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SEC Registration Number

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(Company's Full Name)

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(Business Address: No. Street City / Town / Province)

ANNA FRANCESCA C. RESPICIO

8632-0905/10

8632-0905/10
Company Telephone Number

1 2 3 1

Month

Day

Fiscal Year

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Month

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Day

Annual Meeting

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Form Type

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Secondary License Type, if applicable

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Department Requiring this Doc.

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Amended Articles Number/Section

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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**SEC FORM – I-ACGR****INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT****1. For the fiscal year ended** 31 December 2021**2. SEC Identification Number** AS93-000023**3. BIR Tax Identification No.** 003-822-183**4. Exact name of issuer as specified in its charter****DISCOVERY WORLD CORPORATION**

(doing business under the names and styles of
Discovery Shores Boracay, Discovery Shores, Platitos Resto-Bar, Sands Lounge,
Indigo Resto-Bar, Sunken Pool Bar, Forno Osteria, Estate XI, and 360 Roof Lounge)

Metro Manila, Philippines

**5. Province, Country or other jurisdiction of
incorporation or organization****6. Industry Classification
Code (SEC Use Only)**

Station 1, Balabag, Malay, Aklan, Philippines

5608

7. Address of principal office**Postal
Code**

(02) 813-8857

8. Issuer's telephone number, including area code

Not applicable

9. 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	Provide information or link/reference to a document containing information on the following:	
2. Board has an appropriate mix of competence and expertise.	COMPLIANT	1. Academic qualifications, industry knowledge, professional experience, expertise and relevant trainings of directors	
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	<p>Reference: Profiles of the Members of the Board of Directors http://www.discovery.com.ph/board-of-directors.html</p> <p>2. Qualification standards for directors to facilitate the selection of potential nominees and to serve as benchmark for the evaluation of its performance</p> <p>Reference: Charter of the Board of Directors http://www.discovery.com.ph/Corporate-Governance.html</p>	

Recommendation 1.2

1. Board is composed of a majority of non-executive directors.	COMPLIANT	Identify or provide link/reference to a document identifying the directors and the type of their directorships Reference: Board of Directors and Board Committee Members June 24, 2021 http://www.discovery.com.ph/Corporate-Governance.html	
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Recommendation 1.3

1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	COMPLIANT	Provide link or reference to the company's Board Charter and Manual on Corporate Governance relating to its policy on training of directors. Please refer to the following: Charter of the Board of Directors – Qualifications for all Directors; and Manual on Corporate Governance – Board Evaluation, Training and Development. http://www.discovery.com.ph/Corporate-Governance.html	
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2. Company has an orientation program for first time directors.	COMPLIANT	<p>Provide information or link/reference to a document containing information on the orientation program and training of directors for the previous year, including the number of hours attended and topics covered.</p> <p>Please refer to the Manual on Corporate Governance – Board Evaluation, Training and Development and Charter of the Board of Directors – Qualifications for all Directors http://www.discovery.com.ph/Corporate-Governance.html</p>																	
3. Company has relevant annual continuing training for all directors.	COMPLIANT	<table border="1"> <thead> <tr> <th>Name</th><th>Date of Training</th><th>Program</th><th>Training Institution</th></tr> </thead> <tbody> <tr> <td>John Y. Tiu, Jr.</td><td rowspan="9">July 23, 2021 4 hours</td><td rowspan="9">Embracing Good Corporate Governance for Effective and EFFICIENT Management</td><td rowspan="9">Center for Training and Development, Inc.</td></tr> <tr><td>Jose C. Parreño, Jr.</td></tr> <tr><td>Romualdo C. Macasaet</td></tr> <tr><td>Lamberto R. Villena</td></tr> <tr><td>Christopher John AD Tiu</td></tr> <tr><td>William L. Chua</td></tr> <tr><td>A Bayani K. Tan</td></tr> <tr><td>Elizabeth Ann C. Parpan</td></tr> <tr><td>Eric S. Yu</td></tr> </tbody> </table>	Name	Date of Training	Program	Training Institution	John Y. Tiu, Jr.	July 23, 2021 4 hours	Embracing Good Corporate Governance for Effective and EFFICIENT Management	Center for Training and Development, Inc.	Jose C. Parreño, Jr.	Romualdo C. Macasaet	Lamberto R. Villena	Christopher John AD Tiu	William L. Chua	A Bayani K. Tan	Elizabeth Ann C. Parpan	Eric S. Yu	
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Christopher John AD Tiu																			
William L. Chua																			
A Bayani K. Tan																			
Elizabeth Ann C. Parpan																			
Eric S. Yu																			

Recommendation 1.4

1. Board has a policy on board diversity.	COMPLIANT	<p>Provide information on or link/reference to a document containing information on the company's board diversity policy.</p> <p>Please refer to the Manual on Corporate Governance – Governance Structure</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p> <p>Indicate gender composition of the board.</p> <p>The Board is composed of 8 male directors and 1 female director.</p>	
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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>Please refer to the Manual on Corporate Governance – Governance Structure</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p> <p>Provide link or reference to a progress report in achieving its objectives.</p>	
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		The Board ensures that it maintains diversity in its composition.	
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Recommendation 1.5			
1. Board is assisted by a Corporate Secretary.	COMPLIANT	Provide information on or link/reference to a document containing information on the Corporate Secretary, including his/her name, qualifications, duties and functions. The Corporation's Corporate Secretary is Ms. Anna Francesca C. Respicio and its Compliance Officer is Mr. Charlie G. Ledesma. Ms. Respicio is not a member of the Board of Directors.	
2. Corporate Secretary is a separate individual from the Compliance Officer.	COMPLIANT	Please refer to the Profile of the Corporate Secretary http://www.discovery.com.ph/key-officers.html Functions are set in the Manual on Corporate Governance – Officers, the Board Charter and the Board Committee Charters	
3. Corporate Secretary is not a member of the Board of Directors.	COMPLIANT		

		http://www.discovery.com.ph/Corporate-Governance.html									
4. Corporate Secretary attends training/s on corporate governance.	COMPLIANT	<p>Provide information or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered</p> <table border="1"> <thead> <tr> <th>Name</th><th>Date of Training</th><th>Program</th><th>Training Institution</th></tr> </thead> <tbody> <tr> <td>Anna Francesca C. Respicio</td><td>07/23/20 21 4 hours</td><td>Embracing Good Corporate Governance for Effective and Efficient Management</td><td>Center for Training and Development, Inc.</td></tr> </tbody> </table>	Name	Date of Training	Program	Training Institution	Anna Francesca C. Respicio	07/23/20 21 4 hours	Embracing Good Corporate Governance for Effective and Efficient Management	Center for Training and Development, Inc.	
Name	Date of Training	Program	Training Institution								
Anna Francesca C. Respicio	07/23/20 21 4 hours	Embracing Good Corporate Governance for Effective and Efficient Management	Center for Training and Development, Inc.								

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Optional: Recommendation 1.5

1. Corporate Secretary distributes materials for board meetings at least five business days before scheduled meeting.	COMPLIANT	Provide proof that corporate secretary distributed board meeting materials at least five business days before scheduled meeting Please refer to the Secretary's Certificate attached to this report.	
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Recommendation 1.6

1. Board is assisted by a Compliance Officer.	COMPLIANT	Provide information on or link/reference to a document containing information on the Compliance Officer, including his/her name, position, qualifications, duties and functions. The Compliance Officer is an Assistant Vice President - Finance. He is not a member of the Board.	
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	COMPLIANT	Please refer to the Profile of the Compliance Officer http://www.discovery.com.ph/key-officers.html	
3. Compliance Officer is not a member of the board.	COMPLIANT	Functions are set in Manual on Corporate Governance – Officers http://www.discovery.com.ph/Corporate-Governance.html	
4. Compliance Officer attends training/s on corporate governance.	COMPLIANT	Provide information on or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered.	

		Name	Date of Training	Program	Training Institution	
		Charlie G. Ledesma	10/28/2021 4 hours	Best Practices in Strategy Execution	Center for Global Best Practices	

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			
5. 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>Provide information or reference to a document containing information on how the directors performed their duties (can include board resolutions, minutes of meeting)</p> <p>Please refer to the Secretary's Certificate attached to this report.</p>	
Recommendation 2.2			
1. Board oversees the development, review and approval of the company's business objectives and strategy.	COMPLIANT	<p>Provide information or link/reference to a document containing information on how the directors performed this function (can include board resolutions, minutes of meeting)</p> <p>Please refer to the Secretary's Certificate attached to this report.</p>	
2. Board oversees and monitors the	COMPLIANT		

implementation of the company's business objectives and strategy.		<p>Indicate frequency of review of business objectives and strategy</p> <p>The Board of Directors actively oversees the business and strategic plans of the Company. The Management updates the Board at least once a year.</p>	
Supplement to Recommendation 2.2			
1. Board has a clearly defined and updated vision, mission and core values.	COMPLIANT	<p>Indicate or provide link/reference to a document containing the company's vision, mission and core values.</p> <p>Please refer to the Company's Vision and Mission http://www.discovery.com.ph/vision-and-mission.html</p> <p>Please refer to attached Core Values.</p> <p>Indicate frequency of review of the vision, mission and core values.</p> <p>The Board reviews the vision and mission of the organization as it deems necessary. The Company's vision and mission was last reviewed during a workshop conducted on July 12, 2019.</p>	

<p>2. Board has a strategy execution process that facilitates effective management performance and is attuned to the company's business environment, and culture.</p>	<p>COMPLIANT</p>	<p>Provide information on or link/reference to a document containing information on the strategy execution process.</p> <p>The Board is guided by its strategy execution process as follows:</p> <ol style="list-style-type: none"> 1. Creation of a strategic plan which includes the Company's ultimate goal, steps, framework to keep the team involved focused, timetable and scheduling. 2. Engaging the Organization by communicating the strategy to Management and Employees. 3. Setting tangible goals for each involved department 4. Tracking and regular reporting of said goals. 5. Quality Check of the goals attained 6. Rewarding the team with incentives based on its performance. 	
<p>Recommendation 2.3</p>			
<p>1. Board is headed by a competent and qualified Chairperson.</p>	<p>COMPLIANT</p>	<p>Provide information or reference to a document containing information on the Chairperson, including his/her name and qualifications</p> <p>Mr. John Y. Tiu, Jr. is the Chairman of the Board.</p> <p>Please refer to the Profile of the Chairman of the Board http://www.discovery.com.ph/board-of-directors.html</p>	

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Recommendation 2.4			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	COMPLIANT	<p>Disclose and provide information or link/reference to a document containing information on the company's succession planning policies and programs and its implementation.</p> <p>Manual on Corporate Governance – Board of Directors Duties and Responsibilities</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p> <p>The Company's senior officers work closely with the CEO and the President, under the guidance of the Board of Directors, to ensure that they are given ample training</p>	

		and experience in running the Company. This approach exposes the senior officers to the day-to-day demands of Company operations.	
2. Board adopts a policy on the retirement for directors and key officers.	COMPLIANT	The Discovery World Multi-employer retirement plan established by the company provides retirement benefits for all eligible employees.	

