

DISCOVERY WORLD

BOARD REMUNERATION POLICY

I. OBJECTIVE

Discovery World Corporation (DWC) ensures that its directors' remuneration is consistent with the company's culture, strategy, and business policies. Director's compensation is based on factors such as individual and organizational performance, company size, and inflation, among others, which are taken into account to ensure the relevance and transparency of the compensation structure.

This policy involves defining clear guidelines that ensure fairness, transparency, alignment with the company's goals, and compliance with regulations. It is aimed at enhancing corporate governance, establishing measurable standards, and aligning board members' interests with the long-term goals of the organization.

II. POLICY

- i. The company compensates its employees based on individual and organizational performance to help achieve corporate goals and targets. This approach incentivizes employees to excel in their roles while contributing to the company's strategic objectives, fostering alignment across the organization.
- ii. By resolution of the Board, each director shall receive a reasonable per diem allowance for his attendance at each meeting of the Board. **All Directors** of DWC were entitled to the following compensation:

Type of Meeting	Classification	Director's Fee *
Board of Directors Meeting	Per diem for each meeting	Php 20,000
Committee Meetings	Per diem for each meeting	Php 10,000

** net of applicable taxes.*

- iii. Director's Fee is consistent with regard to Board or Committee Chairmen and members.
- iv. The amount of the director's fee may change based on the company's performance and on the discretion of the Chairman of the Board, in consultation to and with approval of the majority of the stockholders. This policy shall be revised accordingly to reflect the changes in fees.
- v. All directors are issued shares in the numbers required by existing laws and regulations or based on the recommendation of the Chairman of the Board, with

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corresponding disclosure required.

- vi. The Board of Directors does not participate in discussions or deliberations involving his/her own remuneration.

Executive Directors and Chief Executive Officer (CEO)

- i. Remuneration of Executive Directors and the CEO aligns with the Company's salary structure and benefits that reward performance and value created for the Company. Their compensation consists of a basic salary plus allowances, if applicable, in addition to the director's fee.
- ii. Directors in executive roles receive salaries based on the established structure, reflecting their position, skills, and experience.

Non-Executive Directors (NEDs) and Independent Directors (ID)

- i. NEDs and IDs shall receive the same amount of director's fee (per diem), as stated above.

III. IMPLEMENTATION AND REVIEW

This Policy shall be implemented immediately following its approval and shall be reviewed annually or if deemed necessary, to ensure its alignment and relevance to any significant changes in the business environment.