed.</i></p> <p>As part of IMI's Board of Directors qualifications, directorships in other companies are taken into consideration.</p> <p>Revised CG Manual, Article II. 1.16 Specific Duties and Responsibilities of each Director, page 13</p> <p>k) Notify the Board, through the Corporate Secretary, before accepting a directorship in another Corporation.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
Optional: Principle 4			
1. Company does not have any executive directors who serve in more than two boards of listed companies outside of the group.	Compliant	<p>Mr. Louis Hughes (CEO) is an executive director and is not a member of the board of any listed companies aside from IMI.</p> <p>2024 Annual Report – The Board of Directors, page 19 https://www.global-imi.com/investors/annual-reports</p>	
2. Company schedules board of directors' meetings before the start of the financial year.	Compliant	<p><i>The Corporate Secretary informs the board of the schedule of meetings for the coming year.</i></p> <p>Revised CG Manual, Article II. 1.20 Support from Key Officer, a) The Corporate</p>	

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		<p>Secretary, 1, page 16</p> <p>A.1) Assist the Board and the board committees in the conduct of their meetings, including preparing an annual schedule of Board and committee meetings and the annual board calendar, and assisting the chairs of the Board and its committees to set agendas for those meetings;</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
3. Board of directors meet at least six times during the year.	Compliant	<p><i>Indicate the number of board meetings during the year and provide proof</i></p> <p>2024 Annual Report, Board and Board Committee Membership, page 39 https://www.global-imi.com/investors/annual-reports</p> <p>The BOD met eight times during the year. https://www.global-imi.com/sites/default/files/SEC-%20PSE%20-%20IMI%20Disclosure%202024%20BOD%20Attendance_1.9.25.pdf</p>	
4. Company requires as minimum quorum of at least 2/3 for board decisions.	Compliant	<p><i>Indicate the required minimum quorum for board decisions</i></p> <p>Two-thirds (2/3) of the number of Directors as affixed in the Articles of Incorporation shall constitute a quorum for the transaction of corporate business. (Revised Manual of CG 1.14 Board Meetings and Quorum Requirements D. page 11) https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Amended By-Laws, Article IV, Section 6, page 6 https://www.global-imi.com/sites/default/files/SEC-PSE-SEC%27s%20Approval%20of%20the%20Amended%20By-Laws_4.13.21_0.pdf</p>	

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Principle 5: The board should endeavor to exercise an objective and independent judgment on all corporate affairs			
Recommendation 5.1			
1. The Board has at least 3 independent directors or such number as to constitute one-third of the board, whichever is higher.	Compliant	<p><i>Provide information or link/reference to a document containing information on the number of independent directors in the board.</i></p> <p>IMI has 3 independent directors.</p> <p>1.10 Independent Directors</p> <p>The Board shall have at least three (3) Independent Directors or such number as may be required by law.</p> <p>Revised CG Manual, Article II, 1.10 Independent Directors, page 8</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>The following are IMI's Independent Directors: Jesse O. Ang Hiroshi Nishimura Sherisa P. Nuesa</p> <p>2024 Annual Report – The Board of Directors, page 19 https://www.global-imi.com/investors/annual-reports</p> <p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p>	

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Recommendation 5.2			
1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.	Compliant	<p><i>Provide information or link/reference to a document containing information on the qualifications of the independent directors.</i></p> <p>Revised CG Manual, 1.10 Independent Directors, page 8</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
Supplement to Recommendation 5.2			
1. Company has no shareholder agreements, by-laws provisions, or other arrangements that constrain the directors' ability to vote independently.	Compliant	<p><i>Provide link/reference to a document containing information that directors are not constrained to vote independently.</i></p> <p>Amended By-Laws, Article IV on the Board of Directors. There were no provisions that constrain the directors' ability to vote independently.</p> <p>https://www.global-imi.com/sites/default/files/SEC-PSE-SEC%27s%20Approval%20of%20the%20Amended%20By-Laws_4.13.21_0.pdf</p>	
Recommendation 5.3			
1. The independent directors serve for a cumulative term of nine years (reckoned from 2012).	Non-Compliant	<p><i>Provide information or link/reference to a document showing the years IDs have served as such.</i></p> <p>2024 Annual Report – The Board of Directors, page 19 https://www.global-imi.com/investors/annual-reports</p> <p>2025 Definitive Information Statement, Item 5. Director and Executive Officers, a. Information required of directors and executive officers (page 7) Profiles of the Board of Directors (page 20) https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p>	<p>As disclosed in the 2025 Definitive Information Statement, Mr. Hiroshi Nishimura has served the recommended nine-year term for independent directors (reckoned from 2012).</p> <p>The Corporate Governance and Nomination Committee</p>

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		<p>2024 Definitive Information Statement, Item 5. Director and Executive Officers, a. Information required of directors and executive officers (page 7) Profiles of the Board of Directors (page 23) https://www.global-im.com/sites/default/files/IMI_Definitive_Information_Statement_%202024_Redacted.pdf</p>	<p>endorsed his nominations as independent directors notwithstanding the fact that if elected once again, his services as such will exceed the recommended nine-year term provided in the SEC Corporate Governance Code for Publicly-Listed Companies after taking into consideration his commitment and dedication in fulfilling his mandate and their invaluable contribution to Board discussions with his expert insights and independent judgment.</p>
<p>2. The company bars an independent director from serving in such capacity after the term limit of nine years.</p>	Compliant	<p><i>Provide information or link/reference to a document containing information on the company's policy on term limits for its independent director</i></p> <p>Revised CG Manual, 1.11 Term Limit of Independent Directors, page 10</p> <p>An Independent Director, after serving for nine (9) years, shall be perpetually barred from being elected as such in the Corporation, without prejudice to being elected as a non-Independent Director in the Corporation and as an Independent Director in other companies outside of the business conglomerate, where applicable, under the same conditions provided for in the rules and regulations of the SEC. In case the Corporation wants to retain an Independent Director who has served for nine (9) years already, the Board should provide meritorious justifications and seek shareholders' approval during the annual shareholders' meeting.</p>	

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		https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf 2024 Annual Report – The Board of Directors, page 19 https://www.global-imi.com/investors/annual-reports	
3. In the instance that the company retains an independent director in the same capacity after nine years, the board provides meritorious justification and seeks shareholders' approval during the annual shareholders' meeting.	Compliant	<p><i>Provide reference to the meritorious justification and proof of shareholders' approval during the annual shareholders' meeting.</i></p> <p>In April 2021, Mr. Hiroshi Nishimura was re-elected as independent director after serving for nine years reckoned from 2012. Meritorious justification was provided in the company's Definitive Information Statement.</p> <p>2024 Definitive Information Statement, Item 5. Director and Executive Officers, a. Information required of directors and executive officers (page 7) Profiles of the Board of Directors (page 23) https://www.global-imi.com/sites/default/files/IMI_Definitive_Information_Statement_%202024_Redacted.pdf</p> <p>2025 Definitive Information Statement, Item 5. Director and Executive Officers, a. Information required of directors and executive officers (page 7) Profiles of the Board of Directors (page 20) https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>Revised CG Manual, 1.11 Term Limit of Independent Directors, page 10</p> <p>An Independent Director, after serving for nine (9) years, shall be perpetually barred from being elected as such in the Corporation, without prejudice to being</p>	

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		<p>elected as a non-Independent Director in the Corporation and as an Independent Director in other companies outside of the business conglomerate, where applicable, under the same conditions provided for in the rules and regulations of the SEC. In case the Corporation wants to retain an Independent Director who has served for nine (9) years already, the Board should provide meritorious justifications and seek shareholders' approval during the annual shareholders' meeting.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>2024 Annual Report – The Board of Directors, page 19 https://www.global-imi.com/investors/annual-reports</p>	
Recommendation 5.4			
1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	Compliant	<p><i>Identify the company's Chairman of the Board and Chief Executive Officer</i></p> <p>Results of Annual Stockholders' Meeting Alberto M. de Larrazabal – Chairman of the Board Louis Sylvester Hughes – Chief Executive Officer</p> <p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p>	
2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	Compliant	<p><i>Provide information or link/reference to a document containing information on the roles and responsibilities of the Chairman of the Board and Chief Executive Officer.</i></p> <p><i>Identify the relationship of Chairman and CEO.</i></p> <p>Revised CG Manual, Article II. 1.9 Leadership, Chairman of the Board</p> <p>Article III. Management, 2. Executive Officers of the Corporation a) CEO</p>	

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		https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf	
Recommendation 5.5			
1. If the Chairman of the Board is not an independent director, the board designates a lead director among the independent directors.	Compliant	<p><i>Provide information or link/reference to a document containing information on a lead independent director and his roles and responsibilities, if any.</i></p> <p><i>Indicate if Chairman is independent.</i></p> <p>1.12 Lead Independent Director</p> <p>A Lead Independent Director shall be appointed if the Chairman of the Board is not independent from Management, such as when the positions of the Chairman of the Board and the CEO are held by one person.</p> <p>Revised CG Manual, 1.12 Lead Independent Director, page 10 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p>	
Recommendation 5.6			
1. Directors with material interest in a transaction affecting the corporation abstain from taking part in the deliberations on the transaction.	Compliant	<p><i>Provide proof of abstention, if this was the case</i></p> <p>There were no recent transactions of material interest that involved the Company's directors.</p> <p>Revised CG Manual, 1.16 Specific duties and responsibilities of each Director, page 14</p>	

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		<p>b) Conduct fair business transactions with the Corporation and ensure that personal interest does not bias Board decisions. A director shall not use his position to make profit or to acquire benefit or advantage for himself and/or his related interests. He should avoid situations that may compromise his impartiality. He should observe the conflict of interest policy stated in this Manual.</p> <p>c) Abstain from taking part in deliberations for transactions where he has a material interest in;</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Related Party Transactions Policy, Section 7.0.</p> <p>https://www.global-imi.com/sites/default/files/SEC%20PSE_IMI%202019%20RPT%20POLICY_1.pdf</p>	
Recommendation 5.7			
1. The non-executive directors (NEDs) have separate periodic meetings with the external auditor and heads of the internal audit, compliance and risk functions, without any executive present.	Compliant	<p><i>Provide proof and details of said meeting, if any.</i></p> <p><i>Provide information on the frequency and attendees of meetings.</i></p> <p>The Audit and Risk Committee conducts executive sessions without any members of Management present, with the Company's Internal and External auditors respectively, to discuss significant/confidential matters/concerns.</p>	
2. The meetings are chaired by the lead independent director.	Compliant	<p>On an annual basis, External and Internal Audits' executive sessions are usually held during 2Q Audit and Risk Committee meetings of the calendar year. For 2024, executive sessions were both held on August 2, 2024</p> <p>Revised CG Manual, 1.14 Board Meetings and Quorum Requirements, page 10</p> <p>e) Non-executive Directors shall have separate periodic meetings with the external auditor and heads of the internal audit, compliance and risk functions, without any</p>	

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		<p>executive directors present to ensure proper checks and balances are in place within the corporation. Meetings shall be chaired by the lead Independent Director.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
Optional: Principle 5			
1. None of the directors is a former CEO of the company in the past 2 years.	Compliant	<p><i>Provide name/s of company CEO for the past 2 years.</i></p> <p>Last April 25, 2024, Mr. Louis Sylvester Hughes was appointed as the Company's CEO effective May 1, 2024.</p> <p>2024 Annual Report – The Board of Directors, page 19 https://www.global-imi.com/investors/annual-reports</p> <p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p>	
<p>Principle 6: The best measure of the Board's effectiveness is through an assessment process. The Board should regularly carry out evaluations to appraise its performance as a body, and assess whether it possesses the right mix of backgrounds and competencies.</p>			
Recommendation 6.1			
1. Board conducts an annual self-assessment of its performance as a whole.	Compliant	<p><i>Provide proof of self-assessments conducted for the whole board, the individual members, the Chairman and the Committees</i></p> <p>Revised CG Manual, 1.16 Specific duties and responsibilities of each Director, I), page 15 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
2. The Chairman conducts a self-assessment of his performance.	Compliant		

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3. The individual members conduct a self-assessment of their performance.	Compliant	<p><i>Annual performance assessment of the Board.</i> The board should conduct an annual self-assessment of its performance, including the performance of the Chairman, individual members and committees. Every three years, the assessment should be supported by an external facilitator. Criteria and process to determine the performance of the Board, the individual directors, committees are stated in the Board Charter.</p> <p>2024 Annual Report – Performance Assessment, page 39 https://www.global-imi.com/investors/annual-reports</p> <p>IMI’s Board Assessment Questionnaire covers the following areas: Part 1. Board Effectiveness Part 2. Committee Effectiveness Part 3. Individual Effectiveness Part 4. President and CEO effectiveness</p> <p>For 2024, the Board assessment survey resulted to a favorable overall perception on board effectiveness. The evaluation report also included relevant comments of the Board members that will help in enriching and improving the Board’s effectiveness to carry out its responsibilities.</p> <p>Every three years, an independent consultant is appointed to assist in the evaluation process of the Board. AON plc facilitated the 2023 board evaluation exercise.</p> <p>Board Charter, Annex A, Guidelines in Conducting Performance Assessments, page 12 https://www.global-imi.com/sites/default/files/2021%20IMI Board%20Charter For%20Website August%202021.pdf</p>	
4. Each committee conducts a self-assessment of its performance.	Compliant		

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		<p>Board Performance Assessment Survey Form https://www.global-imi.com/sites/default/files/IMI%20Board%20Performance%20Assessment%20Survey%20Form_2020_Website.pdf</p> <p>The Committees' self-assessments were covered by the 2022 Board and Committee assessment conducted by an external facilitator.</p> <p>https://www.global-imi.com/sites/default/files/IMI_%202022_%20Board%20Evaluation_Certificate.pdf</p> <p>Audit and Risk Committee also conducts its own Performance Assessment as a Committee and as an individual member of the Committee.</p> <p>Audit and Risk Committee Charter, Section H. Performance Evaluation and Continuous Improvement, page 15. https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p>	
5. Every three years, the assessments are supported by an external facilitator.	Compliant	<p><i>Identify the external facilitator and provide proof of use of an external facilitator.</i></p> <p>Revised CG Manual, 1.16 Specific duties and responsibilities of each Director, page 15</p> <p>l) <i>Annual performance assessment of the Board.</i> The board should conduct an annual self-assessment of its performance, including the performance of the Chairman, individual members and committees. Every three years, the assessment should be supported by an external facilitator. Criteria and process to determine the performance of the Board, the individual directors, committees are stated in the Board Charter.</p>	

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		https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf In compliance with the recommendation of SEC and ACGS, the 2022 annual performance assessment of the Company's Board was conducted in 2023 by an external facilitator, Aon Hewitt Singapore Pte Ltd. https://www.global-imi.com/sites/default/files/IMI_%202022_%20Board%20Evaluation_Certificate.pdf	
Recommendation 6.2			
1. Board has in place a system that provides, at the minimum, criteria and process to determine the performance of the Board, individual directors and committees.	Compliant	<i>Provide information or link/reference to a document containing information on the system of the company to evaluate the performance of the board, individual directors and committees, including a feedback mechanism from shareholders</i> Revised CG Manual, 1.16 Specific duties and responsibilities of each Director, page 15 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf	
2. The system allows for a feedback mechanism from the shareholders.	Compliant	Board Charter, Annex A, Guidelines in Conducting Performance Assessments, page 12 https://www.global-imi.com/sites/default/files/2021%20IMI_Board%20Charter_For%20Website_August%202021.pdf Revised CG Manual, Article VIII. Stockholders' Rights and Protection of Minority Stockholders' Interests, page 33 Stockholders of the company has the right to information upon request and for a legitimate purpose.	