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Recommendation 2.5

1. Board aligns the remuneration of key officers and board members with long-term interests of the company.	COMPLIANT	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. Please refer to the policy on remuneration in the Manual on Corporate Governance – Corporate Governance Committee Duties and Responsibilities http://www.discovery.com.ph/Corporate-Governance.html	
2. Board adopts a policy specifying the relationship between remuneration and performance.	NON-COMPLIANT	A director is not allowed to participate in discussions or deliberations involving his own remuneration.	The compensation of directors is determined by the Board, keeping in mind the Company's culture, strategy and control environment. The determination of the compensation of key officers is approved by the Chairman.
3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	COMPLIANT		

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Optional: Recommendation 2.5

1. Board approves the remuneration of senior executives.	NON-COMPLIANT	Provide proof of board approval.	The Corporate Governance Committee oversees the remuneration of the senior management and key personnel to ensure that compensation levels are consistent with the corporation's culture, strategy and environment.
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.	COMPLIANT	<p>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.</p> <p>Guidelines on job levels and position titles for promotion provides a framework to ensure alignment and consistency in the application of job levels and position titles across the organization, ensure that levels and position titles are relevant and reflective of actual roles/functions, provide a structured reference to develop and implement group-wide compensation and benefits, and create career development paths for all employees as part of the overall structure to the organizational succession.</p> <p>The performance appraisal form for leaders assesses leadership competency, behaviour and attitude, and technical competency of the executive directors and senior executives.</p>	

Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	COMPLIANT	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.	
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	COMPLIANT	Please refer to the Manual on Corporate Governance – Nomination and Election of Directors http://www.discovery.com.ph/Corporate-Governance.html Provide proof if minority shareholders have a right to nominate candidates to the board Please refer to the Manual on Corporate Governance – Formal and Transparent Board Nomination and Election Process http://www.discovery.com.ph/Corporate-Governance.html	
3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.	COMPLIANT		
4. Board nomination and election policy includes how the board shortlists candidates.	COMPLIANT		
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		

6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	COMPLIANT	<p>Provide information if there was an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.</p> <p>A Corporate Governance Committee Performance Assessment was conducted on November 9, 2021.</p>	
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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.	NON-COMPLIANT	Identify the professional search firm used or other external sources of candidates.	The stockholders nominate all directors in accordance with the Company's By-Laws and Manual on Corporate Governance. The nominee is vetted by the Corporate Governance Committee before being elected as a member of the Board of Directors.
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	COMPLIANT	Provide information on or reference to a document containing the company's policy on related party transaction, including policy on review and approval	

infrequently occurring transactions.		of significant RPTs	
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	COMPLIANT	<p>Please refer to the Related Party Transactions Policy http://www.discovery.com.ph/Corporate-Governance.html</p>	
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	COMPLIANT	<p>Identify transactions that were approved pursuant to the policy.</p> <p>Related party transactions are discussed during Audit Committee meetings for the Board's approval and such discussion forms part of the minutes.</p>	

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Supplement to Recommendations 2.7

<p>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.</p>	<p>COMPLIANT</p>	<p>Provide information on a materiality threshold for RPT disclosure and approval, if any.</p> <p>Please refer to the Related Party Transactions (RPT) Policy</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p> <p>Provide information on RPT categories</p> <p>The Parent Company and its subsidiaries, whether owned directly or indirectly, shall follow the thresholds and categories for Disclosure and Approval of RPTs:</p> <ul style="list-style-type: none"> • Transactions deemed normal in operations, as listed in the RPT Policy, are pre-approved RPTs • Less than three percent (3%) of Total Assets of Parent or Subsidiary requires approval of the concerned entity's CEO or President; • Three percent (3%) of Total Assets and above of Parent or Subsidiary requires approval of concerned entity's Board of Directors. • Ten percent (10%) of Total Assets and above based on latest consolidated audited financial statements requires approval of the concerned 	
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		<p>entity's Board of Directors.</p> <ul style="list-style-type: none"> • Twenty percent (20%) of Total Assets and above of Parent or Subsidiary requires approval of concerned entity's Shareholders. <p>RPTs, except for pre-approved RPTs, require review of the Audit Committee.</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.	NON-COMPLIANT	Provide information on voting system, if any.	As of December 31, 2021, public ownership of the Corporation is at 17.37%. While there is no voting system to approve related party transactions, DWC adopts a policy of full disclosure with regard to related party transactions whereby all terms and conditions are reported to the Board of Directors and thereafter presented

			to the stockholders.
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>Provide information on or reference to a document containing the Board's policy and responsibility for approving the selection of management.</p> <p>Please refer to the Manual on Corporate Governance and Charter of the Board of Directors – Monitoring Managerial Performance & Overseeing Succession Planning of Key Officers and Management</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p> <p>Identify the Management team appointed</p> <p>Please refer to the Key Officers of the Organization http://www.discovery.com.ph/key-officers.html</p>	
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>Provide information on or reference to a document containing the Board's policy and responsibility for assessing the performance of management.</p> <p>Please refer to the Manual on Corporate Governance and Charter of the Board of Directors – Monitoring Managerial Performance & Overseeing Succession Planning of Key Officers and Management</p> <p>http://www.discovery.com.ph/Corporate-</p>	

		Governance.html Provide information on the assessment process and indicate frequency of assessment of performance. The Board evaluates and monitors the implementation of its strategic policies, programs, business plans and operating budgets, including the Management's overall performance, annually.	
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	Provide information on or link/reference to a document containing the Board's performance management framework for management and personnel. The Board is tasked to establish an effective performance management framework that will ensure that the Management, including the Chief Executive Officer, and personnel's performance is at par with the standards set by the Board and Senior Management.	
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	Please refer to Manual on Corporate Governance http://www.discovery.com.ph/Corporate-Governance.html	

Recommendation 2.10

1. Board oversees that an appropriate internal control system is in place.	COMPLIANT	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	
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	COMPLIANT	<p>Please refer to the Manual on Corporate Governance and Charter of the Board of Directors – Overseeing Internal Control, Audit and Risk Management</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
3. Board approves the Internal Audit Charter.	COMPLIANT	<p>Provide reference or link to the company's Internal Audit Charter</p> <p>Please refer to attached Secretary's Certificate for the Board's approval of the Internal Audit Charter and Policy Statement.</p>	

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>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.</p> <p>Please refer to the Manual on Corporate Governance – General Responsibilities of the Board of Directors – Overseeing Internal Control, Audit and Risk Management</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</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>Provide proof of effectiveness of risk management strategies, if any.</p> <p>The Risk Officer, Hotel Managers and heads of the departments created a risk register which helps as a monitoring tool to manage the relevant risks to the company. Test of internal controls are also being performed by internal audit to ensure effective implementation of risk mitigation.</p>	

Recommendation 2.12

1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary role.	COMPLIANT	<p>Provide link to the company's website where the Board Charter is disclosed.</p> <p>Please refer to the Charter of the Board of Directors</p>	
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2. Board Charter serves as a guide to the directors in the performance of their functions.	COMPLIANT	http://www.discovery.com.ph/Corporate-Governance.html#close	
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	<p>Provide information on or link/reference to a document showing company's insider trading policy.</p> <p>Please refer to the Company's Policies – Insider Trading Policy:</p> <p>http://www.discovery.com.ph/Corporate-Governance.html#close</p>	

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.	COMPLIANT	Provide information on or link/reference to a document showing company's policy on granting loans to directors, if any. Please refer to the Related Party Transactions Policy http://www.discovery.com.ph/Corporate-Governance.html	
2. Company discloses the types of decision requiring board of directors' approval.	COMPLIANT	Indicate the types of decision requiring board of directors' approval and where there are disclosed. Section 1, Article III of the Corporation's By-Laws provides the specific powers of the Board of Directors.	

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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.

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>Provide information or link/reference to a document containing information on all the board committees established by the company.</p> <p>Please refer to Board Committees – Board Committees and Member and Board Committee Charters</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
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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>Provide information or link/reference to a document containing information on the Audit Committee, including its functions.</p> <p>Please refer to the Audit Committee Charter</p> <p>http://www.discovery.com.ph/Corporate-Governance.html#openModal1</p> <p>Indicate if it is the Audit Committee's responsibility to recommend the appointment and removal of the company's external auditor.</p>	
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		Please refer to the Audit Committee Charter – External Audit Oversight									
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>Provide information or link/reference to a document containing information on the members of the Audit Committee, including their qualifications and type of directorship.</p> <p>The Audit Committee is composed of the following:</p> <table><tr><td>Elizabeth Ann C. Parpan (ID)</td><td>Chairman</td></tr><tr><td>Eric S. Yu (ID)</td><td>Member</td></tr><tr><td>William L. Chua (Non-ED)</td><td>Member</td></tr><tr><td>Romualdo C. Macasaet (ED)</td><td>Member</td></tr></table>	Elizabeth Ann C. Parpan (ID)	Chairman	Eric S. Yu (ID)	Member	William L. Chua (Non-ED)	Member	Romualdo C. Macasaet (ED)	Member	
Elizabeth Ann C. Parpan (ID)	Chairman										
Eric S. Yu (ID)	Member										
William L. Chua (Non-ED)	Member										
Romualdo C. Macasaet (ED)	Member										
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>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.</p> <p>Please refer to the profile of the members of the Audit Committee. (Mr. William L. Chua, Mr. Romualdo C. Macasaet, Ms. Elizabeth Ann C. Parpan and Mr. Eric S. Yu)</p> <p>http://www.discovery.com.ph/board-of-directors.html</p>									
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	COMPLIANT	<p>Provide information or link/reference to a document containing information on the Chairman of the Audit Committee</p> <p>Please refer to the profile of the Chairman of the Audit</p>									

		<p>Committee (Ms. Elizabeth Ann C. Parpan)</p> <p>http://www.discovery.com.ph/board-of-directors.html</p>	
Supplement to Recommendation 3.2			
1. Audit Committee approves all non-audit services conducted by the external auditor.	COMPLIANT	<p>Provide proof that the Audit Committee approved all non-audit services conducted by the external auditor.</p> <p>There were no non-audit services conducted by the external auditor for the Company in 2021.</p>	
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	COMPLIANT	<p>Provide proof that the Audit Committee conducted regular meetings and dialogues with the external audit team without anyone from management present.</p> <p>Management is requested to step out during Audit Meetings to allow for the free dialogue between the Committee and the external auditor. Please see attached Secretary's Certificate.</p>	

Optional: Recommendation 3.2

1. Audit Committee meet at least four times during the year.	COMPLIANT	Indicate the number of Audit Committee meetings during the year and provide proof The Audit Committee meets four times during the year. Please refer to the attached Secretary's Certificate as to the number of meetings of the Audit Committee for the year 2021.	
2. Audit Committee approves the appointment and removal of the internal auditor.	COMPLIANT	Provide proof that the Audit Committee approved the appointment and removal of the internal auditor. Please see attached Secretary's Certificate as to appointment of the Corporation's Internal auditor.	

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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>Provide information or reference to a document containing information on the Corporate Governance Committee, including its functions</p> <p>Please refer to the Corporate Governance Committee Charter</p> <p>http://www.discovery.com.ph/Corporate-Governance.html#openModal1</p> <p>Indicate if the Committee undertook the process of identifying the quality of directors aligned with the company's strategic direction, if applicable.</p> <p>The Corporate Governance Committee is responsible for ensuring that the Board has an appropriate mix of competence, expertise and diversity and that its members remain qualified for their positions individually and collectively; this would enable it to fulfill its roles and responsibilities and respond to the needs of the organization based on the evolving business environment and strategic direction.</p>	
2. Corporate Governance Committee is composed of at least three members, all of whom should	NON-COMPLIANT	Provide information or link/reference to a document containing information on the members of the Corporate Governance Committee, including their	The Company is compliant with the requirements of the

be independent directors.		<p>qualifications and type of directorship.</p> <p>The Corporate Governance Committee is composed of the following:</p> <table><tr><td>William L. Chua</td><td>Chairman</td></tr><tr><td>Elizabeth Ann C. Parpan (ID)</td><td>Member</td></tr><tr><td>Eric S. Yu (ID)</td><td>Member</td></tr></table> <p>Please refer to the profile of the independent directors.</p> <p>http://www.discovery.com.ph/board-of-directors.html</p>	William L. Chua	Chairman	Elizabeth Ann C. Parpan (ID)	Member	Eric S. Yu (ID)	Member	<p>Revised Corporation Code, Securities Regulation Code (SRC) and Securities and Exchange Commission (SEC) Circulars on the minimum number of independent directors constituting at least 20% of the Board. Mr. William L. Chua continues to act as an Independent Director though he is not considered as such, and he remains to be a non-executive director of the Company.</p>
William L. Chua	Chairman								
Elizabeth Ann C. Parpan (ID)	Member								
Eric S. Yu (ID)	Member								
3. Chairman of the Corporate Governance Committee is an independent director.	NON-COMPLIANT	<p>Provide information or link/reference to a document containing information on the Chairman of the Corporate Governance Committee.</p> <p>Mr. William L. Chua, the Chairperson of the Corporate Governance Committee, is a non-executive director.</p> <p>Reference: Board of Directors and Board Committee Members as of June 24, 2021</p> <p>http://www.discovery.com.ph/Corporate-Governance.html#close</p>	<p>The Company is compliant with the requirements of the Revised Corporation Code, Securities Regulation Code (SRC) and Securities and Exchange Commission (SEC) Circulars on the minimum number of independent directors constituting at least 20% of the Board. Mr. William L. Chua continues to act as an Independent Director though he is not considered as such, and he remains to be a non-</p>						

			executive director of the Company.
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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 Committee convened on March 16, May 25, August 4 and November 9, 2021.</p> <p>Please refer to the Secretary's Certificate attesting to the dates of meetings of the Corporate Governance Committee.</p>	
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Recommendation 3.4

