



10 April 2025

Atty. Suzy Claire R. Selleza
Head – Issuer Compliance and Disclosure Department
PHILIPPINE DEALING & EXCHANGE CORP.
29/F BDO Equitable Tower
8751 Paseo de Roxas
Makati City

Subject: Annual Report (SEC Form 17-A)

Dear Atty. Selleza,

Please see attached disclosure for the information of the Exchange. It concerns RCBC's 2024 SEC 17-A Annual Report and the 2024 Sustainability Report.

Thank you.

Sincerely yours,

MARIA CHRISTINA P. ALVAREZ
First Senior Vice President and Corporate Information Officer
Corporate Planning Group Head
Rizal Commercial Banking Corporation



April 8, 2025

Atty. Johanne Daniel M. Negre
Officer-in-Charge, Disclosure Department
The Philippine Stock Exchange, Inc.
6/F PSE Tower
5th Avenue corner 28th Street
Bonifacio Global City, Taguig City

Dear Atty. Negre,

We submit herewith the following reports of Rizal Commercial Banking Corporation as of December 31, 2024:

1. RCBC SEC 17-A (notarized)
2. Audited Financial Statements (AFS) with the complete supplementary schedules
3. BIR acknowledgement copy of AFS
4. Sustainability Report

Very truly yours,


Florentino M. Madonza
FSVP, Head-Controllership Group

cc: Philippine Dealing Exchange Corp.
29th Floor, BDO Equitable Tower
8751 Paseo De Roxas, 1226 Makati City

COVER SHEET

1 7 5 1 4

S.E.C. Registration Number

RIZAL COMMERCIAL BANKING CORPORATION AND SUBSIDIARIES

(Company's Full Name)

YUCHENGCOTOWER, RCBC PLAZA, 6819 AYALA AVENUE, MAKATI CITY

PAUL P. ESGUERRA

Contact Person

8 8 9 4 3 3 5 3

Company Telephone Number

1 2 3 1

Month Day

Fiscal Year

1 7 - A

FORM

TYPE

Secondary License Type, If Applicable

0 6 2 4

Month Day

Annual Meeting

S E C

Dept. Requiring this Doc.

Amended Articles Number/Section

742

Total No. of Stockholders

Total Amount of Borrowings

Domestic

Foreign

To be accomplished by SEC Personnel concerned

File Number

LCU

Document I.D.

Cashier

STAMPS

**SECURITIES AND EXCHANGE COMMISSION
SEC FORM 17-A**

**ANNUAL REPORT PURSUANT TO SECTION 17 OF THE SECURITIES REGULATION
CODE AND SECTION 141 OF CORPORATION CODE OF THE PHILIPPINES**

1. For the fiscal year ended December 31, 2024
2. SEC Identification Number 17514
3. BIR Tax Identification No. 000-599-760-000
4. Exact name of registrant as specified in its charter:
RIZAL COMMERCIAL BANKING CORPORATION
5. Philippines
Province, Country or other jurisdiction of
incorporation or organization
6. (SEC Use Only)
Industry Classification Code:
7. Yuchengco Tower, RCBC Plaza 6819 Ayala Avenue, Makati City 1200
Address of principal office Postal Code
8. (632) 8894-9000
Registrant's telephone number, including area code
9. Not applicable
Former name, former address & former fiscal year, if changed since last report
10. Securities registered pursuant to Sections 8 and 12 of the SRC or Sections 4 and 8 of the RSA

<u>Title of Each Class</u>	<u>Number of Shares of Common Stock Outstanding</u>
Common Stock, P10 par value	2,419,536,359 (as of December 31, 2024)
11. Are any or all of these securities listed on the Philippine Stock Exchange
Yes (x) No ()
12. Check whether the registrant:
(a) has filed all reports required to be filed by Section 17 of the SRC thereunder or Section 11 of the RSA and RSA Rule 11(a)-1 thereunder and Sections 26 and 141 of the Corporation Code of the Philippines during the preceding 12 months (or for such shorter period that the registrant was required to file such reports);
Yes (x) No ()
(b) has been subject to such filing requirements for the past 90 days
Yes (x) No ()
13. Aggregate market value of the voting stock held by non-affiliates as of December 31, 2024:
P34,091,841,809.6

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PART I - BUSINESS AND GENERAL INFORMATION

Item 1. Business

Rizal Commercial Banking Corporation (RCBC or the Bank) is a universal bank in the Philippines that provides a wide range of banking and financial products and services. The Bank's total resources reached P1.4 trillion with a total net worth of P158.5 billion. It has a consolidated network of 465 business centers and supplemented by 1,482 automated teller machines (ATMs) and 7,947 ATM Go terminals strategically located nationwide.

The Bank offers commercial, corporate and consumer lending products, cash management products, treasury products, remittance services as well as digital and mobile banking services. RCBC also enters into derivative contracts as an accommodation to its clients and as a means of managing its foreign exchange exposures. The Bank and its subsidiaries (hereinafter referred to as the Group) are engaged in all aspects of traditional banking, investment banking, retail financing (auto, personal/salary loans, mortgage/housing loans, credit cards and microfinance loans), remittance, leasing, foreign exchange and stock brokering.

The Bank, incorporated under the name Rizal Development Bank, began operations as a private development bank in the province of Rizal in 1960. In 1963, the Bank received approval from the Bangko Sentral ng Pilipinas (BSP) to operate as a commercial bank and began operations under its present name, Rizal Commercial Banking Corporation. RCBC obtained its universal banking license in 1989 and has been listed on the Philippine Stock Exchange Inc. (PSE) since 1986.

RCBC's common shares are 33.92% directly and indirectly owned by Pan Malayan Management and Investment Corporation (PMMIC), a company incorporated and domiciled in the Philippines. PMMIC is the holding company of the flagship institutions comprising the Yuchengco Group of Companies (YGC) and other investments. In 2023, Sumitomo Mitsui Banking Corporation (SMBC) has completed its acquisition of an additional 15.01% equity stake in RCBC resulting in an increase of SMBC's shareholding to 20.00%. SMBC is a global financial institution and a member of the Sumitomo Mitsui Financial Group, Inc. It is one of the largest banks in Japan with headquarters in Tokyo. Another significant investor is Cathay Life Insurance Co. Ltd., a wholly-owned subsidiary of Cathay Financial which is the largest publicly listed financial holding company in Taiwan, with 18.68% ownership.

The registered address of RCBC is Yuchengco Tower, RCBC Plaza, 6819 Ayala Avenue cor. Sen Gil Puyat Avenue, Makati City.

Through its universal banking license, the Bank is allowed to perform a number of expanded commercial and investment bank functions and to invest in the equity of a variety of allied and non-allied financial and non-financial undertakings.

The Bank's subsidiaries are as follows:

RCBC Capital Corporation (RCBC Capital), a 99.96% owned subsidiary, was established in 1974 as the Bank's investment banking subsidiary. It offers a complete range of investment banking and financial consultancy services which include (i) the underwriting of equity, quasi-equity and debt securities on a firm or best effort basis for private placement or public distribution; (ii) the syndication of foreign currency or peso loans; and (iii) financial advisory services.

RCBC Securities, Inc. (RCBC Securities), a wholly-owned subsidiary of RCBC Capital, is engaged in the electronic and traditional trading of listed securities and in providing corporate and market research.

RCBC Bankard Services Corporation (RCBC Bankard), a wholly-owned subsidiary of RCBC Capital is engaged in providing services to the credit card business of the Bank.

RCBC Forex Brokers Corporation (RCBC Forex), a wholly-owned subsidiary of the Bank, was incorporated in 1998. RCBC Forex is primarily engaged in dealing and brokering currencies in foreign exchange contracts with local and international clients. The Company is registered to operate as a money changer/ foreign exchange dealer with a Type “E” registration (as an authorized agent bank’s subsidiary foreign exchange corporation) under the regulatory supervision of the BSP. The Company deals with money changers, foreign exchange dealers and remittance agents.

RCBC International Finance Limited (RCBC IFL), a wholly-owned subsidiary of the Bank, was established on July 31, 1962 and is the Bank's overseas branch in Hong Kong.

RCBC Investment Ltd. (RCBC IL) is a 100% owned subsidiary of RCBC IFL established on August 1, 1980 to engage in the business of remittance, money exchange, retail lending and investment. RCBC IL was placed under dormant status in May 2009 and RCBC IFL took over its businesses using the Money Service Operator's (MSO) and Money Lender's (ML) licenses.