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		https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf Board Performance Assessment Survey Form https://www.global-imi.com/sites/default/files/IMI%20Board%20Performance%20Assessment%20Survey%20Form_2020_Website.pdf	
Principle 7: Members of the Board are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.			
Recommendation 7.1			
1. Board adopts a Code of Business Conduct and Ethics, which provide standards for professional and ethical behavior, as well as articulate acceptable and unacceptable conduct and practices in internal and external dealings of the company.	Compliant	<i>Provide information on or link/reference to the company's Code of Business Conduct and Ethics.</i> Code of Business Conduct and Ethics https://www.global-imi.com/governance/code-business-conduct-and-ethics https://www.global-imi.com/sites/default/files/IMI%20Global%20Code%20of%20Conduct%20Rev.%2001.pdf	
2. The Code is properly disseminated to the Board, senior management and employees.	Compliant	<i>Provide information on or discuss how the company disseminated the Code to its Board, senior management and employees.</i> Global HR has the task of implementing and monitoring compliance of the Code of Business Conduct and Ethics. All directors, officers and employees are required to have their Declaration of Compliance to the IMI Code of Conduct (CoC) every year. (IMI Code of Conduct page 4)	

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		<p>Code of Business Conduct and Ethics https://www.global-imi.com/sites/default/files/IMI%20Global%20Code%20of%20Conduct%20Rev.%2001.pdf</p>	
3. The Code is disclosed and made available to the public through the company website.	Compliant	<p><i>Provide a link to the company's website where the Code of Business Conduct and Ethics is posted/ disclosed.</i></p> <p>Code of Business Conduct and Ethics https://www.global-imi.com/governance/code-business-conduct-and-ethics https://www.global-imi.com/sites/default/files/IMI%20Global%20Code%20of%20Conduct%20Rev.%2001.pdf</p>	
Supplement to Recommendation 7.1			
1. Company has clear and stringent policies and procedures on curbing and penalizing company involvement in offering, paying and receiving bribes.	Compliant	<p><i>Provide information on or link/reference to a document containing information on the company's policy and procedure on curbing and penalizing bribery</i></p> <p>Code of Business Conduct and Ethics, IV. ETHICS, 3. No Improper Advantage</p> <p>3) No Improper Advantage Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving, or accepting anything of value, either directly or indirectly through a third party, to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.</p> <p>6) Fair Business, Advertising and Competition Each director, officer and employee should endeavor to deal fairly with the Company's customers, suppliers, competitors, officers, and employees. No one should take unfair advantage of anyone through bribery, manipulation, concealment, misinterpretation of material</p>	

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		<p>facts or any other unfair dealing practices.</p> <p>https://www.global-imi.com/governance/code-business-conduct-and-ethics</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Global%20Code%20of%20Conduct%20Rev.%2001.pdf</p>	
Recommendation 7.2			
1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	Compliant	<p><i>Provide proof of implementation and monitoring of compliance with the Code of Business Conduct and Ethics and internal policies.</i></p> <p><i>Indicate who are required to comply with the Code of Business Conduct and Ethics and any findings on non-compliance.</i></p>	
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	Compliant	<p>The Board established a Code of Conduct to guide all directors, officers, and employees in executing their roles and responsibilities.</p> <p>All directors, officers and employees are required to have their Declaration of Compliance to the IMI Code of Conduct (CoC) every year. (IMI Code of Conduct page 4)</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Global%20Code%20of%20Conduct%20Rev.%2001.pdf</p> <p>Board Charter, Section 6. Responsibilities of the Board, page 7 https://www.global-imi.com/sites/default/files/2021%20IMI Board%20Charter For%20Website August%202021.pdf</p> <p>kk. Create and design a Code of Conduct (“Code”) with an anti-corruption policy and programs suitable to the needs of the Corporation and ensure proper and</p>	

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		efficient implementation and monitoring of compliance with the Code, including providing appropriate orientation and training to the Board, senior management and employees;	
Disclosure and Transparency			
Principle 8: The company should establish corporate disclosure policies and procedures that are practical and in accordance with best practices and regulatory expectations.			
Recommendation 8.1			
1. Board establishes corporate disclosure policies and procedures to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair and complete picture of a company's financial condition, results and business operations.	Compliant	<p><i>Provide information on or link/reference to the company's disclosure policies and procedures including reports distributed/made available to shareholders and other stockholders</i></p> <p>Revised CG Manual, Article VI. Disclosure and Transparency, page 26</p> <p>ARTICLE VI. Disclosure and Transparency</p> <p>All material information about the corporation which could adversely affect its viability or the interest of the stockholders and other stakeholders as well as other relevant information shall be publicly and timely disclosed to investors, stakeholders and other interested users through media and analysts' briefing or other means. Such information should include, among others, earnings results, acquisition or disposition of assets, off balance sheet transactions, related party transactions, and direct and indirect remuneration of members of the Board and Management.³² The Board shall cause the filing of all required information through the appropriate Exchange mechanisms for listed companies and submission to the SEC for the interest of its stockholders and other stakeholders. All Directors and officers shall be required to disclose or report to the Corporation any dealings in the Corporation's shares within three business days.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	

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		Company website – Investors, Company Disclosures https://www.global-iml.com/	
Supplement to Recommendations 8.1			
1. Company distributes or makes available annual and quarterly consolidated reports, cash flow statements, and special audit revisions. Consolidated financial statements are published within ninety (90) days from the end of the fiscal year, while interim reports are published within forty-five (45) days from the end of the reporting period.	Compliant	<p><i>Indicate the number of days within which the consolidated and interim reports were published, distributed or made available from the end of the fiscal year and end of the reporting period, respectively.</i></p> <p>IMI disclosed its Definitive Information Statement containing the Audited Financial Statements last March 25, 2025. 84 days from the end of the fiscal year. https://www.global-iml.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>IMI disclosed its Definitive Information Statement containing the Audited Financial Statements last April 3, 2024. 94 days from the end of the fiscal year. https://www.global-iml.com/sites/default/files/IMI_Definitive_Information_Statement_%202024_Redacted.pdf</p> <p>For Quarterly Reports please refer to PSE Edge Portal.</p> <p>See link below to PSE Edge Portal. http://edge.pse.com.ph/companyDisclosures/form.do?cmpy_id=622</p> <p>2024 Q1 Financial Report – May 13, 2024 (43 days from the end of the reporting quarter period) https://edge.pse.com.ph/openDiscViewer.do?edge_no=e52d85421bd6dfe4abca0fa0c5b4e4d0</p> <p>2024 Q2 Financial Report – August 12, 2024 (43 days from the end of the reporting quarter period) https://edge.pse.com.ph/openDiscViewer.do?edge_no=a1f2130dd19cd917abca0f</p>	<p>2025 Definitive Information Statement of the Company containing the 2024 Audited Financial Statements was submitted on March 25, 2025 which is 84 days from the end of the fiscal year.</p> <p>2024 Definitive Information Statement of the Company containing the 2023 Audited Financial Statements was submitted on April 3, 2024.</p> <p>This is in compliance to SEC's requirement which is at least 21 calendar days before the date of the Annual Stockholders' Meeting.</p>

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		a0c5b4e4d0 2024 Q3 Financial Report – November 13, 2023 (43 days from the end of the reporting quarter period) https://edge.pse.com.ph/openDiscViewer.do?edge_no=d9ccb082a18379dfabca0fa0c5b4e4d0	
2. Company discloses in its annual report the principal risks associated with the identity of the company's controlling shareholders; the degree of ownership concentration; cross-holdings among company affiliates; and any imbalances between the controlling shareholders' voting power and overall equity position in the company.	Compliant	<i>Provide link or reference to the company's annual report where the following are disclosed:</i> <ol style="list-style-type: none"> 1. principal risks to minority shareholders associated with the identity of the company's controlling shareholders; 2. cross-holdings among company affiliates; and 3. any imbalances between the controlling shareholders' voting power and overall equity position in the company. IMI 2024 Annual Report (SEC Form 17-A) Item 11. Security Ownership of Certain Beneficial Owners and Management, page 68 https://www.global-imi.com/sites/default/files/2024%20SEC%20Form%2017-A Integrated%20Micro-Electronics%20Inc.%20Final_with%20GFFS%20and%20Parent%20AFS.pdf https://edge.pse.com.ph/openDiscViewer.do?edge_no=3d3985eca7fec332ec6e1601ccee8f59 2025 IMI Definitive Information Statement, d. Security Ownership of certain record and beneficial owners and management, page 4. https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf	
Recommendation 8.2			
1. Company has a policy requiring all directors to disclose/report to the	Compliant	<i>Provide information on or link/reference to the company's policy requiring directors and officers to disclose their dealings in the company's share.</i>	

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company any dealings in the company's shares within three business days.		<i>Indicate actual dealings of directors involving the corporation's shares including their nature, number/percentage and date of transaction.</i>	
2. Company has a policy requiring all officers to disclose/report to the company any dealings in the company's shares within three business days.	Compliant	<p>Policy on Insider Trading</p> <p>https://www.global-imi.com/sites/default/files/IMI_Policy%20on%20Insider%20Trading_2021_FINAL.pdf</p> <p>Revised CG Manual, Article VI. Disclosure and Transparency, page 31</p> <p>The Board shall cause the filing of all required information through the appropriate Exchange mechanisms for listed companies and submission to the SEC for the interest of its stockholders and other stakeholders. All Directors and officers shall be required to disclose or report to the Corporation any dealings in the Corporation's shares within three business days.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>2024 Annual Report, Disclosure and Transparency, Changes in Shareholdings of Directors and Officers, page 43</p> <p>https://www.global-imi.com/investors/annual-reports</p> <p>IMI's Official Website, Corporate Disclosures, Statement of Changes in Beneficial Ownership of Securities</p> <p>https://www.global-imi.com/investors/prospectuscompany-disclosures</p>	
Supplement to Recommendation 8.2			
1. Company discloses the trading of the corporation's shares by directors, officers (or persons performing similar functions)	Compliant	<i>Provide information on or link/reference to the shareholdings of directors, management and top 100 shareholders.</i>	

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and controlling shareholders. This includes the disclosure of the company's purchase of its shares from the market (e.g. share buy-back program).		<p>2024 Annual Report, Disclosure and Transparency, Changes in Shareholdings of Directors and Officers, page 43 https://www.global-imi.com/investors/annual-reports</p> <p>IMI's Official Website, Corporate Disclosures, Statement of Changes in Beneficial Ownership of Securities. https://www.global-imi.com/investors/prospectuscompany-disclosures</p> <p>IMI's List of Top 100 Stockholders https://edge.pse.com.ph/openDiscViewer.do?edge_no=997f0bd771f4236eec6e1601ccee8f59</p> <p>Provide link or reference to the company's Conglomerate Map.</p> <p>2024 Sec Form 17-A (Annual Report), Supplementary Schedules, pdf page 186 https://www.global-imi.com/sites/default/files/2024%20SEC%20Form%2017-A Integrated%20Micro-Electronics%2C%20Inc.%20Final with%20GFFS%20and%20Parent%20AFS.pdf</p>	
Recommendation 8.3			
1. Board fully discloses all relevant and material information on individual board members to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	Compliant	<p><i>Provide link or reference to the directors' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and relevant trainings attended.</i></p> <p>2024 Definitive Information Statement, Annex B Directors and Officers, pages 23-27 https://www.global-imi.com/sites/default/files/IMI Definitive Information Statement %202024 Redacted.pdf</p> <p>2025 Definitive Information Statement, Annex "B" Directors and Officers, pages 20-25</p>	

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		https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf 2024 Annual Report – The Board of Directors, page 19 https://www.global-imi.com/investors/annual-reports	
2. Board fully discloses all relevant and material information on key executives to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	Compliant	<i>Provide link or reference to the key officers' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and relevant trainings attended.</i> 2024 Definitive Information Statement, Annex B Directors and Officers, pages 23-27 https://www.global-imi.com/sites/default/files/IMI_Definitive_Information_Statement_%202024_Redacted.pdf 2025 Definitive Information Statement, Annex “B” Directors and Officers, pages 20-25 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf 2024 Annual Report – The Board of Directors, page 19 https://www.global-imi.com/investors/annual-reports Refer to Trainings attended posted in the website: https://www.global-imi.com/sites/default/files/IMI_2024%20Seminars%20Attended%20for%20Website%20%281%29.pdf	
Recommendation 8.4			
1. Company provides a clear disclosure of its policies and procedure for setting Board	Compliant	<i>Disclose or provide link/reference to the company policy and practice for setting board remuneration</i>	

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remuneration, including the level and mix of the same.		<p>The Board, through its Personnel and Compensation committee review the structure and competitiveness of the Corporation's executive officer compensation programs considering the following factors: (i) to the attraction and retention of executive officers; (ii) the motivation of executive officers to achieve the Corporation's business objectives; and (iii) the alignment of the interests of executive officers with the long-term interests of the Corporation's shareholders and other stakeholders;</p> <p>Charter of the Personnel and Compensation Committee https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Personnel%20and%20Compensation%20Committee_October%202020_0.pdf</p> <p>2025 Definitive Information Statement, Item 6. Compensation of directors and executive officers Executive Compensation, page 10 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>2024 Annual Report – Director Remuneration, page 38 https://www.global-imi.com/investors/annual-reports</p>	
2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.	Compliant	<p><i>Disclose or provide link/reference to the company policy and practice for determining executive remuneration</i></p> <p>The Board, through its Personnel and Compensation committee review the structure and competitiveness of the Corporation's executive officer compensation programs considering the following factors: (i) to the attraction and retention of executive officers; (ii) the motivation of executive officers to achieve the Corporation's business objectives; and (iii) the alignment of the interests of executive officers with the long-term interests of the Corporation's shareholders and other stakeholders;</p>	

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		<p>Charter of the Personnel and Compensation Committee https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Personnel%20and%20Compensation%20Committee_October%202020_0.pdf</p> <p>2025 Definitive Information Statement, Item 6. Compensation of directors and executive officers Executive Compensation, page 10 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p>	
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Non-compliant	<p><i>Provide breakdown of director remuneration and executive compensation, particularly the remuneration of the CEO.</i></p> <p>2025 Definitive Information Statement, Item 6. Compensation of directors and executive officers Executive Compensation, page 10 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>2024 Annual Report – Board Remuneration, page 39 https://www.global-imi.com/investors/annual-reports</p>	<p>For director remuneration, the remuneration is disclosed individually.</p> <p>For executive remuneration, only the aggregate remuneration of the top five highest-paid officers is disclosed for the protection and privacy of the individual officers.</p>
Recommendation 8.5			
1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions in their Manual on Corporate Governance.	Compliant	<p><i>Disclose or provide reference/link to company's RPT policies</i></p> <p><i>Indicate if the director with conflict of interest abstained from the board discussion on that particular transaction.</i></p> <p>Revised CG Manual, 2.6 Related Party Transactions Committee, page 19 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	