1. Board establishes a separate Board Risk Oversight Committee (BROC) that should be responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness.	COMPLIANT	<p>Provide information or link/reference to a document containing information on the Board Risk Oversight Committee (BROC), including its functions</p> <p>Please refer to the Board Risk Oversight Committee Charter</p> <p>http://www.discovery.com.ph/Corporate-</p>	
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		Governance.html#openModal1									
2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	NON-COMPLIANT	<p>Provide information or link/reference to a document containing information on the members of the BROC, including their qualifications and type of directorship</p> <p>The composition of the BROC is as follows:</p> <table><tr><td>Eric S. Yu (ID)</td><td>Chairman</td></tr><tr><td>Elizabeth Ann C. Parpan (ID)</td><td>Member</td></tr><tr><td>William L. Chua (Non-ED)</td><td>Member</td></tr><tr><td>Romualdo C. Macasaet (ED)</td><td>Member</td></tr></table> <p>Please refer to Board of Directors and Board Committee Members as of June 24, 2021</p> <p>http://www.discovery.com.ph/Corporate-Governance.html#close</p>	Eric S. Yu (ID)	Chairman	Elizabeth Ann C. Parpan (ID)	Member	William L. Chua (Non-ED)	Member	Romualdo C. Macasaet (ED)	Member	<p>The Company is compliant with the requirements of the Revised Corporation Code, Securities Regulation Code (SRC) and Securities and Exchange Commission (SEC) Circulars on the minimum number of independent directors constituting at least 20% of the Board. Mr. William L. Chua continues to act as an Independent Director though he is not considered as such, and he remains to be a non-executive director of the Company.</p>
Eric S. Yu (ID)	Chairman										
Elizabeth Ann C. Parpan (ID)	Member										
William L. Chua (Non-ED)	Member										
Romualdo C. Macasaet (ED)	Member										
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	COMPLIANT	<p>Provide information or link/reference to a document containing information on the Chairman of the BROC</p> <p>Please refer to the profile of the Chairman of the</p>									

		<p>Board Risk Oversight Committee (Mr. Eric S. Yu)</p> <p>http://www.discovery.com.ph/board-of-directors.html</p>	
4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.	COMPLIANT	<p>Provide information or link/reference to a document containing information on the background, skills, and/or experience of the members of the BROC.</p> <p>Please refer to the profile of the members of the BROC (Mr. Eric S. Yu, Ms. Elizabeth Ann C. Parpan, Mr. William L. Chua, and Mr. Romualdo C. Macasaet)</p> <p>http://www.discovery.com.ph/board-of-directors.html</p>	

Recommendation 3.5

1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related party transactions of the company.	COMPLIANT	<p>Provide information or link/reference to a document containing information on the Related Party Transactions (RPT) Committee, including its functions.</p> <p>The Audit Committee is tasked with reviewing all material related party transactions of the company.</p> <p>Reference: Audit Committee Charter</p> <p>http://www.discovery.com.ph/Corporate-Governance.html#openModal1</p>	
2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the	COMPLIANT	<p>Provide information or link/reference to a document containing information on the members of the RPT Committee, including their qualifications and type of directorship.</p>	

Chairman.		<p>The Audit Committee is composed of the following:</p> <table><tr><td>Elizabeth Ann C. Parpan (ID)</td><td>Chairman</td></tr><tr><td>Eric S. Yu (ID)</td><td>Member</td></tr><tr><td>William L. Chua (Non-ED)</td><td>Member</td></tr><tr><td>Romualdo C. Macasaet (ED)</td><td>Member</td></tr></table> <p>Please refer to the Board Committees and Members as of June 24, 2021.</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	Elizabeth Ann C. Parpan (ID)	Chairman	Eric S. Yu (ID)	Member	William L. Chua (Non-ED)	Member	Romualdo C. Macasaet (ED)	Member	
Elizabeth Ann C. Parpan (ID)	Chairman										
Eric S. Yu (ID)	Member										
William L. Chua (Non-ED)	Member										
Romualdo C. Macasaet (ED)	Member										

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	<p>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.</p> <p>Please refer to the Board Committee Charters</p> <p>http://www.discovery.com.ph/Corporate-Governance.html#openModal1</p>	
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	<p>Provide link to company's website where the Committee Charters are disclosed.</p> <p>Please refer to the Board Committee Charters</p> <p>http://www.discovery.com.ph/Corporate-Governance.html#openModal1</p>	
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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 and regulations of the Commission.	COMPLIANT	<p>Provide information or link/reference to a document containing information on the process and procedure for tele/videoconferencing board and/or committee meetings.</p> <p>Please refer to the Charter of the Board of Directors – Specific Duties of Each Director.</p> <p>http://www.discovery.com.ph/Corporate-Governance.html#close</p> <p>Provide information or link/reference to a document containing information on the attendance and participation of directors to Board, Committee and shareholders' meetings.</p> <p>Please refer to the Secretary's Certificate as to attendance of the Directors in meetings of the Board.</p>	
2. The directors review meeting materials for all Board and Committee meetings.	COMPLIANT	The Board of Directors and Committee members are furnished copies of the materials at least 5 business days before the meeting.	
3. The directors ask the necessary questions or seek clarifications and explanations	COMPLIANT	Provide information or link/reference to a document containing information on any questions raised or	

during the Board and Committee meetings.		<p>clarification/explanation sought by the directors</p> <p>Please refer to the Secretary's Certificate regarding questions/clarifications raised during Board and Committee Meetings.</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>Disclose if the company has a policy setting the limit of board seats that a non-executive director can hold simultaneously.</p> <p>As the profile of the Board of Directors will show, most directors of the Company have very few concurrent directorships and officerships.</p> <p>Reference: http://www.discovery.com.ph/board-of-directors.html</p> <p>Policy is set in the Manual on Corporate Governance – Governance Structure - Multiple Board Seats</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p> <p>Provide information or reference to a document</p>	

		<p>containing information on the directorships of the company's directors in both listed and non-listed companies</p> <p>Please refer to the profile of the directors.</p> <p>http://www.discovery.com.ph/board-of-directors.html</p>	
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Recommendation 4.3

1. The directors notify the company's board before accepting a directorship in another company.	COMPLIANT	<p>Provide copy of written notification to the board or minutes of board meeting wherein the matter was discussed.</p> <p>1.</p> <p>Please refer to the Secretary's Certificate containing the pertinent excerpt of the minutes of meeting of the Board.</p>	
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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	Mr. John Y. Tiu, Jr. is a director of I-Remit, Inc. (until October 2021).	
2. Company schedules board of directors' meetings before the start of the financial year.	COMPLIANT	Board meetings for the succeeding year were scheduled during the last meeting of the year. Further, schedules are consistently confirmed after the end of every meeting.	

3. Board of directors meet at least six times during the year.	NON-COMPLIANT	Indicate the number of board meetings during the year and provide proof	Given the size of the organization, the Board of Directors only meets at least four times during the year, in accordance with its By-Laws. A special board meeting may be called upon in accordance with the provisions of the By-Laws.
4. Company requires as minimum quorum of at least 2/3 for board decisions.	NON-COMPLIANT	Indicate the required minimum quorum for board decisions	<p>Presence of majority of the Board, with at least one Independent Director present, is required when determining the quorum of a meeting.</p> <p>Reference: Charter of the Board of Directors – Board Meetings and Quorum Requirement</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>

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.	NON-COMPLIANT	<p>Provide information or link/reference to a document containing information on the number of independent directors in the board</p> <p>Please refer to the Board of Directors</p> <p>The company has two (2) independent directors. http://www.discovery.com.ph/board-of-directors.html</p>	<p>The Company is compliant with the requirements of the Revised Corporation Code, Securities Regulation Code (SRC) and Securities and Exchange Commission (SEC) Circulars on the minimum number of independent directors constituting at least 20% of the Board. Mr. William L. Chua continues to act as an Independent Director though he is not considered as such, and he remains to be a non-executive director of the Company.</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>Provide information or link/reference to a document containing information on the qualifications of the independent directors.</p> <p>Please refer to the profiles of the Independent Directors. http://www.discovery.com.ph/board-of-directors.html</p>	
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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>Provide link/reference to a document containing information that directors are not constrained to vote independently.</p> <p>Please refer to the Corporation's By-Laws http://www.discovery.com.ph/about-us.html#openModal1 and</p> <p>Manual on Corporate Governance http://www.discovery.com.ph/Corporate-Governance.html</p> <p>Additionally, please refer to Secretary's Certificate as to the non-existence of any shareholders' agreement.</p>	
Recommendation 5.3			
1. The independent directors serve for a cumulative term of nine years (reckoned from 2012).	COMPLIANT	<p>Provide information or link/reference to a document showing the years IDs have served as such.</p> <p>Ms. Elizabeth Ann C. Parpan has been an independent director since March 01, 2013. She may serve as Independent Director until 2022.</p> <p>Finally, Mr. Eric S. Yu, was first elected as</p>	

		<p>Independent Director on November 09, 2018. He may serve as Independent Director until 2027.</p> <p>Please see attached Secretary's Certificate on the election of the Corporation's independent directors.</p>	
2. The company bars an independent director from serving in such capacity after the term limit of nine years.	COMPLIANT	<p>Provide information or link/reference to a document containing information on the company's policy on term limits for its independent director.</p> <p>Term limit of nine (9) years is set in the provisions for Nomination and Election of Directors in the Manual on Corporate Governance and Charter of the Board of Directors. In case of re-election of ID who has served the company for nine (9) years, the Board should provide justification and seek shareholders' approval.</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	

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>Provide reference to the meritorious justification and proof of shareholders' approval during the annual shareholders' meeting.</p> <p>All Independent Directors have served for less than nine (9) years.</p>	
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Recommendation 5.4

1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	NON-COMPLIANT	<p>Identify the company's Chairman of the Board and Chief Executive Officer</p> <p>The Chairman of the Board and Chief Executive Officer (CEO) is Mr. John Y. Tiu, Jr.</p>	<p>Though the positions of Chairman and CEO are held by one person, proper checks and balances have been laid down to ensure that the Board still benefits from independent views and perspectives.</p> <p>One of which is the appointment of a Lead Director among the independent directors to avoid the abuse of power and authority, and potential conflicts of interest.</p>
2. The Chairman of the Board and Chief Executive Officer have clearly defined	COMPLIANT	Provide information or link/reference to a document containing information on the roles and responsibilities of the Chairman of the Board	

responsibilities.		<p>and Chief Executive Officer.</p> <p>Please refer to the Manual on Corporate Governance – Officers – Chairman of the Board and Chief Executive Officer – Roles and Responsibilities.</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p> <p>Identify the relationship of Chairman and CEO.</p> <p>The positions of Chairman and CEO are held by the same person.</p>	
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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>Provide information or link/reference to a document containing information on a lead independent director and his roles and responsibilities, if any.</p> <p>The Lead independent director is Ms. Elizabeth Ann C. Parpan.</p> <p>Please refer to the Manual on Corporate Governance – Officers – Lead Independent Director – Roles and Responsibilities.</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
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		<p>Indicate if Chairman is independent.</p> <p>The Chairman of the Board is not an independent director.</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>Provide proof of abstention, if this was the case.</p> <p>There were no transactions involving directors with material interest thereto for 2021. As such, no abstention occurred during the period covered.</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>Provide proof and details of said meeting, if any.</p> <p>Provide information on the frequency and attendees of meetings.</p>	
2. The meetings are chaired by the lead independent director.	COMPLIANT	Please see Secretary's Certificate on the meeting held by the Non-Executive Directors on 9 November 2021	

Optional: Principle 5

1. None of the directors is a former CEO of the company in the past 2 years.	COMPLIANT	Provide name/s of company CEO for the past 2 years The Company's CEO for the past three years is Mr. John Y. Tiu, Jr. He has been CEO of the company since 2018, and was the president of the Company exercising CEO functions since 2011.	
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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.