Rizal Microbank, Inc. (RMB), a wholly-owned subsidiary of the Bank, was acquired on May 15, 2008 to engage in microfinancing and development of small businesses. Rizal Microbank has 16 branches and 2 branch lite offices with operations in Southern Luzon and Mindanao. RMB moved its Head Office (HO) and branch from Makati City to Davao City in April 2011.

RCBC Leasing and Finance Corporation (RCBC LFC), a 99.67% owned subsidiary of the Bank acquired in March 2012, is a pioneer in the leasing and financing industry in the Philippines as the company started its operations in 1957. RCBC LFC is a non-bank financial institution with a quasi-banking license granted by the BSP. It serves the requirements of corporate, commercial and consumer markets through its innovative loans, leases and investment products. **RCBC Rental Corporation** is a wholly-owned subsidiary of RCBC LFC engaged in renting and leasing business machines, transport vehicles and heavy equipment under an operating lease arrangement.

Niyog Property Holdings, Inc. (NPHI) and Cajel Realty Corporation (CRC) are wholly-owned subsidiaries of the Bank, incorporated on September 13, 2005 and February 29, 2008, respectively, to purchase, subscribe for or otherwise dispose of real and personal property of every kind and description but not as an investment company. On July 14, 2023, the Bank and Filinvest Land Inc. (FLI) executed a Deed of Absolute Sale for the sale and transfer of the Bank’s 100% ownership in NPHI and CRC to FLI.

RCBC-JPL Holding Company, Inc. (RCBC-JPL), 80.00% owned, was renamed with a corresponding change in primary business to handle the disposition of the remaining assets of the former JPL Rural Bank. On April 1, 2012, RMB acquired selected assets and liabilities of JPL Rural Bank. On April 8, 2024, 19.41% ownership in RCBC JPL was donated and transferred to the Bank’s retirement fund.

Products and Services. Through the years, RCBC has developed a wide range of financial products and services covering deposit taking, international banking services, remittance, lending, cash-management services, digital banking, project financing and merchant banking.

In 2024, the following additional products and electronic services were introduced:

1. Credit Cards

1.1 Pay with Rewards – an exclusive facility in the refreshed RCBC World Mastercard® Credit Cards. RCBC is the first to introduce this facility in the Philippines in partnership with Mastercard. With Pay with Rewards, cardholders can use their Rewards Points from their RCBC World Mastercard® and use them to pay for their recent purchases nearly instantaneously, 24/7, through Erica, RCBC Credit Card’s user-friendly virtual assistant.

1.2 RCBC Pay – a cutting-edge payment solution designed for RCBC Credit Card Mastercard holders. By enabling RCBC Pay in the RCBC Pulz app, cardholders can access their available credit limit and make secure payments using their Android NFC-enabled mobile phones at millions of merchants worldwide that accept contactless payments.

1.3 Product Bundle Programs – cross-sell acquisition initiatives designed for affluent customers, employees with RCBC payroll accounts, and RCBC housing loan clients to prequalify them for an RCBC Credit Card.

2. Personal Loans

2.1 Salary Loan NOW – a fully digital loan facility exclusive to RCBC payroll customers via the RCBC Pulz app. Pre-qualified employees can borrow up to P1,000,000 for terms of up to 12 months. The application process up to disbursement only takes a few minutes. Funds are instantly credited to the customer's RCBC payroll account. Repayments are automatically deducted from payroll credits to the customer's account ensuring a seamless borrowing experience.

2.2 Digital Personal Loans – Pre-qualified RCBC depositors and retail housing customers can now secure personal loans with just a few taps through the RCBC Pulz app. Funds are credited in real time directly to their RCBC deposit accounts. This streamlined process ensures a fast, efficient, and convenient loan experience for RCBC customers.

2.3 *Pasado* Loans – a new 24/7 loan product designed to provide accessible financial assistance without requiring collateral. Powered by a digital decision engine, the loan aims to streamline credit assessment and expand borrowing opportunities for Filipinos who may struggle with traditional financial services - loan amounts range from P30,000 to P500,000. The soft launch in late 2024 is being reviewed, with the team refining parameters before a broader rollout.

3. Trust Services

RCBC Peso S&P 500 Index Equity Fund – a product of RCBC Trust Corporation that is a Peso-Denominated Unit Investment Trust Fund (UITF) which enables clients to get direct access to the US equities market without needing a US Dollar Account. This UITF tracks the performance of the S&P 500. With at least 90% of its assets invested in BlackRock's iShares Core S&P 500 ETF (IVV), it provides a convenient way to invest in the largest companies in the world's largest economy.

4. Transaction Banking

Telemoney Free Life Insurance – is provided by Sun Life Grepa, Inc. Telemoney Savings Account holders that maintain a 6-month ADB of at least P10,000 or make an initial deposit of P10,000 qualify for the program. The insurance benefit is equivalent to 200% of your ADB for the past 6 months.

Listed below are the products and services of RCBC:

A. DEPOSITS

Peso Deposits

- Checking Accounts
 - eWoman Checking
 - Dragon Checking
 - OneAccount (Retail)
 - OneAccount Business

Savings Accounts

Regular Savings (with ATM and with Passbook variants) iSave
Dragon Peso Savings
Dragon Dollar Savings
eWoman Savings
SSS Pensioner
Payroll Savings
GoSavers Savings
Basic Savings
Telemoney Retail Savings Account (with ATM and with Passbook variants) Telemoney
Corporate Savings Account
Contractual Savings - Passbook-based & connected to loan availment

Time Deposits

Peso Regular Time Deposit (30 days to 1 Year)
Peso Green Time Deposit (30 days to 1 year)
Peso Time Deposit (2 Year, 3 Year, 4 Year, 5 Year + 1 day)

Foreign Currency Deposits

Savings Accounts

Regular Savings
US Dollar
Japanese Yen
Euro
British Pounds
Canadian Dollar
Chinese Yuan
Australian Dollar
Swiss Franc

Dragon Dollar Savings
US Dollar

Telemoney Retail Savings
US Dollar
Euro
HK Dollar

Telemoney Corporate Savings
US Dollar
Japanese Yen
Euro
Canadian Dollar
British Pound

Time Deposits

USD Regular Time Deposit (30 days to less 1 Year)
USD Time Deposit 1 Year, 2 Year, 3 Year, 4 Year, 5 Year + 1 day
Japanese Yen
Euro Dollar
British Pounds
Canadian Dollar
Australian Dollar
Swiss Franc

Exclusive Membership Program

Hexagon Club

Hexagon Club Privilege for Individuals Hexagon

Club Priority for Individuals

Hexagon Club Prestige for Retail Small and Medium Enterprises (SMEs)

B. ELECTRONIC BANKING PRODUCTS / SERVICES AND CHANNELS

Product and Services

RCBC MyDebit Mastercard RCBC

MyWallet Visa

Electronic Banking Channels

Automated Teller Machines

RCBC Online Banking for Corporate

RCBC Online Banking for Retail

RCBC ATM Go

RCBC DiskarTech

RCBC Pulz

C. CREDIT CARDS

RCBC Credit Card Products

RCBC Classic: Mastercard, JCB

RCBC Gold: Mastercard, JCB

Flex Visa: Classic, Gold

YGC Rewards Plus Visa: Classic, Gold

YGC Rewards Plus Platinum Mastercard

RCBC Black Platinum Mastercard: Peso, Dollar

RCBC Diamond Platinum Mastercard

RCBC Hexagon Club Platinum Mastercard RCBC

Hexagon Club Priority World Mastercard RCBC

World Mastercard

RCBC Balesin World Mastercard RCBC

The City Club World Mastercard RCBC

Platinum VISA

RCBC Visa Infinite RCBC

Platinum JCB

RCBC UnionPay Diamond

RCBC Landmark Anson Mastercard Air

Asia Visa

RCBC Web Shopper

RCBC Corporate Card Mastercard

Zalora Credit Card

RCBC Payment Solutions

Webpay

QR Pay

Negosyo Bundle

D. LOANS

Commercial Loans (Peso and/or Foreign Currency)

Short-Term Revolving Facilities

Non-Trade Facilities

Credit Line

Accounts Receivable Line (ARL)

Bills Purchased Line (BPL)

Second Endorsed Checks Line (SECP)

Trade Facilities

Import / Domestic Trade Facilities

Letter of Credit Line

Trust Receipt (TR) Line

Shipping Guarantee

Export Financing

Export Advance Loan / Line

Export Bills Purchased Line

Others

Standby Letter of Credit (LC) Facility

Bank Guarantee

Long-Term Non-Revolving Facilities

Corporate Finance Loans

Project Finance Loans

Consumer Loans

Auto Loan

Regular Auto Loan

Auto Loan Plus

Auto Loan FlexiLite

Secondhand

Home Loan

Home Loan

Home Loan Plus

RCBC Personal and Salary Loans

RCBC Personal Loans

RCBC Salary Loans

Payroll Advance (Payday NOW)