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		<p>Related Party Transactions Policy https://www.global-imi.com/sites/default/files/SEC%20PSE_IMI%202019%20RPT%20POLICY_1.pdf</p> <p>2024 Annual Report – Note 31. Related Party Transactions, page 181 https://www.global-imi.com/investors/annual-reports</p>	
2. Company discloses material or significant RPTs reviewed and approved during the year.	Compliant	<p><i>Provide information on all RPTs for the previous year or reference to a document containing the following information on all RPTs:</i></p> <ol style="list-style-type: none"> <i>1. name of the related counterparty;</i> <i>2. relationship with the party;</i> <i>3. transaction date;</i> <i>4. type/nature of transaction;</i> <i>5. amount or contract price;</i> <i>6. terms of the transaction;</i> <i>7. rationale for entering into the transaction;</i> <i>8. the required approval (i.e., names of the board of directors approving, names and percentage of shareholders who approved) based on the company's policy; and</i> <i>9. other terms and conditions</i> <p>All related party transactions were disclosed in the audited financial statements. There were no material related party transactions that met the SEC-defined threshold requiring an advisement report on material RPTs for public disclosure.</p> <p>In compliance with Revenue Regulations (RR) No. 19-2020 prescribing the use of BIR Form No. 1709 or Information Return on Related-Party Transactions, the parent company submitted its report last April 2021.</p> <p>Related Party Transactions Policy https://www.global-imi.com/sites/default/files/SEC%20PSE_IMI%202019%20RPT%20POLICY_1.pdf</p>	

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		2024 Annual Report – Note 31. Related Party Transactions, page 181 https://www.global-imi.com/investors/annual-reports	
Supplement to Recommendation 8.5			
1. Company requires directors to disclose their interests in transactions or any other conflict of interests.	Compliant	<p><i>Indicate where and when directors disclose their interests in transactions or any other conflict of interests.</i></p> <p>Revised CG Manual, Article IV, Governance Policy on Conflict of Interest, page 22</p> <p>Directors, officers and employees shall always advance the interest of the Corporation over their personal interests. They are required to be loyal to the Corporation so much so that they may not directly or indirectly derive any personal profit or advantage by reason of their position in the Corporation. They must promote the common interest of all shareholders and other stakeholders and the Corporation without regard to their own personal interests.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Code of Conduct, IV. Ethics, page 9 https://www.global-imi.com/governance/code-business-conduct-and-ethics</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Global%20Code%20of%20Conduct%20Rev.%2001.pdf</p> <p>Related Party Transactions Policy, Section 7.0 Identification, Prevention or Management or Potential or Actual Conflict of Interest https://www.global-imi.com/sites/default/files/SEC%20PSE_IMI%202019%20RPT%20POLICY_1.pdf</p> <p>Directors and officers with personal interest in the transaction shall fully and timely</p>	

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		disclose any and all material facts, including their respective interests in the Material RPT and abstain from the discussion, approval and management of such transaction or matter affecting the Company. In case they refuse to abstain, their attendance shall not be counted for purposes of assessing the quorum and their votes shall not be counted for purposes of determining majority approval.	
Optional : Recommendation 8.5			
1. Company discloses that RPTs are conducted in such a way to ensure that they are fair and at arms' length.	Compliant	<p><i>Provide link or reference where this is disclosed, if any</i></p> <p>Related Party Transactions Policy https://www.global-imi.com/sites/default/files/SEC%20PSE_IMI%202019%20RPT%20POLICY_1.pdf</p> <p>2024 Annual Report – Note 31. Related Party Transactions, page 181 https://www.global-imi.com/investors/annual-reports</p>	
Recommendation 8.6			
1. Company makes a full, fair, accurate and timely disclosure to the public of every material fact or event that occur, particularly on the acquisition or disposal of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders.	Compliant	<p><i>Provide link or reference where this is disclosed</i></p> <p>Revised CG Manual, Article VI. Disclosure and Transparency, page 31</p> <p>All material information about the corporation which could adversely affect its viability or the interest of the stockholders and other stakeholders as well as other relevant information shall be publicly and timely disclosed to investors, stakeholders and other interested users through media and analysts' briefing or other means. Such information should include, among others, earnings results, acquisition or disposition of assets, off balance sheet transactions, related party transactions, and direct and indirect remuneration of members of the Board and Management.</p> <p>The Board shall cause the filing of all required information through the appropriate Exchange mechanisms for listed companies and submission to the SEC for the interest of its stockholders and other stakeholders. All Directors and officers shall be required to disclose or report to the Corporation any dealings in the</p>	

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		<p>Corporation's shares within three business days.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Please refer to the following Company disclosures:</p> <p>Company website – Investor, Disclosures https://www.global-imi.com/investors</p>	
2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.	Not Applicable	<p><i>Identify independent party appointed to evaluate the fairness of the transaction price. Disclose the rules and procedures for evaluating the fairness of the transaction price, if any.</i></p> <p>Revised CG Manual, Article VI. Disclosure and Transparency, page 26</p> <p>All material information about the corporation which could adversely affect its viability or the interest of the stockholders and other stakeholders as well as other relevant information shall be publicly and timely disclosed to investors, stakeholders and other interested users through media and analysts' briefing or other means. Such information should include, among others, earnings results, acquisition or disposition of assets, off balance sheet transactions, related party transactions, and direct and indirect remuneration of members of the Board and Management.</p> <p>There were no significant acquisition or disposal transactions in 2021 that requires independent party evaluation.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	

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Supplement to Recommendation 8.6			
1. Company discloses the existence, justification and details on shareholder agreements, voting trust agreements, confidentiality agreements, and such other agreements that may impact on the control, ownership, and strategic direction of the company.	Compliant	<p><i>Provide link or reference where these are disclosed.</i></p> <p>Revised CG Manual, Article VI. Disclosure and Transparency, page 26 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Revised CG Manual, Article VIII. Stockholders' rights and protection of minority stockholders' interests, page 28 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>IMI's Official Website https://www.global-imi.com/investors/prospectuscompany-disclosures</p>	
Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	Compliant	<p><i>Provide link to the company's website where the Manual on Corporate Governance is posted.</i></p> <p>The Company's Revised Manual of Corporate Governance was submitted to PSE and SEC on August 25, 2021, in compliance with SEC MC No. 19, Series of 2016. It was published in the Company's official website.</p>	
2. Company's MCG is submitted to the SEC and PSE.	Compliant	<p>https://www.global-imi.com/governance/manual-corporate-governance</p>	
3. Company's MCG is posted on its company website.	Compliant	<p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>https://edge.pse.com.ph/openDiscViewer.do?edge_no=4f0b670768f209285d542af6f1e997b9</p>	
Supplement to Recommendation 8.7			
1. Company submits to the SEC and PSE an	Compliant	<i>Provide proof of submission.</i>	

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updated MCG to disclose any changes in its corporate governance practices.		<p>Corporate Governance Manual was updated to align with the Corporation's By-Laws, the Revised Corporation Code and recognized good governance practices.</p> <p>https://www.global-imi.com/governance/manual-corporate-governance</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>https://edge.pse.com.ph/openDiscViewer.do?edge_no=4f0b670768f209285d542af6f1e997b9</p>	
Optional: Principle 8			
1. Does the company's Annual Report disclose the following information:		<i>Provide link or reference to the company's Annual Report containing the said information.</i>	
a. Corporate Objectives	Compliant	2024 Annual Report	
b. Financial performance indicators	Compliant	https://www.global-imi.com/investors/annual-reports	
c. Non-financial performance indicators	Compliant	Corporate Objectives – page 10	
d. Dividend Policy	Compliant	Financial performance indicators – page 4	
e. Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and other directorships in listed companies) of all directors	Compliant	<p>Non-financial performance indicators – page 30-75</p> <p>Dividend Policy – page 45</p> <p>Dividend Policy – indicated in the SEC Form 17-A – page 43</p> <p>https://www.global-imi.com/sites/default/files/2024%20SEC%20Form%2017-A_Integrated%20Micro-Electronics%2C%20Inc.%20Final_with%20GFFS%20and%20Parent%20AFS.pdf</p>	
f. Attendance details of each director in all directors meetings held during the year	Compliant		

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g. Total remuneration of each member of the board of directors	Compliant	<p>Refer to 2024 Annual Report https://www.global-imi.com/investors/annual-reports</p> <p>Biographical details of Directors – page 19</p> <p>Meeting attendance of each director – page 39</p> <p>Remuneration of each director during the year – page 38</p>	
2. The Annual Report contains a statement confirming the company's full compliance with the Code of Corporate Governance and where there is non-compliance, identifies and explains reason for each such issue.	Compliant	<p><i>Provide link or reference to where this is contained in the Annual Report</i></p> <p>2024 Annual Report, Commitment to Good Governance, page 34 https://www.global-imi.com/investors/annual-reports</p>	
3. The Annual Report/Annual CG Report discloses that the board of directors conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems.	Compliant	<p><i>Provide link or reference to where this is contained in the Annual Report</i></p> <p>BOD thru its Audit and Risk Committee conducted a review of the Company's material controls (including operational, financial and compliance controls) and risk management systems.</p> <p>2024 Annual Report, Report of the Audit and Risk Committee, page 80 https://www.global-imi.com/investors/annual-reports</p> <p>We reviewed and approved the quarterly unaudited and the annual audited parent and consolidated financial statements of Integrated Micro-Electronics, Inc. and subsidiaries ("IMI"), including the Management's Discussion and Analysis of Financial Condition and Results of Operations and the significant impact of new accounting standards, with management, internal auditors and E&Y / SGV & Co. These activities were performed in the following context:</p> <ul style="list-style-type: none"> • Management has the primary responsibility for the financial statements and the financial reporting process; and 	

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		<ul style="list-style-type: none"> E&Y / SGV & Co. is responsible for expressing an opinion on the conformity of IMI's audited consolidated financial statements with Philippine Financial Reporting Standards; 	
4. The Annual Report/Annual CG Report contains a statement from the board of directors or Audit Committee commenting on the adequacy of the company's internal controls/risk management systems.	Compliant	<p><i>Provide link or reference to where this is contained in the Annual Report</i></p> <p>2024 Annual Report, Report of the Audit and Risk Committee, page 80 https://www.global-imi.com/investors/annual-reports</p> <p>"We have reviewed and discussed the adequacy of IMI's enterprise risk management process, including the nature of significant risk exposures, and the related risk mitigation efforts and initiatives. This activity was reviewed in the context that management is primarily responsible for the risk management process;"</p>	
5. The company discloses in the Annual Report the key risks to which the company is materially exposed to (i.e. financial, operational including IT, environmental, social, economic).	Compliant	<p><i>Provide link or reference to where these are contained in the Annual Report</i></p> <p>2024 Annual Report, Risk Management, page 60 https://www.global-imi.com/investors/annual-reports</p> <p>2024 Annual Report (SEC Form 17-A), Risk Factors, page 20 https://www.global-imi.com/sites/default/files/2024%20SEC%20Form%2017-A Integrated%20Micro-Electronics%2C%20Inc.%20Final with%20GFFS%20and%20Parent%20AFS.pdf</p>	
<p>Principle 9: The company should establish standards for the appropriate selection of an external auditor, and exercise effective oversight of the same to strengthen the external auditor's independence and enhance audit quality.</p>			
<p>Recommendation 9.1</p>			
1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal,	Compliant	<p><i>Provide information or link/reference to a document containing information on the process for approving and recommending the appointment, reappointment, removal and fees of the company's external auditor.</i></p>	

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and fees of the external auditors.		<p>Audit and Risk Committee Charter, Section D Responsibilities – External Auditor clause 3.1, Page 5 https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>Revised CG Manual, Article II, 2.4 Audit and Risk Committee, page 18 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
2. The appointment, reappointment, removal, and fees of the external auditor is recommended by the Audit Committee, approved by the Board and ratified by the shareholders.	Compliant	<p><i>Indicate the percentage of shareholders that ratified the appointment, reappointment, removal and fees of the external auditor.</i></p> <p>Resolution No. S-04-2024: Election of External Auditor and Fixing of its Remuneration</p> <p>99.97% voted for and approved the Election of auditors and fixing of their remuneration in the amount of Php5.48 million.</p> <p>https://www.global-imi.com/sites/default/files/IMI%202024%20ASM%20Voting%20Results.pdf</p> <p>2024 ASM Minutes of Meeting https://www.global-imi.com/sites/default/files/IMI_%202024_ASM_Minutes_25April_2024_clean_v2_002_0.pdf</p> <p>2024 Annual Stockholders' Meeting Voting Results https://www.global-imi.com/sites/default/files/IMI%202024%20ASM%20Voting%20Results.pdf</p>	

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		<p>2024 Results of Annual Stockholders' Meeting and Organizational Board Meeting https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p> <p>Audit and Risk Committee Charter, Section D Responsibilities – External Auditor clause 3.1, Page 7 https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>Revised CG Manual, Article II, 2.4 Audit and Risk Committee, page 18 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
3. For removal of the external auditor, the reasons for removal or change are disclosed to the regulators and the public through the company website and required disclosures.	Compliant	<p><i>Provide information on or link/reference to a document containing the company's reason for removal or change of external auditor.</i></p> <p>Revised CG Manual, Article V, 2. External Audit page 25 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Audit and Risk Committee Charter, Section D Responsibilities – External Auditor clause 3.1, Page 8 https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p>	
Supplement to Recommendation 9.1			
1. Company has a policy of rotating the lead audit partner every five years.	Compliant	<p><i>Provide information on or link/reference to a document containing the policy of rotating the lead audit partner every five years.</i></p> <p>Revised CG Manual, Article III, C.5, page 20 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	

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		<p>imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>c.5) The external auditor should be rotated or changed every five (5) years or earlier, or the signing partners of the external auditing firm assigned to the Corporation.</p> <p>Audit and Risk Committee Charter, Section D Responsibilities – External Auditor clause 3.2, Page 9 https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>Pursuant to the General Requirements of SRC Rule 68, Par. 3 (Qualifications and Reports of Independent Auditors), the Company has engaged SGV & Co. as external auditor of the Company. Ms. Cyril Jasmin B. Valencia is the audit partner for the years 2019 until 2023, while Mr. Carlo Paolo V. Manalang served as such for the audit years 2018 and 2017.</p> <p>2025 Definitive Information Statement, Item 7. Independent Public Accountants, page 11 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p>	
Recommendation 9.2			
1. Audit Committee Charter includes the Audit Committee's responsibility on: <ul style="list-style-type: none"> i. Assessing the integrity and independence of external auditors; ii. Exercising effective oversight to 	Compliant	<p><i>Provide link/reference to the company's Audit Committee Charter</i></p> <p>https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p>	