Recommendation 6.1

1. Board conducts an annual self-assessment of its performance as a whole.	COMPLIANT	Provide proof of self-assessments conducted for the whole board, the individual members, the Chairman and the Committees	
2. The Chairman conducts a self-assessment of his performance.	COMPLIANT	<p>The Board conducted its self-assessment on 9 November 2021. Please see attached Secretary's Certificate.</p> <p>For 2022, the company aims to engage an external facilitator to assist the Board in conducting an assessment</p>	
3. The individual members conduct a self-assessment of their performance.	COMPLIANT		
4. Each committee conducts a self-assessment of its performance.	COMPLIANT		
5. Every three years, the assessments are supported by an external facilitator.	COMPLIANT		

Recommendation 6.

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	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.	
2. The system allows for a feedback mechanism from the shareholders.	COMPLIANT	The Manual on Corporate Governance serves as the minimum criteria in determining the performance of the	

		<p>Board, individual directors and committees.</p> <p>Please refer to Manual on Corporate Governance http://www.discovery.com.ph/Corporate-Governance.html</p>	
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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	<p>Provide information on or link/reference to the company's Code of Business Conduct and Ethics.</p> <p>Please refer to Code of Business Conduct and Ethics http://www.discovery.com.ph/Corporate-Governance.html#close</p>	
2. The Code is properly disseminated to the Board, senior management and employees.	COMPLIANT	<p>Provide information on or discuss how the company disseminated the Code to its Board, senior management and employees.</p> <p>The directors, members of senior management and employees were furnished copies of the Company's Code of Ethics upon assumption of their respective positions in the Company. The Code is publicly available on the Company's website.</p>	

3. The Code is disclosed and made available to the public through the company website.	COMPLIANT	<p>Provide a link to the company's website where the Code of Business Conduct and Ethics is posted/ disclosed.</p> <p>Please refer to Code of Business Conduct and Ethics http://www.discovery.com.ph/Corporate-Governance.html#close</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>Provide information on or link/reference to a document containing information on the company's policy and procedure on curbing and penalizing bribery</p> <p>The Company desires to strengthen its integrity and the fight against corruption and related offenses. The Code of Business Conduct and Ethics sets forth the conditions and procedures for investigations of allegations of corruption, fraud and misconduct.</p> <p>Reference: Code of Business Conduct and Ethics http://www.discovery.com.ph/Corporate-Governance.html#close</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>Provide proof of implementation and monitoring of compliance with the Code of Business Conduct and Ethics and internal policies.</p> <p>Please refer to the attached certification by the Human Resources Manager.</p> <p>Indicate who are required to comply with the Code of Business Conduct and Ethics and any findings on non-compliance.</p>	
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	COMPLIANT	<p>All employees are mandated to report any violation of the Company's Code of Business Conduct and Ethics to the Compliance Officer, to the Human Resources Department Head, or to any member of the Audit Committee.</p> <p>Reference: Code of Business Conduct and Ethics http://www.discovery.com.ph/Corporate-Governance.html#close</p>	

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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

Provide information on or link/reference to the company's disclosure policies and procedures including reports distributed/made available to shareholders and other stockholders

Please refer to the Manual on Corporate Governance – Reportorial Requirements and Disclosure System.

<http://www.discovery.com.ph/Corporate-Governance.html>

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.	NON-COMPLIANT	<p>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.</p> <table><tr><td></td><td>Publishing Date</td><td>No. of Days</td></tr><tr><td>2020 Annual Report</td><td>16 April 2021</td><td>106</td></tr><tr><td>Quarterly Report</td><td></td><td></td></tr><tr><td>1st Qtr</td><td>27 May 2021</td><td>57</td></tr><tr><td>2nd Qtr</td><td>10 Aug 2021</td><td>41</td></tr><tr><td>3rd Qtr</td><td>15 Nov 2021</td><td>46</td></tr></table> <p>Reference: Company Disclosures http://edge.pse.com.ph/companyDisclosures/form.do?cmpy_id=647</p>		Publishing Date	No. of Days	2020 Annual Report	16 April 2021	106	Quarterly Report			1st Qtr	27 May 2021	57	2nd Qtr	10 Aug 2021	41	3rd Qtr	15 Nov 2021	46	<p>The Company is compliant with regulations of the Securities and Exchange Commission and Philippine Stock Exchange as to the disclosures of its annual and quarterly financial reports.</p> <p>Deadlines for the submission of 2020 financial reports were extended due to the COVID-19 pandemic. The Company submitted the annual and quarterly financial reports well within the new deadlines set by the Securities and Exchange Commission</p>
	Publishing Date	No. of Days																			
2020 Annual Report	16 April 2021	106																			
Quarterly Report																					
1st Qtr	27 May 2021	57																			
2nd Qtr	10 Aug 2021	41																			
3rd Qtr	15 Nov 2021	46																			
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	NON-COMPLIANT	<p>Provide link or reference to the company's annual report where the following are disclosed:</p> <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;	<p>The Company is compliant with the regulations of the Securities and Exchange Commission and Philippine Stock Exchange as to the</p>																		

overall equity position in the company.		and 3. any imbalances between the controlling shareholders' voting power and overall equity position in the company.	disclosures of its annual and quarterly financial reports.
Recommendation 8.2			
1. Company has a policy requiring all directors to disclose/report to the company any dealings in the company's shares within three business days.	COMPLIANT	Provide information on or link/reference to the company's policy requiring directors and officers to disclose their dealings in the company's share. Please refer to the Manual on Corporate Governance – Reportorial Requirements and Disclosure System http://www.discovery.com.ph/Corporate-Governance.html	
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	Indicate actual dealings of directors involving the corporation's shares including their nature, number/percentage and date of transaction. Mr. John Y. Tiu, through JT Perle Corporation, acquired 2,802,000 DWC shares or 0.33% of the total outstanding capital stock of the corporation, on May, June, August and December 2021	

Supplement to Recommendation 8.2

<p>1. Company discloses the trading of the corporation's shares by directors, officers (or persons performing similar functions) 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>	<p>COMPLIANT</p>	<p>Provide information on or link/reference to the shareholdings of directors, management and top 100 shareholders.</p> <p>Reference: Top 100 Stockholders http://www.discovery.com.ph/investor-relations.html#openModal7</p> <p>Provide link or reference to the company's Conglomerate Map.</p> <p>Please refer to the Company's Conglomerate Map http://www.discovery.com.ph/about-us.html</p>	
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Recommendation 8.3

<p>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.</p>	<p>COMPLIANT</p>	<p>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.</p> <p>Please refer to the profiles of the:</p> <p>Members of the Board of Directors http://www.discovery.com.ph/board-of-directors.html,</p> <p>Shareholders' list</p>	
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		http://www.discovery.com.ph/investor-relations.html#openModal7 Public Ownership Report http://www.discovery.com.ph/investor-relations.html	
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	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. Please refer to the Key Officers' profile http://www.discovery.com.ph/key-officers.html and Public Ownership Report http://www.discovery.com.ph/investor-relations.html	
Recommendation 8.4			
1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same.	COMPLIANT	Disclose or provide link/reference to the company policy and practice for setting board remuneration According to the By-Laws of the Company, by resolution of the Board, each director shall receive a reasonable per diem allowance for his attendance of every meeting of the Board. As compensation, the Board shall receive and allocate an amount of not more than ten percent (10%) of the net income	

		<p>before income tax of the Company during the preceding year. Such compensation shall be determined and apportioned among the directors in such manner as the Board may deem proper, subject to the approval of the stockholders representing at least a majority of the outstanding capital stock at a regular or special meeting of the stockholders.</p>	
<p>2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.</p>	COMPLIANT	<p>Disclose or provide link/reference to the company policy and practice for determining executive remuneration</p> <p>The Corporate Governance Committee is responsible for the establishment of a formal and transparent procedure to develop a policy for determining the remuneration of directors and officers that is consistent with the Company's culture and strategy as well as the business environment in which it operates.</p> <p>Reference: Corporate Governance Committee Charter</p> <p>http://www.discovery.com.ph/Corporate-Governance.html#openModal1</p>	
<p>3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.</p>	NON-COMPLIANT	<p>Provide breakdown of director remuneration and executive compensation, particularly the remuneration of the CEO.</p>	<p>Wages and other forms of compensation are determined based on a large number of factors, which may not be</p>

			<p>immediately apparent to every employee (e.g. performance reviews, years of experience, years worked at the Company etc.).</p> <p>It is the policy of the Company to establish the importance of discretion and confidentiality in terms of salary information.</p> <p>For purposes of transparency, however, the Company has disclosed the aggregate amount of remuneration of its top Management.</p>
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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>Disclose or provide reference/link to company's RPT policies</p> <p>Please refer to the Related Party Transactions Policy</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p> <p>Indicate if the director with conflict of interest abstained from the board discussion on that particular transaction.</p> <p>There was no instance in 2021 requiring a director to abstain due to conflict of interest.</p>	
2. Company discloses material or significant RPTs reviewed and approved during the year.	COMPLIANT	<p>Provide information on all RPTs for the previous year or reference to a document containing the following information on all RPTs:</p> <ol style="list-style-type: none">1. name of the related counterparty;2. relationship with the party;3. transaction date;4. type/nature of transaction;5. amount or contract price;6. terms of the transaction;7. rationale for entering into the transaction;8. the required approval (i.e., names of the board of directors approving, names and percentage of	

		<p>shareholders who approved) based on the company's policy; and</p> <p>9. other terms and conditions</p> <p>Related Party Transactions (RPTs) are disclosed in the Annual Report submitted to the SEC.</p> <p>Please refer to Company's 2021 Annual Report http://www.discovery.com.ph/investor-relations.html#openModal1</p> <p>All reviewed and approved RPTs for the previous year are documented in the Audit Committee's minutes of meeting.</p>	
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Supplement to Recommendation 8.5