Salary Loan NOW

Digital Personal Loans

Microenterprise and Small Business Loans

Small Business Term Loan (Regular & Lite) Small

Business Revolving Credit Line Facility

Agricultural Value Chain Financing

Agri-Production Loan (Regular & Lite)

Special Lending Facilities

BSP Rediscounting Facility

Leasing and Financing Services

Finance Lease
Term Loan Receivables
Financing Car Loan
Program
Money market investment

E. TREASURY AND GLOBAL MARKETS

Foreign Exchange

Foreign Exchange Spot

RCBC FX Online

Purchase of Foreign Currencies
Sale of Foreign Currencies for Travel and Investment

Fixed Income

Peso Denominated Government Securities and other Debt Instruments
Treasury Bills
Fixed Rate Treasury Notes (FXTNs)
Retail Treasury Bonds (RTB)
BSP Securities
Corporate Bonds and Other Debt Instruments

Foreign Currency Denominated Bonds
Republic of the Philippines (RoP) Bonds
Retail Dollar Bonds (RDBs)
United States Treasury Bills, Notes and Bonds
Other Sovereign or Quasi-Sovereign Bonds or Government-Owned and
Controlled Corporate Bonds
Corporate Bonds and other Debt Instruments

Derivatives

Foreign Exchange Forwards
Foreign Exchange Swaps
Foreign Exchange Options
Interest Rate Swaps
Cross Currency Swaps
Asset Swaps
Asset Forwards

F. TRUST SERVICES (Offered by RCBC Trust Corporation)

Trusteeship

Retirement Fund Management
Corporate and Institutional Trust
Pre-Need Trust Fund Management
Customized Employee Savings Plan
Employee Savings Plan
Personal Management Trust
Estate Planning Complementary Services

Mortgage/Collateral Trust
Bond Trusteeship
Legislated and Quasi-judicial Trust
Project Accounts Trusteeship

Agency

Safekeeping Escrow
Investment Management
Loan and Paying Agency
Bond Registry and Paying Agency
Facility Agency
Receiving Agency
Sinking Fund Management
Stock Transfer and Dividend Paying Agency

Unit Investment Trust Funds

RCBC Peso Money Market Fund
RCBC Peso Cash Management Fund
RCBC Peso Fixed Income Fund
RCBC Multi-Asset Fund
RCBC Equity Fund
RCBC Dollar Money Market Fund
Rizal Dollar Fixed Income Fund
RCBC Peso Short Term Fund
RCBC R25 Blue-Chip Equity Fund
RCBC R25 Dividend Equity Fund
RCBC US Equity Index Feeder Fund
RCBC Peso S&P500 Index Equity Feeder Fund

G. TRANSACTION BANKING

Check Clearing

Domestic Letters of Credit

Fund Transfers

Demand Drafts (Peso and Dollar)

Trade Products and Services Import

Services

Commercial Letters of Credit
 Foreign
 Domestic
Import Collections
 Under LC
 Documents against Payment
 Documents against Acceptance
Open Account
Direct Remittance
Advance Payment
Intercompany Netting Arrangements
Resident-to-Resident Trade Payables

Export Services

Export LC Advising and Confirmation
Export Bills for Collection [(under LC/Documents against Payment (DP)/Documents

against Acceptance (DA)]

Other Trade Services

- Standby Letters of Credits and Bank Guarantees Bid
- Bond
- Performance Bond
- Advance Payment
- Warranty Bond
- Retention Bond
- Shipping Guarantee / Shipment Bond
- Bank Endorsement
- Open Account (OA)/DA Registration
- Payment of PAS 6 Customs Duties and Taxes

Trade Finance

- Import Bills under LC
- Trust Receipt Loans
 - Under Sight & Usance LC
 - Under DP/DA/OA/Documents against Release
- Export Bills Purchased (under LC/DP/DA)
- Supply Chain Finance (SCF) PF
 - Payables Finance
 - RF – Receivables Finance

Collection and Receivables Services

Bills Collections

- Over the Counter (OTC)
- Auto Debit Agreement (ADA)
- ATM
- Corporate Internet Banking
- Mobile
- Partner Payment Centers (PPC)
- RCBC QR and non-QR Bills Pay

PDC Warehousing

Remote Bulk Check Deposit

Cash & Check Pick-up / Cash Delivery via Armored Truck

Cash & Check Pick-up via Motorized Collector

Cash Acceptance Machines (CAM) Pay

Portal

RCBC QR Pay

Disbursements Services

Payroll

Check Printing Facility (Corporate Check and Manager's Check)

Electronic Fund Transfers via Pesonet, Instapay, Real-Time Gross Settlement (RTGS), Society for

Worldwide Interbank Financial Telecommunications (SWIFT) and Philippine Domestic Dollar Transfer System (PDTS)

Auto-Credit Arrangement (Electronic fund transfers to RCBC accounts)

Government Payment

BIR payments

Bureau of Customs (PAS6) Payments

Payment Management Services

Bancnet eGov - SSS/Pag-Ibig/Philhealth

Remittance Services

RCBC TeleMoney Products and Services
RCBC TeleRemit (Cash Pick-Up)
RCBC TeleCredit (Credit to a Bank Account)
RCBC TeleDoor2Door (Cash Delivery) RCBC
TelePay (International Bills Payment)

H. INVESTMENT BANKING

Arrangement, Issue Management and/or Underwriting of:

Debt
Corporate and Local Government Retail Bonds
Project Finance
Acquisition Finance
Corporate Notes
Long or Short Term Commercial Papers
Promissory Notes
Syndicated Term Loans

Initial Public Offerings, Follow-On-Offerings, Stock Rights Offering, Private Placements of: Equities

Common Shares and Preferred Shares
Real Estate Investment Trusts (REITs)

Financial Advisory and Consultancy Mergers

and Acquisition Corporate
Restructuring Company
Valuations
Spin-offs

I. WEALTH MANAGEMENT

Financial Planning Advisory

Goal-based Investing
Retirement Planning
Estate Planning Complimentary Services
Open Architecture Platform

Investments & Financial Products

Government Securities
Fixed Income Securities
Mutual Funds and UITFs
Equities (Common and Preferred Shares, ETFs, REITs) Bancassurance
Promissory Notes and Private Placements

J. ANCILLARY SERVICES

Day & Night Depository Services
Foreign Currency Conversions
Foreign Trade Information Safety
Deposit Box

Revenue Derived from Foreign Operations

The contribution of RCBC IFL, a foreign subsidiary, accounted for 0.01%, 0.02% and 0.03% of gross revenues for the years 2024, 2023 and 2022, respectively.

Competition. The Bank faces competition from both domestic and foreign banks as a result of the liberalization of the banking industry by the government. Since 1994, a number of foreign banks have been granted licenses to operate in the Philippines. These foreign banks have focused their operations on large corporations and selected consumer finance products, such as credit cards. They have increased competition in the corporate market and caused more domestic banks to focus on the commercial middle-market, placing pressure on margins in both markets. In 2024, there were 44 Universal and Commercial Banks, 18 are locally owned and 26 are foreign owned. There are also 6 Digital Banks which started operations in 2022.

Competition in corporate banking is intense especially with the larger banks. Pricing of loans and yield of deposit and investment products are factors limiting the expansion in this area. As such, the focus has been diverted to SMEs, consumer loans, cash management services, and micro-financing for the expansion of the Bank's client-base, loan portfolio and revenues. The Bank has also continued its emphasis on product and service improvement through investment in data science, artificial intelligence, technology and systems. With the advances in digital and mobile banking products and services, the Bank also faces competition from digital banks (licensed by BSP) and non-banks like financial technology companies and electronic money institutions. These digital banks, fintech companies, and e-money providers have generally lower costs of operations and can afford to offer higher deposit rates and low payment transfer fees.

Despite the intense competition in the banking space, RCBC ranked 5th in terms of assets among private universal and commercial banks.

Customers. The Bank's key market segments are consumer, top corporate and middle market to whom it offers consumer, commercial & corporate loans and asset & cash management services. These services are provided through its branch network, ATMs and electronic delivery channels (internet and mobile banking).

To better serve the needs of its clients, the Bank has segmented its market to the following:

a) **Corporate/Institutional Market**

In 2024, RCBC's Corporate Banking Group (CBG) maintained its solid performance, achieving key milestone deals and earning notable recognition.