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<p>review and monitor the external auditor's independence and objectivity; and</p> <p>iii. Exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.</p>		<p>Audit and Risk Committee Charter, Section D Responsibilities – External Auditor</p> <p>Section D Responsibilities – External Auditor clauses 3.1-3.2; 3.6-3.7, Page 8-9</p> <p>i. Section D Responsibilities – Reporting and Other Responsibilities clause 7.1, Page 12</p> <p>ii. Section D Responsibilities – External Auditor clauses 3.3-3.4; 3.6-3.10, Page 8-9</p> <p>iii. Section D Responsibilities – External Auditor clauses 3.3, 3.5-3.10, Page 8-9</p> <p>Section D Responsibilities – Financial Reporting clauses 1.1-1.3, Page 6</p> <p>Section B Policy Statement, Page 3</p>	
<p>2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.</p>	Compliant	<p><i>Provide link/reference to the company's Audit Committee Charter</i></p> <p>https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>Section D: Responsibilities - External Auditor clauses 3.1-3.3 and 3.7 Apart from annual assessment, the Audit and Risk Committee also ensures the rotation of the lead engagement partner as well as rotation of the audit firm itself.</p> <p>3.1 Review the performance and recommend the appointment, retention or discharge and fees of the external auditor, duly accredited by Securities and Exchange Commission. In case of resignation or cessation from service of an external auditor, ensure that there is a process for reporting in the annual and current reports the reason for cessation from service, and the date thereof, of an external auditor. A preliminary copy of the said report shall be given by the Company to the external auditor before its submission.</p> <p>3.2 Ensure the rotation of the lead engagement partner at least once every five (5) years and consider whether there should be a regular rotation of the audit firm itself.</p>	

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		<p>3.3 Review and pre-approve the external auditor's plans and ascertain the basis for their risk assessment and financial statement materiality, including the scope and frequency of the audit.</p> <p>In this regard, the Committee shall discuss with the external auditors, before the audit commences, the nature and scope of the audit,</p> <p>3.7 Review and approve of the proportion of audit versus non-audit work both in relation to their significance to the auditor and in relation to the Company's year-end financial statements, and total expenditure on consultancy, to ensure that non-audit work will not be in conflict with the audit functions of the external auditor.</p>	
Supplement to Recommendations 9.2			
1. Audit Committee ensures that the external auditor is credible, competent and has the ability to understand complex related party transactions, its counterparties, and valuations of such transactions.	Compliant	<p><i>Provide link/reference to the company's Audit Committee Charter</i></p> <p>Section D Responsibilities – External Auditor clauses 3.1, 3.3, 3.5, 3.10, Page 8-9 https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>Further, there is a separate Related Party Transactions Committee (RPT) focusing on the review of material related party transactions of the Company. SGV also covers unusual or complex transactions as part of their regular audit and reports these to the ARC.</p>	
2. Audit Committee ensures that the external auditor has adequate quality control procedures.	Compliant	<p><i>Provide link/reference to the company's Audit Committee Charter</i></p> <p>Section D Responsibilities – Financial Reporting clauses 1.1-1.2, Page 6; External Audit clause 3.1, Page 8 (Note: Part of the external auditor annual performance evaluation includes quality process assessment)</p>	

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		https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf	
Recommendation 9.3			
1. Company discloses the nature of non-audit services performed by its external auditor in the Annual Report to deal with the potential conflict of interest.	Compliant	<p><i>Disclose the nature of non-audit services performed by the external auditor, if any.</i></p> <p>2025 Definitive Information Statement, Item 7. Independent Public Accountants, page 11 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>2024 Annual Report – Accountability and Audit, page 40 https://www.global-imi.com/investors/annual-reports</p> <p>Audit and Risk Committee Charter, Section D Responsibilities – External Auditor clause 3.7, Page 9 https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p>	
2. Audit Committee stays alert for any potential conflict of interest situations, given the guidelines or policies on non-audit services, which could be viewed as impairing the external auditor’s objectivity.	Compliant	<p><i>Provide link or reference to guidelines or policies on non-audit services</i></p> <p>Audit and Risk Committee Charter, Section D Responsibilities – External Auditor clause 3.7, Page 9 https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>3.7 Review and approve of the proportion of audit versus non-audit work both in relation to their significance to the auditor and in relation to the Company’s year-end financial statements, and total expenditure on consultancy, to ensure that non-audit work will not be in conflict with the audit functions of the external</p>	

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		auditor. The amount of both audit and non-audit work of external auditors shall be disclosed in the annual report.	
Supplement to Recommendation 9.3			
1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	Compliant	<p><i>Provide information on audit and non-audit fees paid.</i></p> <p>2025 Definitive Information Statement, Item 7. Independent Public Accountants, page 11 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>2024 Annual Report – Accountability and Audit, page 40 https://www.global-imi.com/investors/annual-reports</p> <p>Audit and Risk Committee Charter, Section D Responsibilities – External Auditor clause 3.7, Page 9 https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p>	
Additional Recommendation to Principle 9			
1. Company's external auditor is duly accredited by the SEC under Group A category.	Compliant	<p><i>Provide information on company's external auditor, such as:</i></p> <ol style="list-style-type: none"> <i>Name of the audit engagement partner;</i> <i>Accreditation number;</i> <i>Date Accredited;</i> <i>Expiry date of accreditation; and</i> <i>Name, address, contact number of the audit firm.</i> <p>2024 Annual Report – Independent Auditor's Report, page 83 https://www.global-imi.com/investors/annual-reports</p> <p>Cyril Jasmin B. Valencia Partner</p>	

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		CPA Certificate No. 90787 Tax Identification No. 162-410-623 BOA/PRC Reg. No. 0001, April 16, 2024, valid until August 23, 2026 BIR Accreditation No. 08-001998-074-2023, October 23, 2023, valid until October 22, 2026 PTR No. 10465396, January 2, 2025, Makati City	
2. Company's external auditor agreed to be subjected to the SEC Oversight Assurance Review (SOAR) Inspection Program conducted by the SEC's Office of the General Accountant (OGA).	Compliant	<i>Provide information on the following:</i> <ol style="list-style-type: none"> 1. Date it was subjected to SOAR inspection, if subjected; August 1-12, 2022 2. Name of the Audit firm – SGV & Co.; and 3. Members of the engagement team inspected by the SEC. The names of the members of the engagement team were provided to the SEC during the SOAR inspection. 	
Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.			
Recommendation 10.1			
1. Board has a clear and focused policy on the disclosure of non-financial information, with emphasis on the management of economic, environmental, social and governance (EESG) issues of its business, which underpin sustainability.	Compliant	<i>Disclose or provide link on the company's policies and practices on the disclosure of non-financial information, including EESG issues.</i> Revised CG Manual, Article IX, Sustainability and Social Responsibility, page 30 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf IMI has been managing its business not only for profit but also keeping in mind its impact – to surrounding environment and people – society as a whole. The Corporation makes sure that its profit marries with a purpose. It focuses on both economic and social benefits – value creation for the communities and other stakeholders of the company. The Corporation embarks on sustainability programs that continuously create shared value (CSV), such as going beyond the usual corporate social responsibility (CSR) projects, its volunteerism and philanthropic	

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		<p>projects.</p> <p>Company website – Sustainability https://www.global-imi.com/sustainability</p> <p>2024 Annual Report – Sustainability, page 28 https://www.global-imi.com/investors/annual-reports</p>	
2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	Compliant	<p><i>Provide link to Sustainability Report, if any. Disclose the standards used.</i></p> <p>IMI uses Global Reporting Initiative (GRI) Indicators in its Sustainability Report.</p> <p>2023 Annual Report – Sustainability Report (page 38)</p> <p>2024 Annual Report – Sustainability Report (page 28)</p> <p>https://www.global-imi.com/investors/annual-reports</p>	
<p>Principle 11: The company should maintain a comprehensive and cost-efficient communication channel for disseminating relevant information. This channel is crucial for informed decision-making by investors, stakeholders and other interested users.</p>			
Recommendation 11.1			
1. Company has media and analysts' briefings as channels of communication to ensure the timely and accurate dissemination of public, material and relevant information to its shareholders and other investors.	Compliant	<p><i>Disclose and identify the communication channels used by the company (i.e., website, Analyst's briefing, Media briefings /press conferences, Quarterly reporting, Current reporting, etc.).</i></p> <p><i>Provide links, if any.</i></p> <p>IMI hold its Analyst Briefing on a quarterly basis. https://www.global-imi.com/investors/presentations</p> <p>2024 Annual Report – Stakeholder Relations – Shareholder and Investor Relations, page 44</p>	

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		https://www.global-imi.com/investors/annual-reports	
Supplemental to Principle 11			
1. Company has a website disclosing up-to-date information on the following:		<i>Provide link to company website:</i>	
a. Financial statements/reports (latest quarterly)	Compliant	a. Quarterly Reports: https://www.global-imi.com/investors/prospectuscompany-disclosures	
b. Materials provided in briefings to analysts and media	Compliant	b. Analysts' briefing materials: https://www.global-imi.com/investors/presentations	
c. Downloadable annual report	Compliant	c. Annual Reports: https://www.global-imi.com/investors/annual-reports	
d. Notice of ASM and/or SSM	Compliant	d. Notice of ASM: https://www.global-imi.com/investors/prospectuscompany-disclosures	
e. Minutes of ASM and/or SSM	Compliant	https://edge.pse.com.ph/openDiscViewer.do?edge_no=eb50653ff93a3c5dec6e1601ccee8f59	
f. Company's Articles of Incorporation and By-Laws	Compliant	e. Minutes of ASM: https://www.global-imi.com/investors/prospectuscompany-disclosures https://www.global-imi.com/sites/default/files/IMI_%202024_ASM_Minutes_25April_2024_clean_v2_002_0.pdf f. Articles of Incorporation and By-Laws: https://www.global-imi.com/about https://www.global-imi.com/sites/default/files/SE-PSE%20Disclosure_Amendment%20of%20AOI_April%202019_0.pdf	

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		https://www.global-iml.com/sites/default/files/SEC-PSE-SEC%27s%20Approval%20of%20the%20Amended%20By-Laws_4.13.21_0.pdf	
Additional Recommendation to Principle 11			
1. Company complies with SEC-prescribed website template.	Compliant	IMI is in compliance with the SEC-prescribed website template. Please refer to IMI's Official Website. https://www.global-iml.com/	
Internal Control System and Risk Management Framework			
Principle 12: To ensure the integrity, transparency and proper governance in the conduct of its affairs, the company should have a strong and effective internal control system and enterprise risk management framework.			
Recommendation 12.1			
1. Company has an adequate and effective internal control system in the conduct of its business.	Compliant	<p>List quality service programs for the internal audit functions.</p> <p>The Internal Audit activities conform with the Global Internal Audit Standards and are continuously improved through the Quality Assurance and Improvement Program (QAIP).</p> <p>2024 Integrated and Sustainability Report, Quality Assurance and Improvement Program (QAIP) Framework, page 42 https://www.global-iml.com/sites/default/files/Integrated%20and%20Sustainability%20Reports%20FA.pdf</p> <p>2024 Attestation of Internal Control and Compliance System https://www.global-iml.com/sites/default/files/2024%20Attestation%20of%20Internal%20Control%20and%20Compliance%20System_Final.pdf</p> <p>Indicate frequency of review of the internal control system</p>	

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		<p>Specific functions of Internal Audit mentioned in Article V, Section E of the Corporate Governance Manual, includes (a) providing independent risk-based assurance service to the Board, Audit and Risk Committee and Management, focusing on reviewing the effectiveness of the governance and control processes (b) review and audit of efficiency and effectiveness of internal control system of all areas of the company. Frequency of reviews are based on Internal Audit Plan assessed, reported and approved periodically (quarterly, semi-annual/annual) and as necessary by the Audit and Risk Committee and the Board. Review results and internal audit activities are reported and discussed periodically with the Audit and Risk Committee (ARC).</p> <p>Internal Audit Charter, F. Responsibilities, Governance and Compliance, page 10 https://www.global-imi.com/sites/default/files/2025%20IMI%20Internal%20Audit%20Charter%2005Mar2025-signed-signed.pdf</p> <p>In 2024, the ARC had four (4) regular meetings and reviewed the reports and updates of the internal auditors ensuring that management is taking appropriate corrective actions in a timely manner, including addressing internal control and compliance issues.</p> <p>2024 Integrated and Sustainability Report, Report of the Audit and Risk Committee to the Board of Directors, page 80 https://www.global-imi.com/sites/default/files/Integrated%20and%20Sustainability%20Reports%20FA.pdf</p> <p>Annual Reports site https://www.global-imi.com/investors/annual-reports</p>	
2. Company has an adequate and effective enterprise risk management framework in	Compliant	<i>Identify international framework used for Enterprise Risk Management</i>	

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the conduct of its business.		<p>IMI ERM is guided by the ISO 31000 risk management principles.</p> <p>Enterprise Risk Management Policies and Procedures, 6.0 Risk Management Principles, page 3</p> <p>https://www.global-imi.com/sites/default/files/ERM-QGS-001%20Rev.04 IMI%20Enterprise%20Risk%20Management%20%28ERM%29%20Policy 17-Nov-23.pdf</p> <p><i>Provide information or reference to a document containing information on:</i></p> <ol style="list-style-type: none"> 1. Company's risk management procedures and processes 2. Key risks the company is currently facing 3. How the company manages the key risks 4. Company's risk management procedures and processes <p><i>Indicate frequency of review of the enterprise risk management framework</i></p> <p>IMI established its Enterprise Risk Management (ERM) Policy and Procedures to guide the overall intentions and directions of the Company's risk management processes and practices, to define a common approach that will govern the risk management process, to describe the roles and responsibilities of the Board, the management, the Chief Risk Officer, and all its employees, and to integrate risk management into IMI's overall and existing management system.</p> <p>Enterprise Risk Management Policies and Procedures</p> <p>https://www.global-imi.com/sites/default/files/ERM-QGS-001%20Rev.04 IMI%20Enterprise%20Risk%20Management%20%28ERM%29%20Policy 17-Nov-23.pdf</p> <p>2024 Annual Report, Risk Management, pages 60-63</p> <p>https://www.global-imi.com/investors/annual-reports</p> <p>The Board shall ensure that there is sound Enterprise Risk Management (ERM)</p>	