1. Company requires directors to disclose their interests in transactions or any other conflict of interests.	COMPLIANT	<p>Indicate where and when directors disclose their interests in transactions or any other conflict of interests.</p> <p>The Board shall commit, at all times, to fully disclose material information dealings. It shall cause the filing of all required information for the interest of the stakeholders through the proper procedures adopted by the Philippine Stock Exchange and by the SEC.</p> <p>Reference: Manual on Corporate Governance</p>	
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		<p>– Reportorial Requirements and Disclosure System</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
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>Provide link or reference where this is disclosed, if any</p> <p>Related Party Transactions are disclosed in the Annual Report submitted to the SEC.</p> <p>http://www.discovery.com.ph/investor-relations.html#openModal1</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>Provide link or reference where this is disclosed</p> <p>The disclosures are made through "Company Disclosures" at the PSE Edge portal. (Acquisition or Disposition of Shares of Another Corporation)</p> <p>http://edge.pse.com.ph/companyDisclosures/form.do?cmpy_id=647</p>	
2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of	COMPLIANT	Identify independent party appointed to evaluate the fairness of the transaction price	

assets.		<p>There were no material transactions in 2021 requiring the appointment of an independent party to evaluate the fairness of the transaction price.</p> <p>Disclose the rules and procedures for evaluating the fairness of the transaction price, if any.</p>	
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>Provide link or reference where these are disclosed.</p> <p>Please refer to the attached Secretary's Certificate as to the non-existence of shareholders' agreements, voting trust agreements, etc. registered with the Corporate Secretary.</p>	
Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	COMPLIANT	<p>Provide link to the company's website where the Manual on Corporate Governance is posted.</p> <p>Company's Website: Manual on Corporate Governance and Annexes submitted to SEC on May 31, 2017</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
2. Company's MCG is submitted to the SEC and PSE.	COMPLIANT		
3. Company's MCG is posted on its company	COMPLIANT		

website.			
Supplement to Recommendation 8.7			
1. Company submits to the SEC and PSE an updated MCG to disclose any changes in its corporate governance practices.	COMPLIANT	<p>Provide proof of submission.</p> <p>Manual on Corporate Governance and Annexes were submitted to the SEC on May 31, 2017. Please see attached receiving copy.</p>	
Optional: Principle 8			
1. Does the company's Annual Report disclose the following information:	COMPLIANT	<p>Provide link or reference to the company's Annual Report containing the said information.</p> <p>Please refer to the Company's Annual Report (SEC-17-A)</p> <p>http://www.discovery.com.ph/investor-relations.html#openModal1</p>	
a. Corporate Objectives	COMPLIANT		
b. Financial performance indicators	COMPLIANT		
c. Non-financial performance indicators	COMPLIANT		
d. Dividend Policy	COMPLIANT		
e. Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and other directorships in listed companies) of all directors	COMPLIANT		
f. Attendance details of each director in all directors meetings held during the year	COMPLIANT		

g. Total remuneration of each member of the board of directors	NON-COMPLIANT		<p>The Company strives to ensure that it provides appropriate and fair remuneration to its directors in an effort to retain, motivate and provide maximum benefits for them.</p> <p>In accordance with Article III, Section 6 of the By-Laws of the Corporation, Compensation is determined and apportioned among the directors in such manner as the Board may deem proper, subject to the approval of the stockholders representing at least a majority of the outstanding capital stock at a regular or special meeting of the stockholders.</p> <p>For purposes of transparency, however, the Company has disclosed the aggregate amount of remuneration of its top Management.</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>Provide link or reference to where this is contained in the Annual Report</p> <p>Part IV of the Annual Report (SEC Form 17-A) discloses the Company's compliance on Corporate Governance. http://www.discovery.com.ph/investor- </p>	

		relations.html#openModal1	
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>Provide link or reference to where this is contained in the Annual Report</p> <p>Statement of Effectiveness of Risk Management System is part of the Annual Corporate Governance Report.</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
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>Provide link or reference to where this is contained in the Annual Report</p> <p>Statement of Effectiveness of Internal Control System is part of the Annual Corporate Governance Report.</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</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).company discloses in the Annual Report	COMPLIANT	<p>Provide link or reference to where these are contained in the Annual Report</p> <p>Please refer to the Company's Annual Report (SEC Form 17-A).</p> <p>http://www.discovery.com.ph/investor-relations.html#openModal1</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.

Recommendation 9.1

1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.	COMPLIANT	<p>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.</p> <p>Please refer to the Audit Committee Charter – External Audit Oversight</p> <p>http://www.discovery.com.ph/Corporate-Governance.html#openModal1</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>Indicate the percentage of shareholders that ratified the appointment, reappointment, removal and fees of the external auditor.</p> <p>The re-appointment of Reyes Tacandong and Co. was approved by 82.32% of the stockholders in the Annual Stockholders' Meeting on June 30, 2021.</p> <p>Please refer to the Audit Committee Charter</p> <p>http://www.discovery.com.ph/investor-relations.html#openModal5</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	COMPLIANT	<p>Provide information on or link/reference to a document containing the company's reason for removal or change of external auditor.</p>	

required disclosures.		There was no change of external auditor from the previous year.	
Supplement to Recommendation 9.1			
1. Company has a policy of rotating the lead audit partner every five years.	COMPLIANT	<p>Provide information on or link/reference to a document containing the policy of rotating the lead audit partner every five years.</p> <p>The Company complies with SRC Rule 68 on the rotation of lead audit partner as prescribed by the Code of Ethics for Professional Accountants in the Philippines.</p> <p>Mr. Arthur Vinson U. Ong of Reyes Tacandong & Co. took the role of lead audit partner of the Group in 2019 from Ms. Carolina P. Angeles of the same firm who had been the lead audit partner from 2013 to 2018. Mr. Ong was also the audit partner of DWC's subsidiaries starting in 2015.</p> <p>In 2021, Mr. Ong was in his last year as audit partner of the Group.</p>	

Recommendation 9.2

1. Audit Committee Charter includes the Audit Committee's responsibility on: i. assessing the integrity and independence of external auditors; ii. exercising effective oversight to review and monitor the external auditor's independence and objectivity; and iii. exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.	COMPLIANT	Provide link/reference to the company's Audit Committee Charter Please refer to the Audit Committee Charter – External Audit Oversight http://www.discovery.com.ph/Corporate-Governance.html#openModal1	
2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.	COMPLIANT	Provide link/reference to the company's Audit Committee Charter Please refer to the Audit Committee Charter – External Audit Oversight http://www.discovery.com.ph/Corporate-Governance.html#openModal1	
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	COMPLIANT	Provide link/reference to the company's Audit Committee Charter Reference: Audit Committee Charter – External Audit	

valuations of such transactions.		Oversight http://www.discovery.com.ph/Corporate-Governance.html#openModal1	
2. Audit Committee ensures that the external auditor has adequate quality control procedures.	COMPLIANT	Provide link/reference to the company's Audit Committee Charter Reference: Audit Committee Charter – External Audit Oversight http://www.discovery.com.ph/Corporate-Governance.html#openModal1	
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	Disclose the nature of non-audit services performed by the external auditor, if any. There were no non-audit services conducted by the external auditor for the Company for 2021.	
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	Provide link or reference to guidelines or policies on non-audit services. The Audit Committee shall disallow any non-audit work that will conflict with his duties as an external auditor or may pose a threat to his independence. The nature of non-audit work, if allowed, should be disclosed in the Company's Annual Report and Annual Corporate Governance Report;	

		<p>Reference: Audit Committee Charter – External Audit Oversight</p> <p>http://www.discovery.com.ph/Corporate-Governance.html#openModal1</p>	
Supplement to Recommendation 9.3			
1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	COMPLIANT	<p>Provide information on audit and non-audit fees paid.</p> <p>There were no non-audit services conducted by the external auditor for the Company for 2021.</p>	

Additional Recommendation to Principle 9			
1. Company's external auditor is duly accredited by the SEC under Group A category.	COMPLIANT	<p>Provide information on company's external auditor, such as:</p> <ol style="list-style-type: none"> 1. Name of the audit engagement partner; Arthur Vinson U. Ong 2. Accreditation number; SEC Accreditation No. 1752-A 3. Date Accredited; May 7, 2019 4. Expiry date of accreditation: May 6, 2022; and 5. Name, address, contact number of the audit firm. Reyes Tacandong & Co. Citibank Tower 8741 Paseo de Roxas, Makati City 1226 Philippines Phone: +632 8 982 9100; Fax: +632 8 982 9111 	

		SEC Accreditation No. 0207-FR-3 (Group A) August 29, 2019, Valid until August 28, 2022	
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	<p>Provide information on the following:</p> <ol style="list-style-type: none"> 1. Date it was subjected to SOAR inspection, if subjected – November 23, 2020 2. Name of the Audit firm – Reyes Tacandong & Co.; and 3. Members of the engagement team inspected by the SEC– Engagement Partner – Arthur Vinson U. Ong Engagement Managers – Laydel B. Balaquidan (DWC), Aura Vera S. Reyes (EPRI, CIC and DFC) 	

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Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.

Recommendation 10.1

<p>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.</p>	<p>COMPLIANT</p>	<p>Disclose or provide link on the company's policies and practices on the disclosure of non-financial information, including EESG issues.</p> <p>Please refer to Social, Environment, Health and Safety Policy.</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p> <p>The Company also established Guidelines on Sustainability Reporting for the disclosure of its economic, environmental and social impacts.</p>	
<p>2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.</p>	<p>COMPLIANT</p>	<p>Provide link to Sustainability Report, if any. Disclose the standards used.</p> <p>Please refer to Company's Annual Report (SEC-17-A 2021)</p> <p>http://www.discovery.com.ph/investor-relations.html#openModal1</p> <p>Please refer to Corporate Social Responsibility.</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	

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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.

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>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.).</p> <p>Provide links, if any.</p> <p>The existing official website is a cost-efficient channel of communication.</p> <p>http://www.discovery.com.ph/</p> <p>Company disclosures are also on the PSE Edge site.</p> <p>http://edge.pse.com.ph/companyDisclosures/form.do?company_id=647</p>	
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Supplemental to Principle 11

1. Company has a website disclosing up-to-date information on the following:	COMPLIANT	Provide link to company website.	
a. Financial statements/reports (latest quarterly)	COMPLIANT	Please refer to Company's Website – Investor Relations - Disclosure	

b. Materials provided in briefings to analysts and media	COMPLIANT	http://www.discovery.com.ph/index.html	
c. Downloadable annual report	COMPLIANT	and/ or Company Disclosures at the PSE Edge http://edge.pse.com.ph/companyDisclosures/form.do?company_id=647	
d. Notice of ASM and/or SSM	COMPLIANT		
e. Minutes of ASM and/or SSM	COMPLIANT		
f. Company's Articles of Incorporation and By-Laws	COMPLIANT		
Additional Recommendation to Principle 11			
1. Company complies with SEC-prescribed website template.	COMPLIANT	Please refer to Company Website http://www.discovery.com.ph/index.html	

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

<p>1. Company has an adequate and effective internal control system in the conduct of its business.</p>	<p>COMPLIANT</p>	<p>List quality service programs for the internal audit functions.</p> <p>Internal Audit provides full, general, spot, situational and follow-up audit services.</p> <p>Indicate frequency of review of the internal control system.</p> <p>Review of the internal control system is done on an annual basis, at the minimum</p> <p>Reference: Internal Audit Policy Statement</p>	
<p>2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.</p>	<p>COMPLIANT</p>	<p>Identify international framework used for Enterprise Risk Management</p> <p>Please refer to the Enterprise Risk Management Policy</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p> <p>Provide information or reference to a document containing information on:</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 <p>Key risks are disclosed in the Consolidated Audited Financial Reports.</p> <p>http://www.discovery.com.ph/investor-relations.html#openModal1</p> <p>Indicate frequency of review of the enterprise risk management framework.</p> <p>The Enterprise Risk Management Policy is reviewed at least every two years to ensure alignment and relevance to any significant changes in the professional, regulatory, governance and any other environments that affect functionality of risk management processes.</p>	
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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 initiatives to facilitate understanding, acceptance and compliance with the said issuances.	COMPLIANT	<p>Provide information on or link/reference to a document containing the company's compliance program covering compliance with laws and relevant regulations.</p> <p>Please see Part XI of the Corporation's Manual on Corporate Governance.</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
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		<p>Indicate frequency of review.</p> <p>The compliance program is reviewed annually.</p>	
Optional: Recommendation 12.1			
<p>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.</p>	COMPLIANT	<p>Provide information on IT governance process.</p> <p>The Company adopts safeguards to protect its computer network against data loss or accidental, unlawful or unauthorized access, which can affect the integrity of any data in the system. The Company also encrypts important data during storage and while in transit and has established an authentication process. Due to security reasons, the Company cannot disclose details on the said processes.</p>	
Recommendation 12.2			
<p>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.</p>	COMPLIANT	<p>Disclose if the internal audit is in-house or outsourced. If outsourced, identify external firm.</p> <p>Internal audit is in-house.</p>	

Recommendation 12.3

1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	COMPLIANT	Identify the company's Chief Audit Executive (CAE) and provide information on or reference to a document containing his/her responsibilities. Please refer to the Manual on Corporate Governance – Officers – Internal Auditor http://www.discovery.com.ph/Corporate-Governance.html	
2. CAE oversees and is responsible for the internal audit activity of the organization, including that portion that is outsourced to a third party service provider.	COMPLIANT	There was no outsourced internal audit activity for 2021.	
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.	COMPLIANT	Identify qualified independent executive or senior management personnel, if applicable. Not applicable. Internal audit is in-house.	