CBG's asset growth remained stagnant due to the challenging competitive landscape and pricing constraints. However, the Group continues to prioritize funding project finance deals and supporting essential industries, such as renewable energy, petroleum and telecommunication, while expanding its reach in emerging sectors. On the other hand, CBG delivered strong growth in its low-cost deposits, recording the highest deposit volume in its history.

CBG's commitment to delivering exceptional corporate banking services was recognized by Global Banking & Finance Awards (GBAF), one of the United Kingdom's leading banking publications, for being the Best Corporate Bank Philippines in 2025. This award marks the fifth consecutive year CBG has received this distinction, highlighting its leadership in the corporate banking sector.

The digital revolution, which soared during the pandemic, continued to encourage more customers towards digital banking channels. This shift enabled seamless banking transactions wherever they may be. Customers who enrolled in the bank's electronic platform and availed of the bank's innovative cash management solutions have streamlined client operations, offering seamless and efficient banking experience.

As the competition intensifies, CBG remains focused on project finance and term assets, while strengthening its low-cost deposit by targeting payroll and operating accounts. CBG is committed to fostering long-term value for stakeholders by aligning its services with sustainable and inclusive growth objectives.

Through strategic collaboration across the Bank, Corporate Banking continues to solidify its position as the preferred partner of corporate clients in the Philippines.

b) SMEs/Commercial Middle Market

The SME team was established in 2007 when RCBC decided to establish its footprint in the SME market.

SME Banking started off as a segment under the Corporate Banking Group, then manned by only four lending centers and stationed in just a handful of satellite offices. Fueled by the vision for SME Banking to account for 20% of the Bank's total loan portfolio, the team has undergone several changes in structure and has grown both its organization and portfolio. In 2019, the team emerged stronger as a separate group focused on the holistic banking needs of the country's small and medium enterprises.

Today, the SME Banking Group or SMEBG was rebranded to Business Banking Group (BBG) under Institutional Banking Group. BBG is still further broken down into 17 lending centers strategically located across the nation. It has another division dedicated to onboarding of smaller ticket accounts through a simple set of underwriting parameters; and two support divisions focused on business development and business administration. BBG employs a holistic approach in helping clients grow their businesses, focusing not only on the clients' lending requirements, but going beyond by offering bundled products and services in synergy with other groups within RCBC or affiliate companies within the YGC. In 2024, the Group was recognized by Euromoney as the Best Bank for SMEs.

BBG wrapped up 2024 with above industry growth rates for its loans and deposits portfolio at 14% and 9%, respectively. Loans accelerated to P113B, while total deposits grew to P147B by year-end.

This 2025, the BBG team continues to gear up towards growing its loan and deposit portfolio further, reaching out to even more customers, encouraging innovation and accelerating digital adoption, and advancing customer obsession to deliver the best-in-class customer experience to Filipino SMEs.

c) Consumer/Retail Market

RCBC, through the Retail Banking Group (RBG), provides a comprehensive range of products and services designed to meet the diverse needs of Consumers and Retail Market across its distribution network. Its offerings include a various range of deposit options designed to match each client's unique financial profile and needs. Furthermore, an array of products from Treasury and Trust, Bancassurance (both life and non-life insurance), credit cards and consumer loans (including auto, housing, personal and salary loans), are all made easily available to customers. Retail lending facilities are also extended to sole proprietors and small businesses, catering to their additional capital requirements.

For exclusive and preferred clients, RCBC Hexagon Club is a standout offering aiming to build a sustainable and lasting relationship with its members by delivering value beyond the traditional banking experience at every stage of their financial journey. Targeted at the emerging affluent

segment and retail entrepreneurs, it provides affordable priority banking and rewards that evolve with clients' higher deposit and product usage, ensuring RCBC is with them as they progress toward greater financial success.

In 2023, RBG was again awarded "The Best Retail Bank in the Philippines" by Global Banking & Finance; and by the Retail Banker International Asia Trailblazer Awards. In addition, the Hexagon Club was awarded as the "Best Banking Product" by the Global Banking and Finance and the Excellence in Mass Affluent Banking by Retail Banker International in 2024.

The Bank continues to strengthen its reach with branches and ATMs located in strategic growth areas and having stronger thrust to promote digital channels such as the RCBC Assist and RCBC Digital through social media and other e-commerce platforms.

Credit Card Business

In 2024, the Credit Card business made significant strides in its goal to grow quality clients and empower cardholders and merchants. Aligning with its tagline, "Live Life Unlimited," Credit Card Group (CCG) launched several key initiatives aimed at maximizing opportunities for all stakeholders.

One of the primary strategies involved establishing cross-sell acquisition programs. These included the prequalified affluent program, targeting high-net-worth depositors, the payroll bundle, and housing loan bundle programs. By focusing on existing bank clients who historically exhibit lower delinquency rates, it aimed to increase overall client penetration while fostering deeper relationships with these valued individuals.

In the realm of technology, recognizing that many people in the Philippines use mobile devices, CCG aimed to leverage this trend to enhance services and offer a convenient payment method by introducing RCBC Pay, a cutting-edge payment solution designed for credit card users. By enabling RCBC Pay in the RCBC Pulz app, cardholders can access their available credit limit and make secure payments using Android NFC-enabled mobile phones at millions of merchants worldwide that accept contactless payments.

In response to the resurgence of travel demand, CCG organized RCBC Travel Fairs, which catered to the eagerness of cardholders seeking exclusive travel deals and premium benefits. Collaborating with leading airlines, travel agencies, and tour providers, CCG offered compelling promotions that ensured exceptional value for cardholders.

In the fourth quarter of 2024, the RCBC World Mastercard was relaunched, specifically designed for premium individuals, including members of the Hexagon Priority Club. This refreshed card enhances everyday experiences by offering rewarding purchase opportunities. Through the Pay with Rewards facility, implemented in partnership with Mastercard, cardholders can redeem rewards points nearly instantaneously. This feature, which is accessible 24/7 through Erica, a user-friendly virtual assistant, underscores CCG's commitment to convenience and customer-centric innovation.

The initiatives implemented have led to exceptional growth in 2024. The credit card receivables grew by 47.93% from P74.7 billion in December 2023 to P110.5 billion in December 2024 driven by a strong issuing billings increase of 40.61% from P139.4 billion to P196.0 billion. The increase in the number of cards in force of 20.92% from 1.0 million to 1.3 million also supported the growth in credit card receivables. RCBC moved up from top 5 to top 4 in terms of Credit Card Receivables by end of the year. While experiencing notable growth, risks have been effectively managed, leading to a low past-due ratio of 3.67%. In its Payment Solutions business, it expanded payment

acceptance through QRPH with RCBC's QR Pay. It yielded remarkable results in 2024 accrediting 11,000 merchant outlets and generating nearly P1 billion in billings. It also aligns with the BSP's call for financial inclusivity, enabling micro-merchants to accept a variety of payment methods. With RCBC QR Pay, both large and small merchants can consolidate e-wallet and bank account payments into a single QR code.

For 2024, RCBC Credit Cards bagged several esteemed international awards, including Outstanding Digital CX - Bank Cards (Retail Banking) in the Digital CX Awards 2024 by The Digital Banker and Best Credit Card Initiative, Highly Commended, at the Retail Banking International at the Asia Trailblazer Awards 2024 Credit Card.

Rizal Micrbank

RMB is the thrift banking arm of RCBC that is focused on providing financial products and services to micro and small entrepreneurs in the Philippines. Although its main focus is the microenterprise segment or those enterprises with total assets P3.0 million and below, RMB has been providing since 2013 small business loan products for those whose loan requirements put them above microfinance yet their financing needs are still below the lending floor of SME loans. In 2015, RMB introduced agricultural loan products using the value chain finance framework/approach. The agricultural loan product seeks to provide financing to agricultural value chain players such as traders, consolidators, aggregators, processors and farmers. Over the past years, RMB has expedited its reach within the agricultural sector by augmenting its partnerships with private and public entities, including the Agricultural Cooperative Development International (ACDI) /Volunteers in Overseas Cooperative Assistance (VOCA) and the Department of Agriculture. In 2024, RMB scaled its partnership even further with Franklin Baker Philippines wherein coconut farmers and traders were given access to an invoice receivable financing program. More than P750 Million in loans were extended to more than 30 suppliers through the said project.

Aside from loans, RMB also offers its target clientele with deposit products such as regular savings, checking account and certificate-based time deposits. As part of its commitment to truly advance financial inclusion in the country and provide the much-needed financial products towards the unbanked and underserved markets, RMB introduced a Basic Deposit Account in 2019 where clients may open a formal savings account with a minimal initial deposit of P50 and only one valid ID.