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		<p>framework to identify and monitor key risks and key performance areas, and endeavor to provide appropriate technology and systems for the proper identification and monitoring thereof.</p> <p>Corporate Governance Manual, Article II 1.15 General Responsibility of the Board for Good Governance (bb), page 13 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>As part of the organization's risk management process, the risk owners and the CRO/ERM Leader shall provide annual written report to the President and CEO for the results of the annual risk assessment and adequacy of the risk mitigation plans. Risk identified in 2024 were mentioned in the IMI 2024 Annual Report.</p> <p>Enterprise Risk Management Policies and Procedures, 7.1.2.3.1 Annual Risk Report, page 10 https://www.global-imi.com/sites/default/files/ERM-QGS-001%20Rev.04_IMI%20Enterprise%20Risk%20Management%20%28ERM%29%20Policy_17-Nov-23.pdf</p> <p>2024 Integrated and Sustainability Report, Risk Management, pages 60-63 https://www.global-imi.com/sites/default/files/Integrated%20and%20Sustainability%20Reports%202024.pdf</p> <p>Annual Reports site https://www.global-imi.com/investors/annual-reports</p> <p>IMI has well-defined reporting lines that set out accountability and ownership across operations. The Chief Risk Officer ensures that regular internal reporting on the implementation of the ERM framework, its effectiveness and outcomes are accomplished. Audit and Risk Committee, as part of its duties and responsibilities, develops a formal enterprise risk management plan and mitigation controls;</p>	

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		<p>oversees the implementation of the enterprise risk management plan through a Risk Committee; evaluates the risk management plan to ensure its continued relevance and effectiveness; reviews and advises the Board on its risk appetite levels and risk tolerance limits; assesses the probability of each identified risk becoming a reality and estimates its possible significant financial impact and likelihood of occurrence; provides oversight over Management's activities in managing credit, market, liquidity, operational, legal and other risk exposures of the corporation; and reports to the Board the company's material risk exposures.</p> <p>Enterprise Risk Management Policies and Procedures, Section 7.1.1.1 ERM Functional Organization and Roles, pages 6-9</p> <p>https://www.global-imi.com/sites/default/files/ERM-QGS-001%20Rev.04 IMI%20Enterprise%20Risk%20Management%20%28ERM%29%20Policy 17-Nov-23.pdf</p> <p>Monitoring of risk management performance shall be done by different functions at appropriate levels of IMI. It consists of a combination of metrics, regular review and periodic audits and evaluations to ensure that risk management is effective and continues to support IMI's performance. Continuous improvement shall be embedded into the risk management process via the use of effective processes (benchmarking, knowledge sharing and continuous employee learning) and constant evaluation.</p> <p>Enterprise Risk Management Policies and Procedures, 7.1.4 Monitoring and Review and Continual Improvement of the Framework, page 12</p> <p>https://www.global-imi.com/sites/default/files/ERM-QGS-001%20Rev.04 IMI%20Enterprise%20Risk%20Management%20%28ERM%29%20Policy 17-Nov-23.pdf</p> <p>ARC in its function, review the adequacy of the Company's enterprise risk management framework/process through continuous input, evaluation and feedback on the effectiveness of the risk management process. They review the</p>	

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		<p>results of the annual risk assessment done by the designated Chief Risk Officer, evaluate the risk assessment report submitted by the CRO on a quarterly basis and monitor the risk management activities of the Company and evaluate the effectiveness of the risk mitigation and action plans</p> <p>Audit and Risk Committee Charter, D. Responsibilities, 4. Risk Management, pages 10-11 https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>In 2024, ARC reviewed and discussed the adequacy of IMI's enterprise risk management process, including the nature of significant risk exposures, and the related risk mitigation efforts and initiatives. This activity was reviewed in the context that management is primarily responsible for the risk management process.</p> <p>2024 Integrated and Sustainability Report, Report of the Audit and Risk Committee to the Board of Directors, page 80 https://www.global-imi.com/sites/default/files/Integrated%20and%20Sustainability%20Reports%20FA.pdf</p> <p>Annual Reports site https://www.global-imi.com/investors/annual-reports</p>	
Supplement to Recommendations 12.1			
1. Company has a formal comprehensive enterprise-wide compliance program covering compliance with laws and relevant regulations that is annually reviewed. The program includes appropriate training and awareness	Compliant	<p><i>Provide information on or link/ reference to a document containing the company's compliance program covering compliance with laws and relevant regulations.</i></p> <p><i>Indicate frequency of review.</i></p> <p>The Board shall ensure that the Corporation complies with all relevant laws,</p>	

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initiatives to facilitate understanding, acceptance and compliance with the said issuances.		<p>regulations and as far as possible, best business practices. The Board shall formulate a clear communication and disclosure policy and strategy to accurately, promptly, regularly and effectively communicate with the SEC, the Philippine Stock Exchange (PSE) and the Corporation's stockholders and other stakeholders and oversee the proper and effective implementation thereof. The Audit and Risk Committee monitors and evaluates the adequacy and effectiveness of the corporation's internal control system, integrity of financial reporting, and security of physical and information assets to ensure compliance with applicable laws and regulations. To ensure adherence to corporate principles and best practices, the Chairman of the Board designates a Compliance Officer who shall have a rank of Senior Vice President or an equivalent position. Included in its function is to monitor, review, evaluate and ensure the compliance by the Corporation, its officers and directors with the relevant laws, the CG Code for PLCs rules and regulations and all governance issuances of regulatory agencies.</p> <p>Corporate Governance Manual, Article II 1.15 General Responsibility of the Board for Good Governance (e) (z) (aa), 1.20 Support from Key Officer (b) (b.2), pages 11 to 17 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>The Internal Audit Group shall provide independent and objective assurance and advisory services to the Corporation designed to add value and improve the Corporation's operations. It shall provide the Board, Management, the stockholders and other stakeholders with reasonable assurance that the Corporation's key organizational and procedural controls are effective, appropriate, and complied with. It shall review, audit and report on, among other matters, the effectiveness of the system of organizational controls, taking into account the nature and complexity of the business and the business culture; the volume, size and complexity of transactions; the degree of risk; the degree of centralization and delegation of authority; the extent and effectiveness of information technology; and the extent of regulatory compliance.</p>	

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		<p>Corporate Governance Manual, Article V Internal Control System, pages 24-25 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>The Board shall create and design a Code of Conduct with an anti-corruption policy and programs suitable to the needs of the Corporation and ensure proper and efficient implementation and monitoring of compliance with the Code, including providing appropriate orientation and training to the Board, senior management and employees.</p> <p>Code of Business Conduct and Ethics site https://www.global-imi.com/governance/code-business-conduct-and-ethics</p> <p>Code of Conduct https://www.global-imi.com/sites/default/files/IMI%20Global%20Code%20of%20Conduct%20Rev.%2001.pdf</p>	
Optional: Recommendation 12.1			
1. Company has a governance process on IT issues including disruption, cyber security, and disaster recovery, to ensure that all key risks are identified, managed and reported to the board.	Compliant	<p><i>Provide information on IT governance process</i></p> <p>The Company has established an IT governance process to ensure all key risks are identified, managed/mitigated and reported to top management. It includes top management oversight, cyber/IT security, change management, disaster recovery, and data privacy.</p> <p>2024 Integrated and Sustainability Report, Digital Transformation Roadmap, pages 52-53 https://www.global-imi.com/sites/default/files/Integrated%20and%20Sustainability%20Reports%20FA.pdf</p>	

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		<p>Additionally, IMI PH and IMI BG are certified with ISO 27001:2013. Certification preparation of other sites, including TISAX assessment preparation, are ongoing.</p> <p>ISO 27001 is the international standard that provide the specification for information security management system (ISMS) and TISAX is “Trusted InfoSec Assessment Exchange”, a security standard devised by the German Association of the Automotive Industry (VDA) to ensure a base level of information & cyber security in the European auto industry.</p> <p>Global Sites Certifications site https://www.global-imi.com/certifications-and-compliance/global-sites-certification</p> <p>2024 Integrated and Sustainability Report, Global Sites Certifications, page 47 https://www.global-imi.com/sites/default/files/Integrated%20and%20Sustainability%20Reports%20FA.pdf</p>	
Recommendation 12.2			
1. Company has in place an independent internal audit function that provides an independent and objective assurance, and consulting services designed to add value and improve the company's operations.	Compliant	<p><i>Disclose if the internal audit is in-house or outsourced. If outsourced, identify external firm.</i></p> <p>The Audit and Risk Committee of the Board set up an independent Internal Audit Group that provides independent and objective assurance and advisory services to the Corporation, designed to add value, and improve the effectiveness of the Company's risk management, control, and governance processes in its operations. It shall provide the Board, Management, the stockholders and other stakeholders with reasonable assurance that the Corporation's key organizational and procedural controls are effective, appropriate, and complied with and ensures that internal audit examinations cover the evaluation of adequacy and effectiveness of controls encompassing the Company's governance, operations, information</p>	

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		<p>system, reliability and integrity of financial and operational information, effectiveness and efficiency of operations, safeguarding of assets and compliance with contracts, laws, rules and regulations.</p> <p>Review and recommends to the Board, the approval of the Internal Audit Charter (IA Charter) which formally defines the role of Internal Audit and the audit plan as well as oversees the implementation of the IA Charter.</p> <p>Audit and Risk Committee Charter, D. Responsibilities, 2. Oversight on Internal Audit, pages 6-8 https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>Internal Audit Charter, C. Purpose, D. Mandate and E. Board Oversight, pages 3-6 https://www.global-imi.com/sites/default/files/2025%20IMI%20Internal%20Audit%20Charter%2005Mar2025-signed-signed.pdf</p> <p>The Internal Audit Group shall provide independent and objective assurance and advisory services to the Corporation designed to add value and improve on the Corporation's operations. It shall provide the Board, Management, the stockholders and other stakeholders with reasonable assurance that the Corporation's key organizational and procedural controls are effective, appropriate, and complied with. It shall review, audit and report on, among other matters, the effectiveness of the system of organizational controls, taking into account the nature and complexity of the business and the business culture; the volume, size and complexity of transactions; the degree of risk; the degree of centralization and delegation of authority; the extent and effectiveness of information technology; and the extent of regulatory compliance</p> <p>Corporate Governance Manual, Article V 1. Internal Audit (a), pages 24 https://www.global-imi.com/sites/default/files/2025%20IMI%20Internal%20Audit%20Charter%2005Mar2025-signed-signed.pdf</p>	

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		imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf	
Recommendation 12.3			
1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	Compliant	<p><i>Identify the company's Chief Audit Executive (CAE) and provide information on or reference to a document containing his/her responsibilities.</i></p> <p>The Chief Audit Executive is appointed by the Board's Audit and Risk Committee including the replacement, re-assignment or dismissal and the reporting line so that the reporting levels allow the internal audit activity to fulfill its responsibilities.</p> <p>Global IA through the Chief Audit Executive, Lorlyn M. Arceo, reports functionally to the Board's Audit and Risk Committee, with its operations governed by an Internal Audit Charter reviewed on annual basis, presented to senior management, and approved by ARC and the Board, thus ensuring its independence and objectivity. Periodically, the Committee also meets the Chief Audit Executive without the presence of Management.</p> <p>2024 Integrated and Sustainability Report, Accountability and Audit, page 41 https://www.global-im.com/sites/default/files/Integrated%20and%20Sustainability%20Reports%20FA.pdf</p> <p>Annual Reports site https://www.global-im.com/investors/annual-reports</p> <p>The Board shall perform all the functions provided under the By-Laws as well as the Board Charter and shall select, appoint and assess the performance of the President, CEO, Chief Operating Officer (COO), and other senior officers including Chief Finance Office, Chief Risk Officer, Corporate Secretary, Compliance Officer and Chief Audit Executive in accordance with the process and criteria set in the Corporate Governance and Nomination Committee Charter.</p> <p>Corporate Governance Manual, Article II 1.15 General Responsibility of the Board</p>	

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		<p>for Good Governance (u), page 12 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>The Internal Audit Group shall be headed by a Chief Audit Executive.</p> <p>Corporate Governance Manual, Article V 1. Internal Audit (c), page 24 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>The Committee shall set up the Internal Audit Department, including the appointment, replacement, re-assignment or dismissal of the Chief Audit Executive. The Committee shall establish and identify the reporting line of the Chief Audit Executive so that the reporting levels allow the internal audit activity to fulfill its responsibilities.</p> <p>Audit and Risk Committee Charter, D. Responsibilities, 2. Oversight on Internal Audit (2.4), page 6 https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>The Audit and Risk Committee will approve decisions regarding the appointment, replacement, re-assignment, or dismissal of the Chief Audit Executive.</p> <p>Internal Audit Charter, B. Policy Statement, page 3 https://www.global-imi.com/sites/default/files/2025%20IMI%20Internal%20Audit%20Charter%2005Mar2025-signed-signed.pdf</p>	
2. CAE oversees and is responsible for the internal audit activity of the organization, including that portion that is outsourced	Compliant	<p>No outsourced internal audit activity in 2024.</p> <p>The Internal Audit Group shall be headed by a Chief Audit Executive. The internal</p>	

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to a third party service provider.		<p>audit function includes providing an independent risk-based assurance service to the Board, Audit Committee and Management, focusing on reviewing the effectiveness of the governance and control processes in (1) promoting the right values and ethics, (2) ensuring effective performance management and accounting in the organization, (3) communicating risk and control information, and (4) coordinating the activities and information among the Board, external and internal auditors, and Management.</p> <p>Corporate Governance Manual, Article V 1. Internal Audit (c) (e.i), page 24 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>The Committee shall establish and identify the reporting line of the Chief Audit Executive so that the reporting levels allow the internal audit activity to fulfill its responsibilities. The Audit and Risk Committee shall also approve the terms and conditions for outsourcing internal audit services.</p> <p>Audit and Risk Committee Charter, D. Responsibilities, 2. Oversight on Internal Audit (2.4), page 6 https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p> <p>The Chief Audit Executive is responsible for effectively managing the internal audit function in accordance with the Internal Audit Charter and Global Internal Audit Standards (GIAS), including coordinating activities and consider relying upon the work of other internal and external providers of assurance and advisory services.</p> <p>Internal Audit Charter, E. Responsibilities – Managing the Internal Audit Function, pages 8-9 https://www.global-imi.com/sites/default/files/2025%20IMI%20Internal%20Audit%20Charter%2005Mar2025-signed-signed.pdf</p>	

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		<p>The Chief Audit Executive should share information, coordinate activities, and consider relying upon the work of other internal and external providers of assurance and consulting services to ensure proper coverage and minimize duplication of efforts.</p> <p>Internal Audit Charter, H. Reporting and Working Relationships – Other Service Providers, page 15 https://www.global-im.com/sites/default/files/2025%20IMI%20Internal%20Audit%20Charter%2005Mar2025-signed-signed.pdf</p>	
3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.	Not Applicable	<p><i>Identify qualified independent executive or senior management personnel, if applicable.</i></p> <p>No outsourced internal audit activity in 2024.</p> <p>The Audit and Risk Committee shall also approve the terms and conditions for outsourcing internal audit services.</p> <p>Audit and Risk Committee Charter, D. Responsibilities, 2. Oversight on Internal Audit (2.4), page 6 https://www.global-im.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf</p>	
Recommendation 12.4			
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	Compliant	<p><i>Provide information on company's risk management function.</i></p> <p>A separate risk management function through the Enterprise Risk Management (ERM) function, headed by the Chief Risk Officer and ERM Leader ensure that an overall risk management structure, policies and procedures exist for the Company and key accountabilities and responsibilities are set out to continuously identify,</p>	