Recommendation 12.4

1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	COMPLIANT	Provide information on company's risk management function. The Board Risk Oversight Committee assists the Board in overseeing the Company's practices and processes relating to risk assessment and risk management. The	
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		<p>company's Chief Risk Officer performs identification, assessment, monitoring of key risk exposures guided by the framework developed with the assistance of a risk management consultant.</p> <p>Please refer to the Board Risk Oversight Committee Charter. http://www.discovery.com.ph/Corporate-Governance.html#openModal1</p>	
Supplement to Recommendation 12.4			
1. Company seeks external technical support in risk management when such competence is not available internally.	COMPLIANT	<p>Identify source of external technical support, if any.</p> <p>Risk engineering surveys are conducted by the company's insurance broker under the supervision of the Risk Officer.</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>Identify the company's Chief Risk Officer (CRO) and provide information on or reference to a document containing his/her responsibilities and qualifications/background.</p> <p>Please refer to the Manual on Corporate Governance – Officers – Chief Risk Officer</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
2. CRO has adequate authority, stature, resources and support to fulfill his/her	COMPLIANT	The CRO functionally reports to the Board Risk Oversight Committee and administratively reports to the President	

responsibilities.		and/or Chief Financial Officer. Reference: Enterprise Risk management Policy – Risk Management Structure http://www.discovery.com.ph/Corporate-Governance.html	
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	Provide link to CEO and CAE's attestation The Internal Audit reports present whether the internal controls and compliance system are in place and are working effectively. The President acknowledges the reports. Please refer to attached certification.	

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	Provide link or reference to the company's Manual on Corporate Governance where shareholders' rights are disclosed. Please refer to the Manual on Corporate Governance – Shareholders' Rights and Protection of Minority Stockholders http://www.discovery.com.ph/Corporate-	
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		Governance.html	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	COMPLIANT	<p>Provide link to company's website</p> <p>Please refer to the Manual on Corporate Governance – Shareholders' Rights and Protection of Minority Stockholders Interests</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
Supplement to Recommendation 13.1			
1. Company's common share has one vote for one share.	COMPLIANT	<p>Please refer to the Manual on Corporate Governance – Shareholders' Rights and Protection of Minority Stockholders' Interests</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</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>Provide information on all classes of shares, including their voting rights if any.</p> <p>As of December 31, 2021, there is only one class of shares- Common. Please refer to its voting rights in the Company's Articles of Incorporation.</p> <p>http://www.discovery.com.ph/about-us.html#openModal1</p>	

3. Board has an effective, secure, and efficient voting system.	COMPLIANT	<p>Provide link to voting procedure. Indicate if voting is by poll or show of hands.</p> <p>The By-Laws of the Company do not discuss the method by which votes are to be counted. In practice, however, the same is done by the raising of hands or viva voce.</p> <p>Please refer to the Company's Information Statement.</p> <p>http://www.discovery.com.ph/investor-relations.html#openModal2</p>	
4. Board has an effective shareholder voting mechanisms such as supermajority or "majority of minority" requirements to protect minority shareholders against actions of controlling shareholders.	COMPLIANT	<p>Provide information on shareholder voting mechanisms such as supermajority or "majority of minority", if any.</p> <p>All shareholders, including minority shareholders, have the right to elect, remove and replace directors. They also have the right to vote on certain corporate acts, as provided under the Corporation Code. With the use of cumulative voting, minority shareholders may vote together to ensure the election of a director.</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>Provide information on how this was allowed by board (i.e., minutes of meeting, board resolution)</p> <p>Please refer to the Corporation's By-Laws. As of date, there has been no call for a shareholders' meeting initiated by a stockholder. Please refer to a Secretary's Certificate attesting to this fact.</p>	

6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	COMPLIANT	<p>Provide information or link/reference to the policies on treatment of minority shareholders</p> <p>Please refer to the Manual on Corporate Governance – Shareholders' Rights and Protection of Minority Stockholders' Interests</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
7. Company has a transparent and specific dividend policy.	COMPLIANT	<p>Provide information on or link/reference to the company's dividend Policy.</p> <p>Please refer to DWC Dividend Policy</p> <p>http://www.discovery.com.ph/investor-relations.html#openModal9</p> <p>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.</p> <p>No dividends were declared in 2021.</p>	
Optional: Recommendation 13.1			
1. Company appoints an independent party to count and/or validate the votes at the Annual Shareholders' Meeting.	NON-COMPLIANT	<p>Identify the independent party that counted/validated the votes at the ASM, if any.</p> <p>Representatives from the Company's stock transfer agent, Stock Transfer Service, Inc., were appointed to</p>	<p>The Company adheres to the provisions of the By-Laws and pertinent laws and regulations in</p>

		validate votes at the Annual Stockholders' Meeting.	counting and validating votes during the Annual Stockholders' Meetings.
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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	<p>Indicate the number of days before the annual stockholders' meeting or special stockholders' meeting when the notice and agenda were sent out.</p> <p>Date of Annual Stockholders' Meeting: 24 June 2021</p> <p>Date of sending out notice: 25 May 2021 (30 days before the meeting)</p> <p>Date of sending Agenda: 25 May 2021 (30 days before the meeting)</p> <p>Indicate whether shareholders' approval of remuneration or any changes therein were included in the agenda of the meeting.</p> <p>The Agenda did not include the approval or changes to remuneration since there were no changes in</p>	

		<p>remuneration for 2021.</p> <p>Provide link to the Agenda included in the company's Information Statement (SEC Form 20-IS)</p> <p>Please refer to Investor Relations – SEC Filings</p> <p>http://www.discovery.com.ph/investor-relations.html#openModal2</p> <p>and/or at the PSE Edge Company Disclosures https://edge.pse.com.ph/companyDisclosures/form.do?cmpy_id=647</p>	
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Supplemental to Recommendation 13.2

1. Company's Notice of Annual Stockholders' Meeting contains the following information:	COMPLIANT	<p>Provide link or reference to the company's notice of Annual Shareholders' Meeting</p> <p>Please refer to Investor Relations – Disclosure – Notice of Annual or Special Stockholders' Meeting</p> <p>http://www.discovery.com.ph/investor-relations.html#openModal3</p>	
a. The profiles of directors (i.e., age, academic qualifications, date of first appointment, experience, and directorships in other listed companies)	COMPLIANT	<p>Please refer to the Corporation's 2021 Definitive Information Sheet:</p> <p>http://www.discovery.com.ph/investor-relations.html#openModal2</p>	
b. Auditors seeking appointment/re-	COMPLIANT	Please refer to the Corporation's 2021 Definitive	

appointment		Information Sheet: http://www.discovery.com.ph/investor-relations.html#openModal2	
c. Proxy documents	COMPLIANT	Please refer to the Corporation's 2021 Definitive Information Sheet: http://www.discovery.com.ph/investor-relations.html#openModal2	
Optional: Recommendation 13.2			
1. Company provides rationale for the agenda items for the annual stockholders meeting	COMPLIANT	Provide link or reference to the rationale for the agenda items. Please refer to the Corporation's 2021 Definitive Information Sheet: http://www.discovery.com.ph/investor-relations.html#openModal2	
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	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. Please refer to the Minutes of the Annual Stockholders' Meeting. http://www.discovery.com.ph/investor-relations.html#openModal5	

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.	COMPLIANT	<p>Provide link to minutes of meeting in the company website.</p> <p>Results of Annual Stockholders' Meeting were disclosed on and published in the PSE website on 24 June 2021 .</p> <p>Indicate voting results for all agenda items, including the approving, dissenting and abstaining votes.</p> <p>The following directors were re-elected to the Board during the Company's 2021 Annual Stockholders' Meeting held on 24 June 2021:</p> <table><tr><td></td><td>No. of Votes Received</td></tr><tr><td>William L. Chua</td><td>703,052,348</td></tr><tr><td>Romualdo C. Macasaet</td><td>703,052,348</td></tr><tr><td>Elizabeth Ann C. Parpan</td><td>703,052,348</td></tr><tr><td>Jose C. Parreño, Jr.</td><td>703,052,348</td></tr><tr><td>A. Bayani K. Tan</td><td>703,052,348</td></tr><tr><td>Christopher John AD. Tiu</td><td>703,052,348</td></tr><tr><td>John Y. Tiu, Jr.</td><td>703,052,348</td></tr><tr><td>Lamberto R. Villena</td><td>703,052,348</td></tr><tr><td>Eric S. Yu</td><td>703,052,348</td></tr></table>		No. of Votes Received	William L. Chua	703,052,348	Romualdo C. Macasaet	703,052,348	Elizabeth Ann C. Parpan	703,052,348	Jose C. Parreño, Jr.	703,052,348	A. Bayani K. Tan	703,052,348	Christopher John AD. Tiu	703,052,348	John Y. Tiu, Jr.	703,052,348	Lamberto R. Villena	703,052,348	Eric S. Yu	703,052,348
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		<p>Indicate also if the voting on resolutions was by poll.</p> <p>The election of directors was conducted viva voce.</p> <p>Include whether there was opportunity to ask question and the answers given, if any</p> <p>A question was asked on how the resorts had been performing since reopening in October last year.</p> <p>Mr. Parreño, the President, explained that Discovery Shores Boracay started 2020 with a 78% occupancy in January with an average rate of PHP17,310 -- a 23% increase versus 2019. For the reopening in October, aggressive packages were offered and the resort ended 2020 with an average rate of PHP15,325. Still a 10% increase versus 2019.</p> <p>Despite the challenges of the pandemic, Q1 2021 yielded a 29% in occupancy, still one of the highest on the island, with an average rate of PHP12,683.</p> <p>For Club Paradise Palawan, Q1 2020 started with an occupancy of 60% with an average rate of PHP15,757 -- a 5% increase versus 2019. The resort reopened in</p>	
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		<p>December with a 32% occupancy and an average rate of PHP12,500.</p> <p>During months with an open/close situation, which started in March until the present, 80% of bookings in both resorts have opted for future stays versus refunds. The Group had been actively selling the "Buy Now, Travel Later" vouchers for continuous revenue.</p>	
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>Indicate if the external auditor and other relevant individuals were present during the ASM and/or special meeting</p> <p>Mr. Arthur Vinson U. Ong, partner of Reyes Tacandong & Co, the Company's External Auditor, Atty. William S. Gan, tax partner of Reyes Tacandong & Co, and Mr. Michael C. Capoy, representative of Stock Transfer Service, Inc., the Company's Stock and Transfer Agent, were present during the Annual Stockholders' Meeting on 24 June 2021.</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>Provide details of the alternative dispute resolution made available to resolve intra-corporate disputes</p> <p>The Board is responsible for the establishment of an Investor Relations Office to ensure constant engagement with its shareholders and make available, at the option of the shareholder, an alternative dispute mechanism to</p>	

		<p>resolve intra-corporate disputes in an amicable and effective manner.</p> <p>Please refer to the Manual on Corporate Governance – General Responsibilities of the Board of Directors – Encourage and Facilitate Shareholder Engagement</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	COMPLIANT	<p>Provide link/reference to where it is found in the Manual on Corporate Governance</p> <p>The Board is responsible for the establishment of an Investor Relations Office to ensure constant engagement with its shareholders and make available, at the option of the shareholder, an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.</p> <p>Please refer to the Manual on Corporate Governance – General Responsibilities of the Board of Directors – Encourage and Facilitate Shareholder Engagement</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
Recommendation 13.5			
1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.	COMPLIANT	<p>Disclose the contact details of the officer/office responsible for investor relations, such as:</p> <ol style="list-style-type: none"> 1. Name of the person 2. Telephone number 	

		3. Fax number 4. E-mail address Reference: Please refer to the following webpage: http://www.discovery.com.ph/contact-us.html	
2. IRO is present at every shareholder's meeting.	COMPLIANT	Indicate if the IRO was present during the ASM. Ms. Mary Jean D. Codiñera, the Company's IRO was present during the Annual Stockholders' Meeting on 24 June 2021.	