In addition, RMB has implemented an agency banking program called Bangko ng Bayan (RMB-BNB) wherein local merchants in the barangays are tapped to serve as cash agents, thereby providing formal financial access points for the underserved and unbanked segments of the populations. With its cloud-based core-banking system, financial services such as cash-in (deposit), cash-out (withdrawal), bills payment, and opening of basic deposit accounts can be done real time through a secured electronic platform provided to the accredited agents. In 2024, it also introduced a loan agent program that accredited individuals to endorse micro and small enterprises to avail a credit facility with the bank. To date, RMB has accredited and partnered with 70 cash agents and 130 loan agents across its trade areas, and has processed more than P60.3 Million in transactions and P50.1 Million since the programs' institution.

d) Overseas Filipino Workers (OFW)

An estimated 2.3 million Filipinos working abroad, as of 2023 according to the Department of Migrant Workers, accounted for a significant contribution to Philippine Gross Domestic Product (GDP) and foreign exchange. These Overseas Filipino Workers (OFWs) send money back to the Philippines via direct remittance to their families. RCBC addresses the need of these OFWs by offering a wide range of remittance products through reliable automated systems and support services.

RCBC Telemoney, the Bank's OFW remittance brand, has been enjoying strong market recall, customer loyalty, and patronage in the market for over 30 years. Through this quarter century, Telemoney is present in 19 countries, with South Korea being the most recent addition and has maintained a strong foothold in mature markets in the Middle East particularly in the Kingdom of Saudi Arabia, the United Arab Emirates, Bahrain, Oman, Kuwait, and Qatar. In addition, RCBC Telemoney is expanding its presence in new markets in Europe, North America, and Asia.

RCBC Telemoney is relentless in its pursuit to expand traditional and digital networks with tie-up money transfer partners worldwide, to offer the best customer service experience to both our overseas Filipinos abroad and their beneficiaries here in the Philippines through safe, reliable, affordable and effective money transfer solutions.

e) High Net Worth Individuals Market

Established in 2007 as the private banking arm of the Bank, RCBC Wealth serves the financial needs of high-net-worth and affluent individuals. Initially focused exclusively on the high-net-worth segment, we have since expanded our reach to include the growing affluent market. Our services have also evolved beyond investment and financial planning to encompass retirement planning, estate and succession planning, and other specialized solutions tailored to our clients' unique financial requirements. Utilizing an open architecture platform, we offer a comprehensive suite of investment opportunities across diverse asset classes.

Each client is paired with a dedicated Relationship Manager and supported by a team of experts. This personalized approach ensures clients receive informed guidance, access to a wide range of investment options, and a single point of contact for all their financial matters, all while maintaining the highest standards of privacy and confidentiality.

RCBC Wealth now serves high-net-worth individuals, the next generation of wealth holders, and the emerging affluent segment through five strategically located offices in Makati, Binondo, Greenhills, Cebu and Davao.

Digital Enterprise and Innovation Banking

RCBC advances in its digital transformation journey while strengthening its commitment to sustainable finance and inclusive banking, particularly for underserved and unbanked communities. Guided by the mantra Innovations with Empathy, the Digital Enterprise and Innovations Group (DEIG) continues to scale, develop, and launch solutions, programs, and campaigns that bring millions into the digital banking ecosystem.

Through collaborations with government agencies, grassroots organizations, merchants, and private entities, DEIG upholds its mission to deliver transformative, life-enabling, and dream-building digital services and products to Filipinos - wherever they are, whoever they maybe, and whenever they need them.

RCBC Pulz

RCBC Pulz redefines the Filipino digital banking experience by providing innovative and seamless user interactions, accessible anytime, anywhere, to anyone worldwide. RCBC made history as the first private universal bank to enable its consumers to open a digital banking account through RCBC Pulz with any international mobile number from over 100 countries worldwide. This has simplified the bank onboarding process for millions of Filipinos across the globe, empowering them to open bank accounts digitally and remotely.

Pulz offers state-of-the-art digital services, including AI-powered cross-selling and upselling tools to enhance customer lifecycle value. With its user-friendly and secure platform, the app allows individuals to

open accounts anytime, anywhere, with no minimum balance requirement. Filipinos residing abroad can also open accounts using international mobile numbers, further promoting financial inclusivity.

The app's extensive features include QR code-based deposits and withdrawals, check deposits via photo capture, and seamless local and international fund transfers. Pulz also enables users to pay bills, convert purchases into installments, reload telco SIMs and wallets, make toll payments, and engage in real-time foreign exchange transactions across six currencies. It also provides a dedicated financial literacy section and houses the country's first in-app digital Unit Investment Trust Fund (UITF) management feature.

RCBC ATM Go

RCBC ATM Go is the Philippines' pioneering and largest network of grassroots-oriented and bank-agnostic ATM terminals. Through rewarding partnerships with entrepreneurs in rural and remote communities, ATM Go brings basic banking services of withdrawals, deposits, bank transfers, bills payments, and mobile loading closer to underserved and unbanked communities.

Due to its accessibility in Geographically Isolated and Disadvantaged Areas (GIDAs), more than 54% of its financial transactions are linked to social grants and cash withdrawals under the Pantawid Pamilyang Pilipino Program (4Ps), while 66% of its users are rural women.

In 2024, RCBC launched the 'ATM Go for Gold' program to introduce new incentives and rewards for partner merchants to motivate them to advocate financial inclusion, adoption of digital solutions, and financial literacy in their communities. To further deepen its presence in GIDAs, the bank collaborated with the Ministry of Social Services and Development of the Bangsamoro Autonomous Region in Muslim Mindanao to promote financial literacy and cultivate a conducive space for ATM Go's expansion.

RCBC DiskarTech

RCBC DiskarTech is the world's first financial inclusion super app in Taglish (Tagalog-English) and Cebuano targeting the Filipino mass market, which represents 98% of the country's socio-economic class.

Through its easy and straightforward bank onboarding process which only requires one government I.D., a Philippine number, and a smartphone, Filipinos have access to deposits, cardless withdrawals, a savings feature offering 4.88% interest rate, the most affordable fund transfer of P8.00, mobile loading, bills payments, telemedicine, insurance, QR-powered payments, and loan services.

In 2024, the bank launched Pasado Loans which offers loan amounts from P30,000 to P500,000 to underserved yet deserving and eligible banked populations. Its 24/7 loan application feature enables Filipinos from all walks of lives to access loans with low documentary requirements and receive approved loans within a short span of time, as it is powered by a digital evaluation technology.

Local and Global Industry Accolades

The Bank has earned over 300 regional and global awards for its efforts into making digital solutions accessible to all Filipinos. Among its major awards are the Five-Peat 'Best Digital Bank' by Euromoney, Best in Future of Customer Experience - RCBC Pulz by IDC Future Enterprise Awards 2024, Best SME Financial Inclusion Initiative for RCBC ATM Go in The Digital Banker Global SME Banking Innovation Awards 2024 and the lone Philippine bank in the Singapore FinTech Festival (SFF) FinTech Excellence Awards 2024 to take home the award of Sustainable Innovator.

Transactions and/or Dependence on Related Parties. The information required is contained in item 12 on page 100.

Principal Terms and Expiration Dates of All Patents, Trademarks, Copyrights, Licenses, Franchises, Concessions, and Royalty Agreements Held. The Bank has registered various trademarks for its business operations and files trademark applications for new products and services as the need arises. The Bank believes that this is a common practice in the banking industry in the Philippines. The Bank is not subject of any pending disputes relating to its intellectual property rights.

Effect of Existing or Probable Governmental Regulations on the Business. The normal operations of the Bank is not adversely affected by any existing governmental regulation nor is it expected that any probable governmental regulation would have a material adverse effect on the operations of the Bank.

To bolster financial stability and in response to increasing demand for sustainable finance, BSP issued the following key directives: Sustainable Finance Framework (Circular No. 1085 dated 29 April 2020), Environmental and Social Risk Management (ESRM) Framework (Circular No. 1128 dated 26 October 2021), and the Guidelines on the Integration of Sustainability Principles in Investment Activities of Banks (Circular No. 1149 dated 23 August 2022). These mandates reduce bank exposure to climate-related losses while positioning them for growth in the green economy.

Amount Spent on Research and Development Activities. The Group's total investment in IT Software is P519 million in 2024, P381 million in 2023 and P334 million in 2022. Percent (%) to total revenue is 1.0% in 2024, 0.8% in 2023 and 0.8% in 2022. This is also disclosed in Note 15.3 of the AFS as part of the movement of the Group's software.

Employees. The Bank, excluding subsidiaries, has a total manpower of 6,543 as of December 31, 2024 (2,019 non-officers and 4,524 officers) from 6,184 as of December 31, 2023 (1,928 non-officers and 4,256 officers).