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		<p>assess, monitor and report key risks, exposures and actions.</p> <p>Enterprise Risk Management Policies and Procedures, 7.1.1.1 ERM Functional Organization and Roles, pages 6-9 https://www.global-imi.com/sites/default/files/ERM-QGS-001%20Rev.04 IMI%20Enterprise%20Risk%20Management%20%28ERM%29%20Policy 17-Nov-23.pdf</p>	
Supplement to Recommendation 12.4			
1. Company seeks external technical support in risk management when such competence is not available internally.	Compliant	<p><i>Identify source of external technical support, if any.</i></p> <p>No outsourced risk management activity in 2024.</p> <p>The company has its own ERM function which is also supported by the parent company.</p>	
Recommendation 12.5			
1. In managing the company's Risk Management System, the company has a Chief Risk Officer (CRO), who is the ultimate champion of Enterprise Risk Management (ERM).	Compliant	<p><i>Identify the company's Chief Risk Officer (CRO) and provide information on or reference to a document containing his/her responsibilities and qualifications/background.</i></p> <p>IMI's Chief Risk Officer (CRO) is Laurice S. Dela Cruz.</p> <p>2024 Integrated and Sustainability Report, Core Management Team, page 40 https://www.global-imi.com/sites/default/files/Integrated%20and%20Sustainability%20Reports%20FA.pdf</p> <p>CRO is the ultimate champion of risk management at IMI and oversees the entire risk management function; assists the CEO in making updates to the Finance Committee, Audit Committee and the Board; monitors and reports status of implementation of risk management strategies and action plans to the MANCOM;</p>	

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		<p>and ensures that the Risk Owners receives appropriate organizational support to implement risk management on a day-to-day basis.</p> <p>Enterprise Risk Management Policies and Procedures, 7.1.1.1 ERM Functional Organization and Roles – Chief Risk Officer (CRO), page 7 https://www.global-imi.com/sites/default/files/ERM-QGS-001%20Rev.04 IMI%20Enterprise%20Risk%20Management%20%28ERM%29%20Policy 17-Nov-23.pdf</p>	
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	Compliant	<p>IMI's Chief Risk Officer (CRO) is Laurice S. Dela Cruz.</p> <p>2024 Integrated and Sustainability Report, Core Management Team, page 40 https://www.global-imi.com/sites/default/files/Integrated%20and%20Sustainability%20Reports%20FA.pdf</p> <p>Her functions are to assist the CEO in making updates to the Finance Committee, Audit and Risk Committee and the Board; monitors and reports status of implementation of risk management strategies and action plans to the MANCOM; ensures that the Risk Owners receives appropriate organizational support to implement risk management on a day-to-day basis.</p> <p>Enterprise Risk Management Policies and Procedures, 7.1.1.1 ERM Functional Organization and Roles – Chief Risk Officer (CRO), page 7 https://www.global-imi.com/sites/default/files/ERM-QGS-001%20Rev.04 IMI%20Enterprise%20Risk%20Management%20%28ERM%29%20Policy 17-Nov-23.pdf</p> <p>Chief Risk Officer Laurice S. Dela Cruz's qualifications and background are mentioned in Definitive Information Statement for directors and officers.</p> <p>2024 Definitive Information Statement, Annex B Directors and Officers, pages 27-28</p>	

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		https://www.global-imi.com/sites/default/files/IMI_Definitive_Information_Statement_%202024_Redacted.pdf The Audit and Risk Committee is expected, through the provision of checks and balances, to support the corporate governance process. Specifically, it shall be responsible for the review of the results of the annual risk assessment done by the designated Chief Risk Officer (CRO). The Report should include the material financial and non-financial risks that impact on the Company and the corresponding measures in addressing such risks; and evaluate the risk assessment report submitted by the CRO on a quarterly basis. The report may include existing and emerging risks both at the Integrated Micro-Electronics, Inc. and the subsidiaries, and the related risk mitigation strategies and action plans of management. Audit and Risk Committee Charter, D. Responsibilities, 4. Risk Management (4.6) (4.7), page 10 https://www.global-imi.com/sites/default/files/2025%20IMI%20Audit%20and%20Risk%20Committee%20Charter%2005Mar2025-signed.pdf	
Additional Recommendation to Principle 12			
1. Company's Chief Executive Officer and Chief Audit Executive attest in writing, at least annually, that a sound internal audit, control and compliance system is in place and working effectively.	Compliant	<i>Provide link to CEO and CAE's attestation</i> The Chief Executive Officer (CEO), Chief Audit Executive (CAE) and Compliance Officer attest in writing, annually, based on the governance practices and assurance provided by Integrated Micro-Electronics, Inc. (IMI) internal and external audits, that IMI's system of internal controls, risk management, compliance and governance processes are in place, adequate and working effectively. https://www.global-imi.com/sites/default/files/2024%20Attestation%20of%20Internal%20Control%20and%20Compliance%20System_Final.pdf	

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Cultivating a Synergic Relationship with Shareholders			
Principle 13: The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.			
Recommendation 13.1			
1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance.	Compliant	<p><i>Provide link or reference to the company's Manual on Corporate Governance where shareholders' rights are disclosed.</i></p> <p>Revised CG Manual, Article VIII. Stockholders' Rights and Protection of Minority Stockholders' Interest, page 28</p> <p>Stockholder Rights</p> <p>The Board shall promote shareholders' rights, remove impediments to the exercise of shareholders' rights and provide effective redress for violation of their rights. They shall encourage the exercise of shareholders' voting rights and the solution of collective action problems through appropriate mechanisms.</p> <p>The Board shall be committed to respect the following rights of the stockholders:</p> <ul style="list-style-type: none"> • Voting Right • Pre-emptive Right • Right of Inspection • Right to Information • Right to Dividends • Appraisal Right <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
2. Board ensures that basic shareholder rights are disclosed on the company's	Compliant	<i>Provide link to company's website</i>	

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website.		<p>Revised CG Manual, Article VIII. Stockholders' Rights and Protection of Minority Stockholders' Interest, page 28</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
Supplement to Recommendation 13.1			
1. Company's common share has one vote for one share.	Compliant	<p>Amended By-Laws, Article III, Section 7, page 3</p> <p>https://www.global-imi.com/sites/default/files/SEC-PSE-SEC%27s%20Approval%20of%20the%20Amended%20By-Laws_4.13.21_0.pdf</p> <p>Section 7 – Each share of stock entitles the person whose name it is registered in the books of the Corporation to one vote, provided the share has not been declared delinquent.</p> <p>2025 Definitive Information Statement, Manner of Voting, page 3</p> <p>https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>Minutes of 2024 Annual Stockholders' Meeting</p> <p>https://www.global-imi.com/sites/default/files/IMI_%202024_ASM_Minutes_25April_2024_clean_v2_002_0.pdf</p>	
2. Board ensures that all shareholders of the same class are treated equally with respect to voting rights, subscription rights and transfer rights.	Compliant	<p><i>Provide information on all classes of shares, including their voting rights if any.</i></p> <p>Revised CG Manual, Article VIII. Stockholders' Rights and Protection of Minority Stockholders' Interest, page 28</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	

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		<p>Amended By-Laws, Article III, Section 7-8, page 3 https://www.global-imi.com/sites/default/files/SEC-PSE-SEC%27s%20Approval%20of%20the%20Amended%20By-Laws_4.13.21_0.pdf</p> <p>2025 Definitive Information Statement, Manner of Voting, page 3 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p>	
3. Board has an effective, secure, and efficient voting system.	Compliant	<p><i>Provide link to voting procedure. Indicate if voting is by poll or show of hands.</i></p> <p>Voting Procedure</p> <p>a. Vote Required The affirmative vote of stockholders representing at least 2/3 of the issued and outstanding capital stock is required for the approval of the proposed amendments to the Second Article of the Articles of Incorporation. The affirmative vote of at least a majority of the issued and outstanding capital stock entitled to vote and represented at the annual stockholders' meeting is required for the approval of the other matters to be presented to the stockholders for decision. The election of directors is by plurality of votes.</p> <p>b. Method of Voting In all items for approval, each share of stock entitles its registered owner to one vote. In case of election of directors, each stockholder may vote such number of shares for as many persons as there are directors to be elected or he may cumulate said shares and give one nominee as many votes as the number of directors to be elected multiplied by the number of his shares shall equal, or he may distribute them on the same principle among as many nominees as he shall see fit, provided that the whole number of votes cast by him shall not exceed the number of shares owned by him multiplied by the total number of directors to be elected.</p> <p>Each stockholder attending the annual stockholders' meeting in person or his</p>	

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		<p>proxy will be given a ballot, upon registration, to enable him to vote in writing on each item or proposal in the Agenda. There will also be computer stations outside the Ballroom where stockholders may cast. In addition, a stockholder may vote electronically in absentia using the online web address provided by the Company subject to validation procedures. A stockholder voting electronically in absentia shall be deemed present for purposes of quorum. All votes will be counted and tabulated by the Office of the Corporate Secretary and the results will be validated by SGV & Co.</p> <p>2025 Definitive Information Statement, Manner of Voting, page 3 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>Amended By-Laws, Article III, Section 8, page 3 https://www.global-imi.com/sites/default/files/SEC-PSE-SEC%27s%20Approval%20of%20the%20Amended%20By-Laws_4.13.21_0.pdf</p>	
4. Board has an effective shareholder voting mechanism such as supermajority or “majority of minority” requirements to protect minority shareholders against actions of controlling shareholders.	Compliant	<p><i>Provide information on shareholder voting mechanisms such as supermajority or “majority of minority”, if any.</i></p> <p>Revised CG Manual, Article VIII. Stockholders’ Rights and Protection of Minority Stockholders’ Interest, page 28 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
5. Board allows shareholders to call a special shareholders’ meeting and submit a proposal for consideration or agenda item at the AGM or special meeting.	Compliant	<p><i>Provide information on how this was allowed by board (i.e., minutes of meeting, board resolution)</i></p> <p>Revised CG Manual, Article VIII. Stockholders’ Rights and Protection of Minority Stockholders’ Interest, d) Right to Information, page 28</p> <p>The minority shareholders shall have the right to propose the holding of a meeting, and the right to propose items in the agenda of the meeting, provided the items</p>	

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		<p>are for legitimate business purpose.</p> <p>In accordance with existing law and jurisprudence, minority shareholders shall have access to any and all information relating to matters for which the Management is accountable for and to those relating to matters for which the Management should include such information and, if not included, then the minority shareholders can propose to include such matters in the agenda of stockholders' meeting; provided always that, this right of access is conditioned upon the requesting shareholder's having a legitimate purpose for such access.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	Compliant	<p><i>Provide information or link/reference to the policies on treatment of minority shareholders</i></p> <p>Revised CG Manual, Article VIII. Stockholders' Rights and Protection of Minority Stockholders' Interest, page 28</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
7. Company has a transparent and specific dividend policy.	Compliant	<p><i>Provide information on or link/reference to the company's dividend Policy.</i></p> <p><i>Indicate if company declared dividends. If yes, indicate the number of days within which the dividends were paid after declaration. In case the company has offered scrip-dividends, indicate if the company paid the dividends within 60 days from declaration</i></p> <p>2025 Definitive Information Statement, II. Market Price of and Dividends on the Registrant's Common Equity, C) Dividends, page 49</p> <p>2024 Audited Financial Statement, Note 19 Equity, page 44 (page 119 of pdf file)</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	

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		imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf SEC Form 17-A, Part II – Operational and Financial Information, Item 6. Market for Issuer’s Common Equity and Related Stockholder Matters, page 42 https://www.global-imi.com/sites/default/files/2024%20SEC%20Form%2017-A_Integrated%20Micro-Electronics%2C%20Inc.%20Final_with%20GFFS%20and%20Parent%20AFS.pdf	
Optional: Recommendation 13.1			
1. Company appoints an independent party to count and/or validate the votes at the Annual Shareholders’ Meeting.	Compliant	<i>Identify the independent party that counted/validated the votes at the ASM, if any.</i> 2024 Annual Stockholders’ Meeting Voting Results were validated by SyCip Gorres Velayo & Co. https://www.global-imi.com/sites/default/files/IMI%202024%20ASM%20Voting%20Results.pdf	
Recommendation 13.2			
1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders’ Meeting with sufficient and relevant information at least 28 days before the meeting.	Compliant	<i>Indicate the number of days before the annual stockholders’ meeting or special stockholders’ meeting when the notice and agenda were sent out</i> <i>Indicate whether shareholders’ approval of remuneration or any changes therein were included in the agenda of the meeting.</i> <i>Provide link to the Agenda included in the company’s Information Statement (SEC Form 20-IS)</i> 2025 Definitive Information Statement was issued and uploaded in the IMI Website on March 25, 2025, at least 28 days before the Annual Stockholders’ Meeting on April 22, 2025.	2025 Definitive Information Statement was issued on March 25, 2025, 28 calendar days before the Annual Stockholders’ Meeting on April 22, 2025. 2024 Definitive Information Statement was issued on April 3, 2024, 22 calendar days

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		https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf https://edge.pse.com.ph/openDiscViewer.do?edge_no=e79bb0c3a63e18cfec6e1601ccee8f59 2024 Definitive Information Statement was issued on April 3, 2024, at least 22 days before the Annual Stockholders' Meeting on April 25, 2024. https://www.global-imi.com/sites/default/files/IMI_Definitive_Information_Statement_%202024_Redacted.pdf https://edge.pse.com.ph/openDiscViewer.do?edge_no=0e31a8e9682cfb1eabca0fa0c5b4e4d0	<p>before the Annual Stockholders' Meeting on April 25, 2024.</p> <p>This is in compliance to SEC's requirement which is at least 21 calendar days before the date of the Annual Stockholders' Meeting.</p>
Supplemental to Recommendation 13.2			
1. Company's Notice of Annual Stockholders' Meeting contains the following information:	Compliant	<p><i>Provide link or reference to the company's notice of Annual Shareholders' Meeting</i></p> <p>Refer to the 2025 Definitive Information Statement for the items below.</p> <p>https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>https://edge.pse.com.ph/openDiscViewer.do?edge_no=e79bb0c3a63e18cfec6e1601ccee8f59</p> <p>Refer to the 2024 Definitive Information Statement for the items below.</p> <p>https://www.global-imi.com/sites/default/files/IMI_Definitive_Information_Statement_%202024_Redacted.pdf</p>	