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	Provide information on how anti-takeover measures or similar devices were avoided by the board, if any. The Company respects and follows free market forces, subject to legal rules and regulations. There are no anti-takeover provisions in the By-laws of the corporation or in the Manual on Corporate Governance.	
2. Company has at least thirty percent (30%) public float to increase liquidity in the market.	NON-COMPLIANT	Indicate the company's public float. The Corporation's public float as of December 31, 2021 is 17.37%.	The Corporation is well above the current requirement of the Securities Exchange Commission and Philippine Stock Exchange of 10%.

Optional: Principle 13			
1. Company has policies and practices to encourage shareholders to engage with the company beyond the Annual Stockholders' Meeting	COMPLIANT	<p>Disclose or provide link/reference to policies and practices to encourage shareholders' participation beyond ASM.</p> <p>The Investment Relations Office maintains a program that keeps stockholders informed of the important developments in the Company and ensures that the Company values their investment.</p>	
2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.	COMPLIANT	<p>Disclose the process and procedure for secure electronic voting in absentia, if any.</p> <p>A Google Form secured with password was used as platform for electronic voting in absentia during the Annual Stockholders' Meeting on 24 June 2021.</p>	

Duties to Stakeholders			
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	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.	

		<p>Please refer to Manual on Corporate Governance – Stakeholders</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
Recommendation 14.2			
1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.	COMPLIANT	<p>Identify policies and programs for the protection and fair treatment of company's stakeholders</p> <p>Please refer to Manual on Corporate Governance – Stakeholders</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
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>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.</p> <p>Please refer to this webpage</p> <p>http://www.discovery.com.ph/contact-us.html</p> <p>Provide information on whistleblowing policy, practices and procedures for stakeholders</p> <p>Please refer to the Whistleblowing Policy</p> <p>http://www.discovery.com.ph/Corporate-</p>	

		Governance.html	
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>Provide information on the alternative dispute resolution system established by the company.</p> <p>In case of conflict between the Company and any of its stakeholders, the Board of Directors will engage the services of a neutral third party to assist in the resolution of issues between the parties. The alternative dispute resolution system includes arbitration, mediation, conciliation, early neutral evaluation, or any combination thereof.</p>	
Additional Recommendations to Principle 14			
1. Company does not seek any exemption from the application of a law, rule or 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.	COMPLIANT	<p>Disclose any requests for exemption by the company and the reason for the request.</p> <p>There was no request for exemption by the Company.</p>	
2. Company respects intellectual property rights.	COMPLIANT	<p>Provide specific instances, if any.</p> <p>The Company registers its trade and business names with the Securities and Exchange Commission and its</p>	

		trademarks with the Intellectual Property Office.	
Optional: Principle 14			
1. Company discloses its policies and practices that address customers' welfare	COMPLIANT	<p>Identify policies, programs and practices that address customers' welfare or provide link/reference to a document containing the same.</p> <p>The Company's mission to provide hospitality service that is All Heart is embodied in the Company's values.</p> <p>Reference: Company's Vision and Mission</p> <p>http://www.discovery.com.ph/vision-and-mission.html</p>	
2. Company discloses its policies and practices that address supplier/contractor selection procedures.	COMPLIANT	<p>Identify policies, programs and practices that address supplier/contractor selection procedures or provide link/reference to a document containing the same.</p> <p>The Company recognizes the rights of all business partners and strives to forge long-term and mutually-beneficial relationships with them through impartial dealings and adherence to the highest level of moral and ethical conduct. The Company grants equal opportunities to, and promote fair and open competition among vendors and trade partners by encouraging the highest level of productivity, efficiency, quality, and cost-competitiveness.</p>	

		<p>Please refer to the Manual on Corporate Governance</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
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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.			
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>Provide information on or link/reference to company policies, programs and procedures that encourage employee participation.</p> <p>The Board is responsible for establishing policies, programs and procedures that encourage employees to actively participate in the realization of the Company's goals and its governance.</p>	

		<p>The Company recognizes the vital role of its employees to achieving the vision and mission of the Company. The Company is concerned for the welfare of its employees and promotes a culture where everyone is treated as family.</p> <p>Please refer to the Manual on Corporate Governance</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
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Supplement to Recommendation 15.1

1. Company has a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures.	COMPLIANT	<p>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 shareholders.</p> <p>A performance management process is outlined in the guidelines on job levels and position titles for promotion developed by the Human Resources Head of the company. Compensation and benefits is based on the hierarchy and level of position as prescribed by the management..</p>	
2. Company has policies and practices on health, safety and welfare of its employees.	COMPLIANT	Disclose and provide information on policies and practices on health, safety and welfare of employees. Include statistics and data, if any.	

		<p>Please refer to Company policies related to the health, safety and welfare of the employees:</p> <ul style="list-style-type: none"> • Anti-Sexual Harassment Policy • Drug-Free Workplace Policy and Program • Workplace Policy and Program on Hepatitis B • HIV/AIDS Workplace Policy and Program • Workplace Policy and Program on Tuberculosis (TB) Prevention and Control • Alcohol-Free Workplace Policy • Social, Environment, Health and Safety Policy <p>Link: http://www.discovery.com.ph/Corporate-Governance.html</p>	
3. Company has policies and practices on training and development of its employees.	COMPLIANT	<p>Disclose and provide information on policies and practices on training and development of employees.</p> <p>Include information on any training conducted or attended.</p> <p>The Company has policies and practices on training and development of its employees and training programs which are conducted on a regular basis and occasions required by government regulatory bodies.</p> <p>Please refer to the attached certification by the Human Resources Manager.</p>	

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	Identify or provide link/reference to the company's policies, programs and practices on anti-corruption Please refer to the Company's Code of Business Conduct and Ethics and Anti-Bribery and Corruption Policy http://www.discovery.com.ph/Corporate-Governance.html	
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	COMPLIANT	Identify how the board disseminated the policy and program to employees across the organization. Policies are made available in the Company's website. The Human Resources Department is tasked to implement training programs for the Company's officers and employees.	

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	Identify or provide link/reference to the company policy and procedures on penalizing employees involved in corrupt practices. Please refer to the Company's Code of Business Conduct and Ethics. http://www.discovery.com.ph/Corporate-Governance.html#close Include any finding of violations of the company policy.	
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		No violations have been reported to date.	
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>Disclose or provide link/reference to the company whistle-blowing policy and procedure for employees.</p> <p>Please refer to the Whistleblowing Policy http://www.discovery.com.ph/Corporate-Governance.html</p> <p>Indicate if the framework includes procedures to protect the employees from retaliation.</p> <p>Please refer to the Whistle blowing Policy. http://www.discovery.com.ph/Corporate-Governance.html</p> <p>Provide contact details to report any illegal or unethical behavior.</p> <p>There were no incidents reported for the year 2021.</p>	
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	COMPLIANT	The Chairman and Audit Committee are designated as the advocates for whistleblowers and are authorized to implement this Policy.	

handle whistleblowing concerns.		<p>Whistleblowing complaints are referred to the Audit Committee, which is composed of independent directors.</p> <p>Please refer to the Company's Whistle blowing Policy http://www.discovery.com.ph/Corporate-Governance.html</p>	
3. Board supervises and ensures the enforcement of the whistleblowing framework.	COMPLIANT	<p>Provide information on how the board supervised and ensured enforcement of the whistleblowing framework, including any incident of whistleblowing.</p> <p>There were no incidents reported during the covered period.</p>	

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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.			
Recommendation 16.1			
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.	COMPLIANT	Provide information or reference to a document containing information on the company's community involvement and environment-related programs. Please refer to Company's Annual Report 2021-Annex A: Discovery World Corporation's Sustainability Report 2021 http://www.discovery.com.ph/investor-relations.html#openModal1	
Optional: Principle 16			
1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development	COMPLIANT	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. Please refer to Company's Annual Report 2021-Annex A: Discovery World Corporation's Sustainability Report 2021 http://www.discovery.com.ph/investor-relations.html#openModal1	

<p>2. Company exerts effort to interact positively with the communities in which it operates</p>	<p>COMPLIANT</p>	<p>Identify or provide link/reference to policies, programs and practices to interact positively with the communities in which it operates.</p> <p>Please refer to Corporate Social Responsibility Activities</p> <p>http://www.discovery.com.ph/investor-relations.html#openModal0</p> <p>http://www.discovery.com.ph/Corporate-Governance.html</p>	
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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 PASIG CITY on 27 MAY 2022, 2022.

SIGNATURES


John Y. Tiu, Jr.
Chairman of the Board


Elizabeth Ann C. Parpan
Independent Director


Eric S. Yu
Independent Director


Jose C. Parreño, Jr.
President


Charlie G. Ledesma
Compliance Officer


Anna Francesca C. Respicio
Corporate Secretary

SUBSCRIBED AND SWORN to before me this 27 MAY 2022 day of _____, affiant(s) exhibiting to me their _____, as follows:

NAME	TIN	C.E.I/NO.	DATE OF ISSUE	PLACE OF ISSUE
John Y. Tiu, Jr.	231-388-691			
Jose C. Parreño, Jr.	132-205-868			
Elizabeth Ann C. Parpan	175-876-113			
Eric S. Yu	105-583-290			
Charlie G. Ledesma	273-379-940			
Anna Francesca C. Respicio	419-191-112			

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Page No. 79
Book No. XIII
Series of 2022.

ISAIAH C. SAN MIGUEL
Notary Public for
Pasig City, San Juan, Taguig & Pateros
Appointment No. 225 (2019-2020)
(Commission extended until 31 December 2021
per Supreme Court Resolution dated 22 June 2021)
2704 East Tower, PSE Centre, Exchange Road
Ortigas Center, 1605 Pasig City
PTR No. 813 1441 61 00 21 Pasig
IBP No. LPH-013775/04 22 15/PPLM
Roll of Attorneys No. 64234
MOLEC No. VI-0025855/04 15 19

REPUBLIC OF THE PHILIPPINES)
PASIG CITY) S.S.

ANNEX "A"

OMNIBUS SECRETARY'S CERTIFICATE

ANNA FRANCESCA C. RESPICIO, of legal age, Filipino, with office address at 2704 East Tower, Philippine Stock Exchange Center, Exchange Road, Ortigas Center, Pasig City, Metro Manila, being the duly elected and qualified Corporate Secretary of **DISCOVERY WORLD CORPORATION** (the "Corporation"), a corporation organized and existing under the laws of the Philippines, with principal office at Station 1, Balabag, Malay, Aklan, under oath, does hereby certify that:

A. Board of Directors

1. The following Directors of the Corporation were elected in the Annual Stockholders' Meeting held on 24 June 2021 to serve for one (1) year or until their successors have been elected.

NAME	VOTES RECEIVED	TYPE OF DIRECTORSHIP	DATE OF FIRST ELECTION
1. William L. Chua	703,052,348	Non-Executive Director	April 3, 2018
2. John Y. Tiu, Jr.	703,052,348	Executive Director	July 25, 2003
3. A. Bayani K. Tan	703,052,348	Non-Executive Director	March 1, 2013
4. Romualdo C. Macasaet	703,052,348	Non-Executive Director	March 1, 2013
5. Lamberto R. Villena	703,052,348	Non-Executive Director	March 1, 2013
6. Elizabeth Ann C. Parpan	703,052,348	Independent Director	March 1, 2013
7. Jose C. Parreño	703,052,348	Executive Director	November 9, 2018
8. Christopher John AD. Tiu	703,052,348	Executive Director	November 9, 2018
9. Eric S. Yu	703,052,348	Independent Director	November 9, 2018

2. The Board of the Directors is composed of six (6) Non-Executive Directors, which includes two (2) Independent Directors.
3. In 2021, the Board of Directors met five (5) times and the attendance in said meetings were as follows:

Director	March 17	May 27	June 24	Sept. 16	Nov. 18	%
1. William L. Chua	✓	✓	✓	✓	✓	100
2. John Y. Tiu, Jr.	✓	✓	✓	✓	✓	100
3. A. Bayani K. Tan	✓	✓	✓	✓	✓	100
4. Romualdo C. Macasaet	✓	✓	✓	✓	✓	100
5. Lamberto R. Villena	✓	✓	✓	✓	✓	100
6. Elizabeth Ann C. Parpan	✓	✓	✓	✓	✓	100
7. Jose C. Parreño	✓	✓	✓	✓	✓	100
8. Christopher John AD. Tiu	✓	✓	✓	✓	✓	100
9. Eric S. Yu	✓	✓	✓	✓	✓	100

4. Pursuant to the Manual on Corporate Governance, Notices of Board and Committee Meetings, as well as materials thereto are distributed at least five (5) days prior the scheduled meetings.
5. The Board of Directors regularly meets to oversee, develop, and review the business objectives and strategies of the Corporation.
6. In the Board and Committee meetings, the directors are participative and ask the necessary questions or seek clarifications and explanations on the matters discussed therein.
7. In 2021, Two Million Eight Hundred Two Thousand (2,802,000) shares were acquired by JT Perle Corporation, wherein Mr. John Y. Tiu, Jr. owns 60% of the shareholdings. This comprises 0.33% of the Corporation's outstanding capital stock as of 31 December 2021.
8. The Board self-assessment was conducted in the Meeting held on 9 November 2021.
9. In the meeting held on 18 November 2021, the Board set the Schedule of Meetings for the meetings of the Board and Committees for 2022.