Although not all non-officer employees are members of the RCBC Employees Association, all are covered by the Collective Bargaining Agreement (CBA). All of the Bank's non-managerial employees, other than those expressly excluded under the CBA, are represented by an independent union, the RCBC Employees Association. In October 2024, the Bank (excluding subsidiaries) and the RCBC Employees Association agreed on the 2-year economic provisions (2024-2026) of the previously agreed upon 5-year non-economic terms of the CBA covering the period October 1, 2021 to September 30, 2026.

The Parent Bank has not suffered any strikes nor was there any threat of a strike as a result of a dispute in the past five years, and the management believes that its relationship with its employees and the union is good.

The supplemental benefits that the Bank has for its associates include hospitalization, medical and dental benefits, group insurance and bereavement assistance. Associates are also entitled to vacation and sick leaves.

In 2024, Human Resources Group (HRG) continued the conduct of activities to sustain the promotion of health, safety and welfare of RCBC employees with the following highlights:

- Hospitalization, emergency care and other medical services with 2,457 availments for employees and 1,365 availments for dependents in 2024;
- Executive Check-Up for employees with total cost of P18.6 million in 2024;
- Outpatient consultation services for employees with 17,764 availments in 2024;
- The Bank also partnered with Sunlife Grepa Financial Inc. in utilizing the clinic located at the RCBC Plaza and serviced more than 437 availments in 2024. Moreover, there is a clinic set-up at the A. T. Yuchengco Centre in BGC to give free check-up and consultation services to more than 1,103 employees at said location

The Bank spent more than P217 million in 2024 for health benefits of employees and their dependents..

In support of the Bank's growth strategy and plans, the HRG is committed to organizational capability building and continues to lead programs and initiatives on talent management and development, leadership continuity, retention programs, employee well-being and corporate social responsibility.

The Bank invests in training and developing employees and upgrading employee skills. The Bank is fully committed to providing learning and development opportunities across all job levels. Management has introduced and offered various training programs and seminars. In 2024, learning sessions were done both online and face-to-face. There were 19,665 attendees of both internal and external trainings. A total of 53,417 eLearning courses were recorded as taken by the employees in 2024.

RCBC is committed to provide a strong learning and development platform for all employees across all job levels. The HRG continued to strengthen the talent pipeline and brought further competencies on the job by facilitating various training programs and seminars benefiting 18,254 (internal training) attendees, addressing the competencies of Leadership, Customer Service, Sales Planning and Management, Product and Technical Knowledge, Risk Management, AML/Compliance. A total of 1,411 employees were also sent to various external training programs, including eLearning courses offered by external providers.

The Bank continues to invest in its employees through various training programs strategically focused on digital transformation and customer-centricity, sales planning and management, product knowledge, leadership, risk management, and technical skills. The Bank's commitment to up-skill the knowledge and capabilities of its employees in order for them to be ready to face the changes in the business landscape were supported by the following initiatives:

- TOPGUN, (Treasury, Operations, Products, Governance, Underwriting, and Innovation), RCBC's part-time management training program was also launched in 2024. The program aims to provide participants with a broader view of the entire bank, helping them become well-rounded professionals. Thirty officers graduated from the program.
- For the branches, these new programs were designated and rolled out, with the goal of providing and enhancing required competencies. First, a Continuing Program for Service Managers, Service Officers and Associates, 181 attended; 2nd, a Branch Service Manager Program, 32 attended; 3rd, an Acceleration Program that serves a refresher course on technical topics to update their knowledge of identified modules for their role. The acceleration program had the following tracks – SA (Service Associate) Acceleration, SO (Service Officer) Acceleration, SM (Service Manager) Acceleration, and RO (Reserve Officer) Acceleration. The program is a combination of self-study materials with learning checks, and modules conducted at the district level. The topics include Advanced AML and Red Flag Detection, Corporate and Legal Documents, Check Clearing, Consumer Loans, Trust Operations, among others. A total of 1,414 service personnel completed the acceleration program.
- For the Bank's Senior Leaders, the following were arranged: 2 modules on Cybersecurity: Introduction to Cybersecurity and the Threat Landscape, and Cybersecurity Governance and Regulatory Compliance. This was attended by 18 senior leaders. During the annual Senior Management planning, 3 learning sessions were also arranged. A total of 36 attended Accelerating Innovation in Banking: Leveraging AI and the Philippine Development Plan 2023-2028, Climate Ambition to Action: Our Collective Journey to NetZero, and Applying FMCG Digital Marketing Strategies to Consumer Banking. As part of upskilling their digital skills, a Coding course, from Data to Insights was attended by 23 senior leaders who learned how to code using Phyton.

- The RCBC Internship Program was launched in 2023. The program ran for 8 weeks and allowed 3rd and 4th year students from the top universities of the Philippines to gain experience in the field of banking. The program was designed in a way that would expose the interns to different bank processes, clients, products, and other day-to-day activities, and allow them to apply the knowledge that they gained in a practical manner. It also provided the interns with program-related and career-related work experience, as they were assigned to areas that aligned with their respective courses. A total of 17 interns joined the program, 2 of the interns after graduation from university joined RCBC Data Science and Analytics Group.

The RCBC University also had the following milestones:

For the RCBC Leadership Academy, the following management training programs were completed. The Digital Excellence and Leadership Academy (DELTA) with 15 graduates, there are also 1 graduate who will proceed to the DELTA-CODEX, the leadership development program of Regulatory Affairs Group.

Three runs of the SRO (Service and Reserve Officer) Bootcamp were completed and produced 63 new branch service officers; while 4 runs of the BRO (Branch Relationship Officer) Development Program were completed and produced 61 new branch sales officers.

For RCBC Digital Academy, the following courses launched in 2021 as part of the Bank's Digital and Customer Centricity Culture Transformation continued to be offered. A total of 98 employees attended Design Thinking and 126 employees attended Agile Scrum Project Management. Another initiative of the Digital Academy is the Fintech Foundation Program Flex, an online, self-paced program offered by 10x1000.org. A total of 601 employees completed this in 2024. Under the Digital Academy, 12 officers completed and attained the Digital Marketing Certification.

For the RCBC CX Excellence Academy, CX Fundamentals Training remains to be a staple program and all new hires are invited to attend it. A total of 822 attended in 2024. The Retail Banking Group also launched CX 2.0, where case studies on the application of CX is discussed. 2 cases were finalized and conducted in 2024, with 649 attendees for case study 1 and 262 for case study 2. The CX Award for Customer Excellence (ACE) on its third year, were awarded to 7 individuals and 5 groups.

For the Corporate Banking Group, aside from the staple MA Track and Core Credit Course, the following new programs were launched: Credit Facilities and Packaging, attended by 75 employees, and 5C's of Credit – a Practical Application, attended by 48 employees.

In 2024, 4 e-Learning programs launched by the Bank were required to the employees: Code of Conduct, Information Security, AMLA, and Data Privacy eLearning.

In compliance with the BSP Directive to have all UITF Selling Personnel accredited, the Bank conducted 4 review sessions to prepare those who will take the Trust Officers Association of the Philippines (TOAP) accreditation. A total of 180 employees attended the review sessions and 160 were registered with TOAP to take the accreditation exam.

The Bank also conducts regular trainings and examinations to ensure that all employees (from senior management to rank and file) and those with direct contracts with RCBC are familiar and reminded of the Bank's anti-corruption policies.

Under the Bank's Corporate Governance Framework, the Board of Directors is provided with the Annual Continuing Training Program. This is a mandatory program which aims for the directors to be continuously informed of the developments in the business and regulatory environments, including emerging risks relevant to the company. It involves courses on corporate governance, matters relevant to the company, including audit, internal controls, risk management, sustainability, and strategy. The annual continuing training shall be at least four hours. The program offered for Corporate Governance in 2024 is Transforming Boards to Succeed in a World of Disruption.

As part of safeguarding the well-being of employees, the Bank continued to offer “Your Well-Being Matters” webinar, with our resident expert Dr. Michele Alignay. The following webinars were offered in 2023:

- 1st quarter - Compassion and Mindfulness, 437 attendees
- 2nd quarter - Don't Let Stress You, 338 attendees
- 3rd quarter - Parenting the parent, 331 attendees
- 4th quarter - Creating Healthy Boundaries, 170 attendees.

Twenty wellness talks were also arranged attended by a total of 2,050 employees. Topics include Resilience, How to be fit, Sleep and Circadian health among others.