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		https://edge.pse.com.ph/openDiscViewer.do?edge_no=0e31a8e9682cfb1eabca0fa0c5b4e4d0	
a. The profiles of directors (i.e., age, academic qualifications, date of first appointment, experience, and directorships in other listed companies)	Compliant	<p>2025 Definitive Information Statement, Annex “B” Directors and Officers, pages 20-25 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>2024 Definitive Information Statement, Annex B Directors and Officers, pages 23-27 https://www.global-imi.com/sites/default/files/IMI_Definitive_Information_Statement_%202024_Redacted.pdf</p>	
b. Auditors seeking appointment/re-appointment	Compliant	<p>2025 Definitive Information Statement, Item 7. Independent Public Accountants, page 11 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>2024 Definitive Information Statement, Item 7. Independent Public Accountants, page 14 https://www.global-imi.com/sites/default/files/IMI_Definitive_Information_Statement_%202024_Redacted.pdf</p>	
c. Proxy documents	Compliant	<p>2025 Definitive Information Statement, Proxy document, page 5 of pdf file https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>2024 Definitive Information Statement, Proxy document, page 5 of pdf file https://www.global-imi.com/sites/default/files/IMI_Definitive_Information_Statement_%202024_Redacted.pdf</p>	

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		imi.com/sites/default/files/IMI Definitive Information Statement %202024 Redacted.pdf	
Optional: Recommendation 13.2			
1. Company provides rationale for the agenda items for the annual stockholders meeting	Compliant	<p><i>Provide link or reference to the rationale for the agenda items</i></p> <p>2025 Definitive Information Statement, Explanation of Agenda Items, page 3 of pdf file https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>https://edge.pse.com.ph/openDiscViewer.do?edge_no=e79bb0c3a63e18cfec6e1601ccee8f59</p> <p>2024 Definitive Information Statement, Explanation of Agenda Items, page 3 of pdf file https://www.global-imi.com/sites/default/files/IMI Definitive Information Statement %202024 Redacted.pdf</p> <p>https://edge.pse.com.ph/openDiscViewer.do?edge_no=0e31a8e9682cfb1eabca0fa0c5b4e4d0</p>	
Recommendation 13.3			
1. Board encourages active shareholder participation by making the result of the votes taken during the most recent Annual or Special Shareholders' Meeting publicly available the next working day.	Compliant	<p><i>Provide information or reference to a document containing information on all relevant questions raised and answers during the ASM and special meeting and the results of the vote taken during the most recent ASM/SSM.</i></p> <p>2024 Annual Stockholders' Meeting Voting Results https://www.global-imi.com/sites/default/files/IMI%202024%20ASM%20Voting%20Results.pdf</p>	

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		<p>2024 ASM Minutes of Meeting https://www.global-imi.com/sites/default/files/IMI_%202024_ASM_Minutes_25April_2024_clean_v2_002_0.pdf</p>	
<p>2. Minutes of the Annual and Special Shareholders' Meetings were available on the company website within five business days from the end of the meeting.</p>	Compliant	<p><i>Provide link to minutes of meeting in the company website.</i></p> <p><i>Indicate voting results for all agenda items, including the approving, dissenting and abstaining votes.</i></p> <p><i>Indicate also if the voting on resolutions was by poll.</i></p> <p><i>Include whether there was opportunity to ask question and the answers given, if any</i></p> <p>The Annual Stockholders' Meeting was held on April 25, 2024. The minutes of meeting was available on May 3, 2024, 5 days after the ASM.</p> <p>2024 Annual Stockholders' Meeting Voting Results https://www.global-imi.com/sites/default/files/IMI%202024%20ASM%20Voting%20Results.pdf</p> <p>2024 Results of Organizational Meeting of Board of Directors https://www.global-imi.com/sites/default/files/IMI%20SEC-PSE-Result%20of%20ASM%20and%20Org%20BOD_4.25.24.pdf</p> <p>2024 ASM Minutes of Meeting https://www.global-imi.com/sites/default/files/IMI_%202024_ASM_Minutes_25April_2024_clean_v2_002_0.pdf</p>	

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Supplement to Recommendation 13.3			
1. Board ensures the attendance of the external auditor and other relevant individuals to answer shareholders questions during the ASM and SSM.	Compliant	<p><i>Indicate if the external auditor and other relevant individuals were present during the ASM and/or special meeting</i></p> <p>The external auditor (Sycip, Gorres Velayo & Co.) was present during the last Annual Stockholders' Meeting in April 22, 2025.</p>	
Recommendation 13.4			
1. Board makes available, at the option of a shareholder, an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.	Compliant	<p><i>Provide details of the alternative dispute resolution made available to resolve intra-corporate disputes</i></p> <p>Revised CG Manual, Article II, 1.15 General Responsibilities of the Board of Directors, page 13</p> <p>dd) Establish and make available an alternative dispute resolution mechanism in the Corporation that can amicably settle intra-corporate disputes;</p> <p>Revised CG Manual, Article III, 3. Alternative Dispute Resolution Mechanism, page 30</p> <p>Alternative Dispute Resolution Mechanism Any dispute, controversy or claim between the Corporation and its stockholders arising from, relating to, or in connection with the implementation of the Articles of Incorporation or By-Laws, or from intra-corporate relations, except those involving criminal offenses and interests of third parties, may be referred to and resolved by arbitration as provided under the Philippine Alternative Dispute Resolution Act of 2004.</p> <p>The arbitration shall be conducted in accordance with the Arbitration Rules of the Philippine Dispute Resolution Center, Inc. of the Philippine Chamber of Commerce and Industry and SEC Rules and Regulations (the "Arbitration Rules") then in effect.</p> <p>The place of arbitration shall be in Metro Manila and the language of arbitration</p>	

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		<p>shall be in English.</p> <p>There shall be three (3) arbitrators (the “Arbitral Tribunal”) to be appointed in accordance with the Arbitration Rules.</p> <p>The parties shall be bound by the award rendered by the Arbitral Tribunal and confirmed by the appropriate Regional Trial Court.</p> <p>Arbitration shall not be available for disputes involving claims in excess of One Million Pesos (PhP1,000,000.00) or involving the determination of the fair valuation of shares in appraisal proceedings.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Amended By-Laws, Article IX Arbitration, page 12 https://www.global-imi.com/sites/default/files/SEC-PSE-SEC%27s%20Approval%20of%20the%20Amended%20By-Laws_4.13.21_0.pdf</p>	
2. The alternative dispute mechanism is included in the company’s Manual on Corporate Governance.	Compliant	<p><i>Provide link/reference to where it is found in the Manual on Corporate Governance</i></p> <p>Revised CG Manual, Article III, 3. Alternative Dispute Resolution Mechanism, page 30</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
Recommendation 13.5			
1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.	Compliant	<p><i>Disclose the contact details of the officer/office responsible for investor relations, such as:</i></p> <ol style="list-style-type: none"> 1. Name of the person 2. Telephone number 3. Fax number 	

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		<p>4. E-mail address</p> <p>Investor Relations Office:</p> <p>Mr. Alexis Brian B. Jalijali 02-756-6840 Local 5033 brian.jalijali@global-imi.com ir@global-imi.com</p> <p>Revised CG Manual, Article VII Communication and Information, 2. The Investor Relations Function, page 27 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
2. IRO is present at every shareholder's meeting.	Compliant	<p>Indicate if the IRO was present during the ASM.</p> <p>The Investor Relations Officer, Mr. Jalijali has attended the Company's Annual Stockholders' Meeting last April 22, 2025 and April 25, 2024.</p>	
Supplemental Recommendations to Principle 13			
1. Board avoids anti-takeover measures or similar devices that may entrench ineffective management or the existing controlling shareholder group	Compliant	<p>Provide information on how anti-takeover measures or similar devices were avoided by the board, if any.</p> <p>IMI has a Finance Committee who are responsible to oversee the financial policy and capital structure strategies, including capital structure, dividend policy, and capital allocation decisions that may be brought to the Board for approval.</p> <p>https://www.global-imi.com/sites/default/files/IMI_Charter%20of%20Finance%20Committee_0_0.pdf</p>	
2. Company has at least thirty percent (30%) public float to increase liquidity in the	Compliant	Indicate the company's public float.	

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market.		As of December 31, 2024, IMI's public float was 33.08% https://edge.pse.com.ph/openDiscViewer.do?edge_no=a049b8131ae515e1ec6e1601ccee8f59	
Optional: Principle 13			
1. Company has policies and practices to encourage shareholders to engage with the company beyond the Annual Stockholders' Meeting	Compliant	<p><i>Disclose or provide link/reference to policies and practices to encourage shareholders' participation beyond ASM</i></p> <p>Revised Manual of Corporate Governance, Article VIII. Stockholders' Rights and Protection of Minority Stockholders' Interests, page 28 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.	Compliant	<p><i>Disclose the process and procedure for secure electronic voting in absentia, if any.</i></p> <p>2025 Definitive Information Statement, Annex A, page 17 https://www.global-imi.com/sites/default/files/2025%20DIS%20of%20IMI_Redacted.pdf</p> <p>2024 Definitive Information Statement, Annex A, page 20 https://www.global-imi.com/sites/default/files/IMI_Definitive_Information_Statement_%202024_Redacted.pdf</p> <p>Amended By-Laws, Article III, Section 7-8, page 3 https://www.global-imi.com/sites/default/files/SEC-PSE-SEC%27s%20Approval%20of%20the%20Amended%20By-Laws_4.13.21_0.pdf</p>	
Duties to Stakeholders			

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Principle 14: The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights and/or interests are at stake, stakeholders should have the opportunity to obtain prompt effective redress for the violation of their rights.			
Recommendation 14.1			
1. Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth and sustainability.	Compliant	<i>Identify the company's shareholder and provide information or reference to a document containing information on the company's policies and programs for its stakeholders.</i> Company Website – Governance, Annual Corporate Governance Report, Role of Stakeholders https://www.global-imi.com/governance/annual-corporate-governance-report Company Website – Governance, Sustainability https://www.global-imi.com/sustainability 2024 Annual Report –Sustainability, page 18 https://www.global-imi.com/investors/annual-reports	
Recommendation 14.2			
1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.	Compliant	<i>Identify policies and programs for the protection and fair treatment of company's stakeholders</i> Revised Manual of Corporate Governance, Article VIII. Stockholders' Rights and Protection of Minority Stockholders' Interests, page 28 https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf Company Website – Governance, Sustainability 2024 Corporate Sustainability Report https://www.global-imi.com/sustainability	

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Recommendation 14.3			
1. Board adopts a transparent framework and process that allow stakeholders to communicate with the company and to obtain redress for the violation of their rights.	Compliant	<p><i>Provide the contact details (i.e., name of contact person, dedicated phone number or e-mail address, etc.) which stakeholders can use to voice their concerns and/or complaints for possible violation of their rights.</i></p> <p><i>Provide information on whistleblowing policy, practices and procedures for stakeholders.</i></p> <p>Whistleblower Policy https://www.global-imi.com/sites/default/files/IMI%20Global%20Whistleblower%20Policy%20%28Corporate%20Website%29.pdf</p> <p>Company Website – Governance, Corporate Governance Report, Role of Stakeholders https://www.global-imi.com/governance/annual-corporate-governance-report https://www.global-imi.com/sites/default/files/ROLE%20OF%20STAKEHOLDERS.pdf</p>	
Supplement to Recommendation 14.3			
1. Company establishes an alternative dispute resolution system so that conflicts and differences with key stakeholders is settled in a fair and expeditious manner.	Compliant	<p><i>Provide information on the alternative dispute resolution system established by the company.</i></p> <p>Revised CG Manual, Article VIII, 3. Alternative Dispute Resolution Mechanism, page 30</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
Additional Recommendations to Principle 14			
1. Company does not seek any exemption from the application of a law, rule or	Compliant	<i>Disclose any requests for exemption by the company and the reason for the request.</i>	

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regulation especially when it refers to a corporate governance issue. If an exemption was sought, the company discloses the reason for such action, as well as presents the specific steps being taken to finally comply with the applicable law, rule or regulation.		<p>The Company did not seek any exemption from any applicable laws, rules and regulations.</p> <p>Code of Business Conduct and Ethics, E. Management System https://www.global-imi.com/sites/default/files/IMI%20Global%20Code%20of%20Conduct%20Rev.%2001.pdf</p>	
2. Company respects intellectual property rights.	Compliant	<p><i>Provide specific instances, if any.</i></p> <p>Code of Business Conduct and Ethics, D. Ethics, 5) Intellectual Property.</p> <p>Intellectual Property Intellectual property rights are to be respected; transfer of technology and know-how is to be done in a manner that protects intellectual property rights; and, customer and supplier information is to be safeguarded.</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Global%20Code%20of%20Conduct%20Rev.%2001.pdf</p>	
Optional: Principle 14			
1. Company discloses its policies and practices that address customers' welfare	Compliant	<p><i>Identify policies, programs and practices that address customers' welfare or provide link/reference to a document containing the same.</i></p> <p>Company Website – Governance, Corporate Governance Report, Role of Stakeholders https://www.global-imi.com/governance/annual-corporate-governance-report</p> <p>https://www.global-imi.com/sites/default/files/ROLE%20OF%20STAKEHOLDERS.pdf</p>	
2. Company discloses its policies and	Compliant	<i>Identify policies, programs and practices that address supplier/contractor selection</i>	

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practices that address supplier/contractor selection procedures		<p><i>procedures or provide link/reference to a document containing the same.</i></p> <p>Company Website – Governance, Corporate Governance Report, Role of Stakeholders https://www.global-imi.com/governance/annual-corporate-governance-report https://www.global-imi.com/sites/default/files/ROLE%20OF%20STAKEHOLDERS.pdf</p>	
<p>Principle 15: A mechanism for employee participation should be developed to create a symbiotic environment, realize the company’s goals and participate in its corporate governance processes.</p>			
Recommendation 15.1			
1. Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company’s goals and in its governance.	Compliant	<p><i>Provide information on or link/reference to company policies, programs and procedures that encourage employee participation.</i></p> <p>Code of Business Conduct and Ethics, E. Management System and Corporate Social Responsibility https://www.global-imi.com/governance/code-business-conduct-and-ethics https://www.global-imi.com/sites/default/files/IMI%20Global%20Code%20of%20Conduct%20Rev.%2001.pdf Company Website – Governance, Sustainability 2024 Corporate Sustainability Report https://www.global-imi.com/sustainability</p>	
Supplement to Recommendation 15.1			
1. Company has a reward/compensation policy that accounts for the performance of the company beyond short-term	Compliant	<p><i>Disclose if company has in place a merit-based performance incentive mechanism such as an employee stock option plan (ESOP) or any such scheme that awards and incentivizes employees, at the same time aligns their interests with those of the</i></p>	

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financial measures.		<p><i>shareholders.</i></p> <p>The Company issues Employee Stock Ownership Plan (ESOWN) which allows grantees to purchase the Parent Company's shares at a discounted price.</p> <p>2024 Annual Report, Note 28. Employee Stock Ownership Plan (ESOWN), page 160. https://www.global-imi.com/investors/annual-reports</p>	
2. Company has policies and practices on health, safety and welfare of its employees.	Compliant	<p><i>Disclose and provide information on policies and practices on health, safety and welfare of employees. Include statistics and data, if any.</i></p> <p>Environment, Health and Safety Policy and Code of Conduct and Ethics</p> <p>https://www.global-imi.com/sites/default/files/EHS-Policy.pdf</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Global%20Code%20of%20Conduct%20Rev.%2001.pdf</p>	
3. Company has policies and practices on training and development of its employees.	Compliant	<p><i>Disclose and provide information on policies and practices on training and development of employees.</i></p> <p><i>Include information on any training conducted or attended.</i></p> <p>Company Website – Governance, Annual Corporate Governance Report, Role of Stakeholders https://www.global-imi.com/governance/annual-corporate-governance-report</p> <p>Company Website – Sustainability 2024 Corporate Sustainability Report https://www.global-imi.com/sustainability</p> <p>2024 Annual Report – Human Capital, page 67</p>	