B. Appointment of Corporate Officers

10. The following officers were appointed in the organizational meeting of the Board of Directors that followed the Annual Stockholders' Meeting held on 24 June 2021:

NAME	POSITION
John Y. Tiu, Jr.	Chairman and Chief Executive Officer
Jose C. Parreño	President
Leslie Ann T. Yapkianwee	Treasurer
Christopher John AD. Tiu*	Assistant Treasurer
Anna Francesca C. Respicio	Corporate Secretary
Morielle Isobel S. Cariño	Assistant Corporate Secretary
Charlie G. Ledesma	Compliance Officer
Gilbert Magnaye	Chief Audit Executive and Chief Risk Officer
Mary Jean D. Codiñera	Vice-President and Investors Relations Officer
Rupert Terrence C. Sykat	Vice-President – Project Development

*Mr. Christopher John AD. Tiu was appointed as Assistant Treasurer on 21 October 2021.

C. Audit Committee

11. In the organizational meeting of the Board of Directors following the Annual Stockholders' Meeting held on 24 June 2021, the following Directors were appointed to form the Audit Committee:

NAME	POSITION	TYPE OF DIRECTORSHIP
1. Elizabeth Ann C. Parpan	Chairman	Independent Director
2. Eric S. Yu	Member	Independent Director
3. Romualdo C. Macasaet	Member	Non-Executive Director
4. William L. Chua	Member	Non-Executive Director

12. Management is requested to step out during Audit Meetings to allow for the free dialogue between the Committee and the external auditor.
13. In 2021 the Audit Committee convened four (4) times, and the attendance in said meetings were as follows:

Director	March 16	May 25	Aug. 4	Nov. 9	%
1. Romualdo C. Macasaet	✓	✓	✓	✓	100
2. Elizabeth Ann C. Parpan	✓	✓	✓	✓	100
3. William L. Chua	✓	✓	✓	✓	100
4. Eric S. Yu	✓	✓	✓	✓	100

14. During the Committee meetings, the members are participative and ask the necessary questions or seek clarifications and explanations on the matters discussed therein.
15. The Audit Committee approves the appointment of an internal auditor. There was no internal auditor appointed for 2021.
16. The Audit Committee's self-assessment was conducted in the Board Meeting held on 9 November 2021.

D. Corporate Governance Committee

17. In the organizational meeting of the Board of Directors following the Annual Stockholders' Meeting held on 24 June 2021, the following Directors were appointed to form the Corporate Governance Committee:

NAME	POSITION	TYPE OF DIRECTORSHIP
1. William L. Chua	Chairman	Non-Independent Director
2. Elizabeth Ann C. Parpan	Member	Independent Director
3. Eric S. Yu	Member	Independent Director

18. In 2021, the Corporate Governance Committee convened four (4) times and the attendance in said meeting were as follows:

Director	March 16	May 25	Aug. 4	Nov. 9	%
1. William L. Chua	✓	✓	✓	✓	100
2. Elizabeth Ann C. Parpan	✓	✓	✓	✓	100
3. Eric S. Yu	✓	✓	✓	✓	100

19. During the meetings of the Committee, the members are participative and ask the necessary questions or seek clarifications and explanations on the matters discussed therein.
20. The Corporate Governance Committee self-assessment was conducted in the Board Meeting held on 9 November 2021.

E. Board Risk Oversight Committee

21. In the organizational meeting of the Board of Directors following the Annual Stockholders' Meeting held on 24 June 2021, the following Directors were appointed to form the Board Risk Oversight Committee:

NAME	POSITION	TYPE OF DIRECTORSHIP
1. Eric S. Yu	Chairman	Independent Director
2. Elizabeth Ann C. Parpan	Member	Independent Director
3. Romualdo C. Macasaet	Member	Non-Executive Director
4. William L. Chua	Member	Non-Independent Director

22. In 2021 the Board Risk Oversight Committee convened four (4) times and the attendance in said meetings were as follows:

Director	March 16	May 25	Aug. 4	Nov. 9	%
1. Eric S. Yu	✓	✓	✓	✓	100
2. Elizabeth Ann C. Parpan	✓	✓	✓	✓	100
3. Romualdo C. Macasaet	✓	✓	✓	✓	100
4. William L. Chua	✓	✓	✓	✓	100

23. In the Committee meetings, the members are participative and ask the necessary questions or seek clarifications and explanations on the matters discussed therein.
24. The Board Risk Oversight Committee's self-assessment was conducted in the Board Meeting held on 9 November 2021.

F. Meeting of the Non-Executive Directors (NED)

25. On 9 November 2021, a meeting of Non-Executive Directors was convened. The meeting was chaired by Ms. Elizabeth Ann C. Parpan. No executive officers were present during the meeting. The Corporation's Compliance Officer, Mr. Charlie G. Ledesma, was in

attendance in the said meeting. In the said meeting, the NEDs discussed updates on the business of the Corporation's subsidiaries and ways to further improve corporate governance.

G. Directorships in other Companies and Independent Vote of Directors

26. Dir. A. Bayani K. Tan accepted the following directorships for 2021:

COMPANY NAME	DATE OF ACCEPTANCE
Jin Navitas Electric Corp.	July 2021
WeSolve Foundation, Inc.	July 2021
Guimaras Forest Foundation, Inc.	August 2021
St. Scholastica's College Manila	October 2021

27. The By-Laws of the Corporation do not contain any provision that may constrain the director's ability to vote independently;

H. Other Matters

28. There are no shareholders' agreements, voting trust agreements, confidentiality agreements, and other such agreements that may impact on the control, ownership, and strategic direction of the Corporation registered by any shareholder with the Corporate Secretary.

29. Article II Section 2 of the By-Laws of the Corporation provides that stockholders may call a special stockholders' meeting and submit a proposal for consideration or agenda item at the AGM or special meeting. There was no call for a stockholder meeting initiated by a stockholder in 2021.

MAY 30 2022

IN ATTESTATION OF THE ABOVE, this Certificate was signed this ____ day of May 2022 at Pasig City, Metro Manila.


ANNA FRANCESCA C. RESPICIO
Corporate Secretary

MAY 30 2022

SUBSCRIBED AND SWORN to before me this ____ day of May 2022 in Pasig City, affiant exhibiting to me her Passport No. P8460959B issued at DFA Manila which expires on 14 December 2031 and TIN 419-191-112 as her competent evidences of identity.

Doc. No. 22;
Page No. 6;
Book No. 1x;
Series of 2022.


YSABEL KATHRYN M. SANTOS
Notary Public for
Pasig City, San Juan, Taguig & Pateros
Appointment No. 231 (2019-2020)
(Commission Extended until 30 June 2022 per
SC Resolution dated 28 September 2021)
2704 East Tower, Tektile Towers
(Formerly Philippine Stock Exchange Centre),
Exchange Road, Ortigas Center, 1605 Pasig City
PTR No. 8131853 / 01.06.22 / Pasig
IBP LRN No. 016949 / 06.28.2019 / RSM
Roll of Attorneys No. 70409
MCLE No. VI-0017136 / 01.10.19

DISCOVERY WORLD

CORE VALUES

H HONOR

We are consistently **honest** and act with integrity at all times.
We treat everyone with courtesy, empathy and respect.

E EXCELLENCE

We live by the highest standards of **Excellence** in everything we do. We achieve **Excellence** by gaining knowledge about our work, customers, partners and co-workers.

EMPOWERMENT

We clarify Expectations to delegate authority. We expand the employee's sense of ownership and accountability.

We enable employees to make the right decisions. We Encourage employee's development and success.

A ABILITY & POSITIVE APPROACH

We have the **Ability** to innovate so as to create memorable experiences and to deliver service beyond expectations.

We **Approach** new ideas and change positively to make us better.

R RESPONSIBILITY

We take **Responsibility** for our actions and deliver our commitments on time. With every decision we make, we are **Responsible** for our co-workers; for our owners; for our customers and partners; for our environment and community.

T TEAMWORK

We belong to one **team**, wherever we are.

We respect the opinion of others in the team.

We foster open communication among the team members.

CERTIFICATION

I, MARVIN D. ZOILO, as the Head of Human Resources of Discovery World Corporation ('Corporation'), certify that the Human Resources Department implemented the following programs/activities in 2021:

1. Onboarding seminar for new employees to orient them on the Corporation's Code of Business Conduct (the 'Code');
2. Regular refresher training to remind all business units and departments in all levels across the Corporation to adhere to the Code; and
3. Regular assessment of the employees' performance, which includes a criterion on observing the Corporation's Code.

I further certify that any alleged breach of the Code is investigated and violations are taken seriously and may result in disciplinary action, including termination of employment and legal action against the violator.

Finally, I certify that the Corporation has policies and practices for training and development of its employees. The Corporation, through its Human Resources Department:

1. Conducts training programs for its employees on a regular basis and when required by regulatory bodies; and
2. Creates professional development plans for its employees to help in job preparation and skill enhancement.

Signed this 25th of May 2022.


MARVIN D. ZOILO
Human Resources Head



DISCOVERY WORLD

REVISED MANUAL ON CORPORATE GOVERNANCE

The Board of Directors and Management and Employees of Discovery World Corporation (the "Company" or "DWC") hereby commit themselves to the principles and best practices to guide the organization in the attainment of its goals and objectives.

Vision:

To be the most esteemed Filipino hospitality brand.

Mission:

Hospitality service that is all Heart

PART I OBJECTIVE

The Company's Corporate Governance policies, programs and procedures shall be contained in this Manual on Corporate Governance to institutionalize the principles of good corporate governance in the entire organization.

The Board of Directors and Management, employees and shareholders, believe that corporate governance is a necessary component of what constitutes sound strategic business management and will therefore undertake every effort necessary to create awareness within the organization.

PART II DEFINITION OF TERMS

- I. **Corporate Governance** – the framework of rules, systems and processes in the Company that governs the performance by the Board and Management of their respective duties and responsibilities to stockholders and other stakeholders.
- II. **Board of Directors (or the "Board")** – the governing body elected by the stockholders that exercises the corporate powers of the Company, conducts all its business and controls its properties.
- III. **Management** – the body given the authority by the Board to implement the policies it has laid down in the conduct of the business of the Company.
- IV. **Independent Director** – a person who is independent of Management and free from any business or other relationship which could, or could reasonably be perceived to, materially interfere with his

ANNEX "E"

CERTIFICATION

Relative to the requirement of the Integrated Annual Corporate Governance Report (I-ACGR), I certify that a sound internal audit, control, and compliance system is in place and working effectively. Internal Audit procedures to test the internal controls and compliance with Discovery World Corporation's manuals, guidelines, and issuances that outline procedures and processes were conducted regularly on a risk-based approach for the year 2021. The Internal Auditor's findings and observations were regularly discussed with the concerned departments and officers and reported to the Audit Committee for corrective actions.

Signed this 26th of May 2022.


ERLITO Z. PARANGUE
Chief Audit Executive

Attested By:


JOSE C. PARREÑO, JR.
President *