New programs were also developed to address Self Mastery and Personal Leadership. To help our Gen Z partners navigate and adjust to their work environment, GRIT: Empowering our Gen Z Partners. This was attended by 177 employees. For junior leaders, Lead from Within: Elevate your Vision, Influence, and Action was attended by 164 employees.

The tireless efforts of the Bank's more than 6,000 workforce contributed to making RCBC the 5th biggest private domestic bank in the country.

In the past few years, the Bank received numerous awards from various prestigious organizations. In particular, RCBC's foray into the digital banking space brought in numerous awards from various prestigious local and international organizations, including five-peat award for “Best Bank for Digital” from Asiamoney/Euromoney from 2020 to 2024. It also garnered the “Best Financial Inclusion Initiative/Application” award from The Asian Banker.

RCBC also received the Regional Exemplar Award for the National Capital Region for Strategic HR and the National Award for People Program of the Year for RCBC READY or Rapid Empowerment and Assistance Delivery from PMAP.

The Bank not only survived the pandemic but thrived and flourished through it. Amid the challenging operating environment that persisted, we achieved multiple awards in almost all major industry categories. Customer ratings showed the RCBC NPS scores for key products between 65 and 73, which are considered GREAT in the NPS scale while the employee attrition rate remained better than industry's.

RCBC, and its employees, emerged from the pandemic as a stronger, better-skilled team, ready to face new challenges with a newfound zest to continue the Bank's good work for its clients and stakeholders.

Risk Management. The RCBC Group recognizes that risk is an inherent part of its activities, and that banking is essentially a business of managing risks. The Group views risk management as a value proposition imbued with the mission of achieving sustainable growth in profitability and shareholder value through an optimum balance of risk and return. The RCBC Group's Risk Governance Framework aims to:

- Identify, measure, control, and monitor the risk inherent to the Group's business activities or embedded in its products and portfolios;
- Formulate, disseminate, and observe the corporate risk philosophy, policies, procedures and guidelines;
- Guide risk-taking units in understanding and measuring risk-return profiles in their business transactions;
- Continually develop an efficient and effective risk management infrastructure; and
- Comply with regulations on risk and capital management.

Overall responsibility for risk management is with the Board of Directors (BOD).

The BOD:

- Sets policies, strategies and objectives and oversees the executive function
- Sets the risk appetite and ensures that it is reflected in the business strategy and cascaded throughout the organization
- Establishes and oversees an effective risk governance and organizational structure

The BOD has created committees to perform oversight responsibilities. Five committees of the BOD are relevant in this context:

- The **Executive Committee (EXCOM)** has the authority to act on matters as the BOD may entrust to it for action in between meetings of the Board. Among others, it reviews and approves loans and other credit-related matters, investments, purchase of stocks, bonds, securities and other commercial papers for the Bank.
- The **Risk Oversight Committee (ROC)** is a board-level committee to which the Board delegated some of its functions with respect to the oversight and management of risk exposures of the RCBC Group. In this regard, the ROC exercises authority over other risk committees of the Group, with the principal purpose of assisting the Board in fulfilling its risk oversight responsibilities. The ROC oversees the following: 1) The Risk Governance Framework; 2) The Risk Management Function; 3) Adherence to Risk Appetite; 4) Capital Planning and Management; and 5) Recovery Plans.
- **Anti-Money Laundering (AML) Board Committee** is constituted by the BOD for the purpose of carrying out its mandate to fully comply with the Anti-Money Laundering Act, as amended, its Revised Implementing Rules and Regulations and the Anti-Money Laundering Regulations under the MORB; and to ensure that Money Laundering/Terrorist Financing risks are effectively managed. The AML Board Committee has oversight on all AML-related matters such as the implementation of the Bank's Anti Money Laundering and Terrorist Financing Prevention Program (MTPP), AML findings, alerts management, and CTRs & STRs. This Committee also ensures that infractions are immediately corrected, issues are addressed and AML training of directors, officers, and staff are regularly conducted.
- The **Audit and Compliance Committee** is a board-level committee constituted to perform the following core functions:
 - Oversee senior management in establishing and maintaining an adequate, effective and efficient internal control framework. It shall ensure that systems and processes are designed to provide assurance in areas including reporting, monitoring compliance with laws, regulations and internal policies, efficiencies and effectiveness of operations, and safeguarding assets.
 - Oversight of the institution's financial reporting policies, practices and controls, as well as of the internal and external audit functions. This includes responsibility for the setting up of an internal audit unit and for the appointment of the internal auditor as well as the independent external auditor who shall both report directly to the Audit and Compliance Committee.
 - Ensures that senior management is taking necessary corrective actions in a timely manner to address the weaknesses, non-compliance with policies, laws and regulations and other issues identified by auditors.

- Provides authority to investigate any matter within its terms of reference, with full access to and cooperation by management and full discretion to invite any director or executive officer to attend its meetings and adequate resources to enable it to effectively discharge its functions.
- Ensuring that a review of the effectiveness of the institution's internal controls, including financial, operational and compliance controls, information technology security and risk management, is conducted at least annually. Through this comprehensive system of monitoring and review of risks, controls and compliance in the institution, the Board ensures that the Bank and all business units proactively manage the risk and compliance exposures impacting their respective businesses.
- Oversee the Compliance Program and shall ensure that compliance issues are expeditiously resolved.

The Audit and Compliance Committee's evaluation of the effectiveness of the internal controls in the areas of financial reporting processes, information technology security and controls, risk management systems and governance process of the Bank is mainly based on the annual financial statements audit report showing an unqualified opinion from the External Auditor, the overall assurance provided by the Chief Audit Executive from the audits and related activities performed during the period and additional reports and information requested from Senior Management, and found that these systems and processes are generally adequate across RCBC.

Ensuring that Bank personnel and affiliated parties adhere to the pre-defined compliance standards of the Bank rest collectively with senior management, of which the Chief Compliance Officer (CCO) is the lead operating officer on compliance. The Senior Management through the CCO shall periodically report to the Audit and Compliance Committee matters that affect the design and implementation of the compliance program. Any changes, updates and amendments to the compliance program must be approved by the BOD. However, any material breaches of the compliance program shall be reported to and promptly addressed by the CCO within the mechanisms defined by the compliance manual.

- The **Related Party Transactions (RPT) Committee** is composed of at least three three (3) members of the BOD, two (2) of whom are independent directors, including the Chairperson. The RPT Committee, which meets monthly and as necessary, reviews proposed material RPTs to ensure that they are conducted in the regular course of business and not undertaken on more favorable economic terms (e.g., price, commissions, interest rates, fees, tenor, collateral requirement) to such related parties than similar transactions with non-related parties under similar circumstances and that no corporate or business resources of the Bank are misappropriated or misapplied, and to determine any potential reputational risk issues that may arise as a result of or in connection with the transactions. On favorable review, the RPT Committee endorses material RPTs to the BOD for approval.

Four (4) senior management committees also provide a regular forum, at a lower-level, to take up risk issues:

- The **Credit and Collection Committee (CRECOLCOM)** is chaired by the President and Chief Executive Officer (CEO) and composed of the heads of credit risk-taking business groups. The committee includes the Heads of Institutional Banking Group (IBG), Business Banking Group (BBG), Treasury Group (TG), Asset Management and Remedial Group (AMRG), and Operations Group (OG). Meetings are held every Tuesday of the week unless rescheduled or cancelled for lack of quorum or accounts to discuss. In case a regular member is not present in the meeting, the alternates are the Heads of Retail Banking Group (RBG) and Strategic Initiatives.

The Committee has the authority to review and approve credit exposures within its authority limit, as delegated to it by the Board. Additionally, it also reviews plans and progress on the resolution of problem loan accounts. And lastly, it reports and recommends to the Executive Committee (EXCOM) immediate measures to reduce the level of past due accounts.

- The **Asset-Liability Management Committee (ALCO)** is chaired by the Treasurer and joined by the President and CEO together with the heads of various business and support groups. The ALCO coordinates the management of assets and liabilities of the bank with the objective of earning acceptable returns and assure adequate liquidity to meet regulatory and banking needs.
- The **Related Party Transactions Management Committee (RPT ManCom)** is composed of the Group Heads of different business units or their respective designates as specified in its charter. The RPT ManCom meets monthly to review and approve proposed non-material RPTs or those that do not require BOD approval to ensure that said RPTs are conducted in the regular course of business and not undertaken on more favorable economic terms (e.g., price, commissions, interest rates, fees, tenor, collateral requirement) to such related parties than similar transactions with non-related parties under similar circumstances. On favorable review, the RPT ManCom approves the non-material RPT and submits the same to the BOD for confirmation.
- The **Anti-Money Laundering Management Committee (AML ManCom)**, which meets weekly, evaluates the unusual/suspicious transaction cases reported by the different bank units. As approved by the AML Board, the AML ManCom has delegated to the Money Laundering Reporting Officer (MLRO) the approval and filing to the Anti-Money Laundering Council (AMLC) of unusual/suspicious transaction reports that are considered straightforward, including but not limited to those transactions with obvious suspicious indicators, fraud-related cases, clients that used fake IDs, among others. RCBC Business Centers' alerts that are generated by the Screening System (Accuity), Transaction Monitoring System (Predator), and other referrals from relevant regulators are the usual sources of Suspicious Transaction Reports (STRs).