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		https://www.global-imi.com/investors/annual-reports	
Recommendation 15.2			
1. Board sets the tone and makes a stand against corrupt practices by adopting an anti-corruption policy and program in its Code of Conduct.	Compliant	<p><i>Identify or provide link/reference to the company's policies, programs and practices on anti-corruption</i></p> <p>Revised Manual of Corporate Governance, 1.15 General Responsibilities of the Board for Good Governance, page 14</p> <p>kk) Create and design a Code of Conduct with an anti-corruption policy and programs suitable to the needs of the Corporation and ensure proper and efficient implementation and monitoring of compliance with the Code, including providing appropriate orientation and training to the Board, senior management and employees;</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Code of Business Conduct and Ethics, IV. Ethics, page 9 of pdf file</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Global%20Code%20of%20Conduct%20Rev.%2001.pdf</p>	
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	Compliant	<p><i>Identify how the board disseminated the policy and program to employees across the organization</i></p> <p>Revised Manual of Corporate Governance, 1.15 General Responsibilities of the Board for Good Governance, page 14</p> <p>kk) Create and design a Code of Conduct with an anti-corruption policy and programs suitable to the needs of the Corporation and ensure proper and efficient implementation and monitoring of compliance with the Code, including providing</p>	

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		<p>appropriate orientation and training to the Board, senior management and employees;</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p> <p>Code of Business Conduct and Ethics, D. Ethics, page 11 of pdf file</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Global%20Code%20of%20Conduct%20Rev.%2001.pdf</p>	
Supplement to Recommendation 15.2			
1. Company has clear and stringent policies and procedures on curbing and penalizing employee involvement in offering, paying and receiving bribes.	Compliant	<p><i>Identify or provide link/reference to the company policy and procedures on penalizing employees involved in corrupt practices.</i></p> <p><i>Include any finding of violations of the company policy.</i></p> <p>Code of Business Conduct and Ethics, 4 Ethics, 6. Fair Business, Advertising, and Competition, Accepting Gifts or Gratuities and Entertainment</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Global%20Code%20of%20Conduct%20Rev.%2001.pdf</p>	
Recommendation 15.3			
1. Board establishes a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation	Compliant	<p><i>Disclose or provide link/reference to the company whistle-blowing policy and procedure for employees.</i></p> <p><i>Indicate if the framework includes procedures to protect the employees from retaliation.</i></p> <p><i>Provide contact details to report any illegal or unethical behavior.</i></p>	

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		<p>Whistleblower Policy</p> <p>The Global Human Resource Head is the designated Ethics Officer.</p> <p>IMI’s official website has a “Contact Us” facility wherein all stakeholders of Company can communicate directly to the Company.</p> <p>The following Operators will handle initial receipt of Whistleblowing Reports from the different reporting channels:</p> <table><tr><th>Reporting Channel</th><th>Operator</th></tr><tr><td>Face-to-Face Meetings</td><td>Any member of the Compliance Committee.</td></tr><tr><td>E-mail</td><td>imi-integrityhotline@global-imi.com</td></tr><tr><td>*Integrity Hotline 1 Hotline 2</td><td>WhatsApp Nos. +63917-629-7074 +63917-557-9323</td></tr></table> <p>https://www.global-imi.com/sites/default/files/IMI%20Global%20Whistleblower%20Policy%20%28Corporate%20Website%29.pdf</p> <p>Revised Manual of Corporate Governance, 1.15 General Responsibilities of the Board for Good Governance, page 14</p> <p>II) Establish a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation, and to have direct access to a unit created to handle whistleblowing concerns and ensure its enforcement;</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	Reporting Channel	Operator	Face-to-Face Meetings	Any member of the Compliance Committee.	E-mail	imi-integrityhotline@global-imi.com	*Integrity Hotline 1 Hotline 2	WhatsApp Nos. +63917-629-7074 +63917-557-9323	
Reporting Channel	Operator										
Face-to-Face Meetings	Any member of the Compliance Committee.										
E-mail	imi-integrityhotline@global-imi.com										
*Integrity Hotline 1 Hotline 2	WhatsApp Nos. +63917-629-7074 +63917-557-9323										

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2. Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.	Compliant	<p>Whistleblower Policy, 8.0 Ethics Officer.</p> <p>The Global Human Resources Head is the designated Ethics Officer. The Ethics officer has direct access to the Audit and Risk Committee and is required to report to the Audit and Risk Committee at least annually on compliance activity.</p> <p>Revised Manual of Corporate Governance, 1.15 General Responsibilities of the Board for Good Governance, page 14</p> <p>II) Establish a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation, and to have direct access to a unit created to handle whistleblowing concerns and ensure its enforcement;</p> <p>https://www.global-imi.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
3. Board supervises and ensures the enforcement of the whistleblowing framework.	Compliant	<p><i>Provide information on how the board supervised and ensured enforcement of the whistleblowing framework, including any incident of whistleblowing.</i></p> <p>The Board through its Audit and Risk Committee reviews annually if there are any cases raised through the Ethics Officer.</p> <p>Whistleblower Policy https://www.global-imi.com/sites/default/files/IMI%20Global%20Whistleblower%20Policy%20%28Corporate%20Website%29.pdf</p> <p>Revised Manual of Corporate Governance, 1.15 General Responsibilities of the Board for Good Governance, page 14</p> <p>II) Establish a suitable framework for whistleblowing that allows employees to</p>	

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		<p>freely communicate their concerns about illegal or unethical practices, without fear of retaliation, and to have direct access to a unit created to handle whistleblowing concerns and ensure its enforcement;</p> <p>https://www.global-im.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	
<p>Principle 16: The company should be socially responsible in all its dealings with the communities where it operates. It should ensure that its interactions serve its environment and stakeholders in a positive and progressive manner that is fully supportive of its comprehensive and balanced development.</p>			
Recommendation 16.1			
<p>1. Company recognizes and places importance on the interdependence between business and society, and promotes a mutually beneficial relationship that allows the company to grow its business, while contributing to the advancement of the society where it operates.</p>	Compliant	<p><i>Provide information or reference to a document containing information on the company's community involvement and environment-related programs.</i></p> <p>SOCIAL It is the intent of IMI and its subsidiaries to have all employees, officers and directors conduct themselves in ways that demonstrate ethical standards in all dealings with customers, suppliers, government, the public and each other at all times. IMI's Code of Conduct outlines the standards to ensure that working conditions in the company are safe and that workers are treated with respect and dignity.</p> <p>ENVIRONMENT IMI recognizes that environmental responsibility is integral to producing world-class products. All IMI sites adopt an international management systems standard, ISO 14001.</p> <p>Revised Manual of Corporate Governance, Article IX Sustainability and Social Responsibility, page 30 https://www.global-im.com/sites/default/files/IMI%20Revised%20CG%20Manual_SEC%20PSE.pdf</p>	

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		<p>2024 Annual Report, Sustainability Report, page 28 https://www.global-imi.com/investors/annual-reports</p> <p>Code of Business Conduct and Ethics https://www.global-imi.com/sites/default/files/IMI%20Global%20Code%20of%20Conduct%20Rev.%2001.pdf</p>	
Optional: Principle 16			
1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development	Compliant	<p><i>Identify or provide link/reference to policies, programs and practices to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development.</i></p> <p>2024 Annual Report – Our Integrated Value Chain, page 32; Natural Capital, page 32; and Task Force on Climate- Related Financial Disclosure (TCFD) Adoption, page 31 https://www.global-imi.com/investors/annual-reports</p> <p><u>Energy Management</u> IMI is continuously obtaining energy savings through various site’s energy management programs and initiatives on its major facilities equipment.</p> <p><u>Water Management</u> IMI is generating water savings through its water conservation programs.</p> <p><u>Waste management</u> IMI has been implementing a policy on the handling, storage and disposal of wastes since Y2000. Regular and common monitoring activities include:</p> <ul style="list-style-type: none"> • Going beyond compliance to applicable laws and regulations related to wastes • Judicious enforcement of the 3R program in the disposition of its chemicals 	

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
		<p>for manufacturing processes, waste segregation, and waste composition</p> <ul style="list-style-type: none"> Regular conduct of periodic conformance audits and safety inspections Assurance of proper disposal of wastes through accredited wastes haulers, treaters and recyclers <p><u>Air Emissions - NOx, SOx, Particulate Matter</u> IMI conducts regular emission testing and monitoring of significant parameters of air pollutant in compliance to Clean Air Act.</p> <p><u>Effluents (Wastewater)</u> IMI conducts regular effluent sampling and monitoring of significant parameters on water quality, in compliance to General Effluent Guidelines.</p> <p><u>Recycling and Recovery</u> IMI monitors due diligently the implementation of:</p> <ul style="list-style-type: none"> Segregation of waste at the source, and reuse of other reusable materials Requiring its haulers to provide material recovery facility, and to segregate the recoverable materials, thereby, reducing the dumping of residual waste to municipal land fill. <p><u>Restricted materials management</u> IMI has developed a comprehensive policy on green manufacturing and procurement. It has adopted a system on Hazardous Substances Process Management (HSPM). The policy is designed to manage hazardous substances in the manufacturing operations and adhere to all applicable laws, regulations, and other customer-specific requirements on the prohibition or restriction of specific substances in products and in manufacturing.</p> <p><u>Responsible Sourcing of Minerals</u> Policy is to continuously support the sourcing of minerals / metals from compliant smelters or smelters not supporting the rebel groups of DRC and adjoining</p>	

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
		<p>countries.</p> <p><u>Supplier Assessment and Accreditation</u> Customers of IMI are now getting vigilant in implementing RBA (responsible business alliance) requirements. IMI assessment to supplier can be through documents and on-site audit. New suppliers are being assessed through records that they are submitting to IMI during management assessment and material review. During material review, it is being assessed if hazardous substance contents are still within permissible limit.</p>	
2. Company exerts effort to interact positively with the communities in which it operates	Compliant	<p><i>Identify or provide link/reference to policies, programs and practices to interact positively with the communities in which it operates.</i></p> <p>2024 Annual Report, Sustainability Report, Corporate Social Responsibility, page 70 https://www.global-imi.com/investors/annual-reports</p> <p>IMI remains committed to the larger, global community, evident in its faithful dedication to good governance and corporate social responsibility.</p> <p><u>Community Relations</u> There is an increased engagement over the years in many IMI sites across the various range of Corporate Social Responsibility (CSR) related activities particularly in outreach programs, livelihood projects, industry-academe collaboration activities along with tie-ups with academic institutions where IMI is located.</p> <p>Other CSR programs include book drive and clean-up campaign for public schools, medical missions, blood-letting donations, and fund-raising projects for victims of natural calamities, disasters rebel siege as well as children's fund programs.</p>	

SIGNATURES

Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized, in the City of Makati on APR 24 2025.


ALBERTO M. DE LARRAZABAL
Chairman, Board of Directors


ROBERT WILLIAM HEESE
Chief Finance Officer and Compliance Officer


JESSE O. ANG
Lead Independent Director


SHERISA P. NUESA
Independent Director


HIROSHI NISHIMURA
Independent Director


LAURICE S. DELA CRUZ
Vice President, Finance and Corporate Controller,
and Deputy Compliance Officer


MARIA FRANCHETTE M. ACOSTA
Corporate Secretary

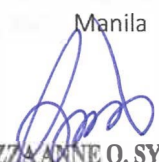
SUBSCRIBED AND SWORN to before me this APR 24 2025, affiants exhibiting to me their respective Passports as follows:

NAME	PASSPORT NO.	DATE AND PLACE OF ISSUE
Alberto M. de Larrazabal		
Robert William Heese		
Jesse O. Ang		
Sherisa P. Nuesa		
Hiroshi Nishimura		
Maria Franchette M. Acosta		
Laurice S. Dela Cruz		

Doc. No. 326
Page No. 67;
Book No. XXIV
Series of 2025.

Notarial DSE pursuant to Sec. 61 of the TRAIN ACT (amending Sec. 188 of the NIRC) affixed on original submitted to the court.




Manila
RIZZA ANNE O. SY
Notary Public – Makati City
Appt. No. M-106 until December 31, 2026
Roll of Attorneys No. 64676
Lifetime IBP No. 018509 – 01/04/18 – Bulacan
PTR No. 10467520MN – 01/02/2025 – Makati City
MCLE Compliance No. VIII– 0000243 – 08/26/2022
37th Floor, Ayala Triangle Gardens Tower 2
Paseo de Roxas cor. Makati Avenue
Makati City, Philippines

REPUBLIC OF THE PHILIPPINES)
MAKATI CITY) SS.

SECRETARY'S CERTIFICATE

I, **ROSARIO CARMELA G. AUSTRIA**, of legal age, being the duly elected, qualified and incumbent Assistant Corporate Secretary of **INTEGRATED MICRO-ELECTRONICS, INC.** (the "Corporation"), a corporation duly organized and existing under the laws of the Republic of the Philippines, after having been duly sworn in accordance with law, do hereby certify that at the regular meeting of the Board of Directors (the "Board") held on 7 March 2025, at which meeting a quorum existed and acted throughout, the Board approved the following resolutions:

Resolution No. B-14-2025

RESOLVED, to approve the delegation to the Chief Finance Officer / Compliance Officer, Mr. Robert W. Heese, of the authority to sign the Corporation's SEC Form 17-A (Annual Report), Statement of Management Responsibility and the Integrated Annual Corporate Governance Report in lieu of the Chief Executive Officer, Mr. Louis Sylvester Hughes.

Resolution No. B-15-2025

RESOLVED, to approve the delegation to the VP Finance and Corporate Controller/Deputy Compliance Officer, Ms. Laurice S. Dela Cruz, of the authority to sign the Corporation's SEC Form 17-A (Annual Report), Statement of Management Responsibility and the Integrated Annual Corporate Governance Report in lieu of the Chief Finance Officer/Compliance Officer, Mr. Robert W. Heese.

IN WITNESS WHEREOF, I have signed this Certificate this MAR 12 2025 at Makati City.


ROSARIO CARMELA G. AUSTRIA
Assistant Corporate Secretary

SUBSCRIBED AND SWORN to before me this MAR 12 2025 at Makati City, the affiant exhibited to me, as competent evidence of identity, her Passport No. _____ issued on _____ at _____.

Doc. No. 389 ;
Page No. 79 ;
Book No. 1 ;
Series of 2025.

Notarial DST pursuant to Sec. 61 of the TRAIN Act (amending Sec. 188 of the NIRC) affixed on original submitted to the court.




JOANNE M. LIM
Notary Public - Makati City