The AML ManCom is composed of the Chief Compliance Officer as the Chairperson and Presiding Officer and the Heads of Operations Group, Retail Banking Group, Controllershship Group, Legal Affairs Group, Legal Affairs Division, Risk Management Group or their duly appointed designates, as members, while the Investigators from the Compliance Operations Division (COD) act as the presenters. The COD, through the Chief Compliance Officer, reports to the AML Board Committee its monthly activities, including the highlights from the AML ManCom meetings.

Capital Adequacy Management. In addition to the risk management systems and controls, the Group holds capital commensurate with the level of risks it undertakes in accordance with minimum regulatory capital requirements. This interaction of risk and capital management is best expressed in the Bank's ICAAP framework, which is a continuous evaluation of capital adequacy versus the current and prospective risk profile of the Group.

Major Risks Involved. The Board and RCBC Management believe that effective management of risk is central to achieving strategic objectives and performance targets. In the pursuit of strategy and to produce a superior return for its shareholders, RCBC has identified various types of risk:

- a) **Credit Risk** – Credit Risk is the risk of loss arising from counterparty's failure to meet the terms of any contract with the Bank or otherwise perform as agreed. Credit risk is found in all activities where success depends on counterparty, issuer, or borrower performance. It arises anytime funds are extended, committed investment, or otherwise exposed through actual or

implied contractual agreements, whether reflected in the banking book or off-balance sheet. Credit risk is not limited to the loan portfolio.

The Bank is exposed to credit risk as trading counterparty to dealers and customers, as direct lender and as a holder of securities. Categories of credit risk include contingent credit risk (risk that potential counterparty or customer obligations become actual and will not be repaid on time), country risk (risk that actions of sovereign governments or other uncontrollable events will adversely affect the ability of counterparties or customers to fulfill obligations to the Bank), underwriting risk (risk that an issue will lose its value after launching but before trading in the secondary markets), and custody risk (risk that arises when the Bank has assets in the form of securities entrusted to a third party as a custodian).

The Bank's goal of credit risk management is to maximize its risk-adjusted rate of return by maintaining credit risk exposure within acceptable parameters. The credit policies of the Bank are reviewed and approved by the ROC are set out in the Bank's Credit Risk Policy Manual.

- b) **Credit Concentration Risk** – This is the risk of loss arising from excessive credit exposures to individual borrower, groups of connected counterparties and groups of counterparties with similar characteristics (e.g., counterparties in specific geographical locations, economic or industry sectors) or entities in foreign country or a group of countries with strong interrelated economies.
- c) **Market Risk** – Market Risk is the risk to earnings or capital arising from adverse movements in factors that affect the market value of instruments, products, and transactions in the Bank's trading book portfolio, both in the banking book and off-balance sheet.

To manage market risks inherent in the Bank's portfolio, three (3) related measures of risk values are estimated or established:

- The sensitivity of the position or portfolio to a movement in the market risk factor to which it is exposed;
 - The volatility of the position (the maximum expected movement in the market risk factor for a given time horizon at a specified level of confidence); and
 - The Value-at-Risk, (the likely impact on earnings for a given time horizon due to expected movements in the market factors), interest rate sensitive instruments of the Bank's trading portfolio are covered by a system of Loss Limit and Management Action Trigger (MAT) controls which quantify management's tolerance for losses on year to date and month to date cumulative loss. In addition, Value-at-Risk (VaR) is computed per product group to determine potential loss.
- d) **Interest Rate Risk in the Banking Book** – This is the current and prospective risk to earnings and capital arising from adverse movements in the interest rates that affect the Bank's banking book positions. The Bank follows a policy on managing its assets and liabilities so as to ensure that exposure to fluctuations in interest rates are kept within acceptable limits. The Bank's risk measurement system addresses different risk factors of different categories of instruments within each significant currency where the Bank holds interest rate sensitive positions.

The Bank employs "gap analysis" to measure the interest rate sensitivity of its assets and liabilities. The asset/liability gap analysis measures, for any given period, any mismatch between the amounts of interest-earning assets and interest-bearing liabilities which would mature, or would be subject to re-pricing during that period.

- e) **Liquidity Risk** – Liquidity Risk is the current and prospective risk to earnings or capital arising from a bank's inability to meet its obligations when they come due without incurring unacceptable losses or costs. Liquidity risk includes the inability to manage unplanned decreases or changes in funding sources.

The Bank's liquidity policy is to manage its operations to ensure that funds available are more than adequate to meet demands of its customers and to enable deposits to be repaid on demand or upon maturity. The main sources of the Bank's funding are capital, core deposits from retail and commercial clients and wholesale deposits. The Bank also maintains a portfolio of High Quality Liquid Assets (HQLA) to further strengthen its liquidity position. The Bank ensures compliance to the Liquidity Coverage Ratio (LCR) and Net Stable Funding Ratio (NSFR). At least once annually, the Bank presents a request for liquidity limits to the Risk Oversight Committee for final approval and ratification by the Board of Directors. The Bank's Treasury formulates an annual Funding Plan at the start of the year that effectively serves as a projection of funding requirement based on assumptions from the forecasted balance sheet.

To ensure that the Bank has sufficient liquidity at all times, the Bank formulates a Contingency Plan using extreme scenarios of adverse liquidity and evaluates the Bank's ability to withstand these prolonged scenarios. The contingency plan focuses on the Bank's strategy for coordinating managerial action during a crisis and includes procedures for making up cash-flow shortfalls in adverse situations. The plan details the funding options and the scenarios under which it could use them.

- f) **Operational Risk** – This is the risk of loss resulting from inadequate or failed internal processes, people and systems or from external events. Operational risk includes legal risk but excludes strategic and reputational risk. The Bank has a Medium residual risk tolerance to losses arising from operational incidents or business as usual activities.

The Bank has an established Operational Risks Management Framework (ORMF) for assessing and communicating operational risk, and the overall effectiveness of the control environment of the Bank including the subsidiaries. The ORM approach allows the Bank to anticipate material risks and increase our ability to demonstrate, with a high degree of confidence that risks are well controlled. It also clarifies and reinforces the need for clear ownership and accountability for all processes across the Bank by defining the three lines of Defense's roles and responsibilities and enhances our risk culture.

The Bank has taken steps to improve resilience through its institutional Business Continuity Plans, based on several crisis severity levels, which is tested at least annually and updated for any major changes in systems procedures. These include basic components of Business Continuity Management such as Risk Evaluation and Control, Business Impact Analysis, Business Continuity Strategies, Emergency Response, Plan Implementations, Awareness, Training and Testing Exercises.

The Bank is currently using a transaction monitoring system that has real-time monitoring capabilities and machine learning features which enhance fraud detection rates. The Bank also ensures that fraud trends are incorporated into existing controls to mitigate potential fraud losses. The Bank's "DontGetFooled" cybersecurity awareness campaign, launched in August 2022, is a permanent initiative designed to empower customers with the knowledge to protect their accounts from various scams and schemes. This ongoing campaign spans across different platforms, delivering valuable tips for safe online practices and serving as a constant reminder to exercise vigilance against fraudulent transactions, both online and offline.

The Bank acknowledges through its digital initiatives that measures to safeguard the security and integrity of its IT systems must extend beyond its traditional boundaries. Solutions that improve mobile applications and cloud solutions are in place. To ensure the integrity of

transactions, a one-time pin and notifications are implemented on both online and mobile channels to protect its customers. As technology advances, the Bank will adjust its strategy to include AI and other emerging technologies, in order to provide an enhanced and safe customer experience.

In addition, the Bank places emphasis on the security of its computer system and has a comprehensive IT security policy. The Bank designates a security administrator independent of the front office who is responsible for maintaining strict control over user access privileges to the Bank's information systems. The Bank's IT Shared Services Group has a Disaster Recovery Plan to ensure business continuity, recovery of critical data and uninterrupted processing of transactions in the event of a disaster. To address the changing cyber security landscape, the Bank also updated its business continuity plan to include current threats such as ransomware. It also enhanced its program in addressing phishing and social engineering threats.

- g) **Regulatory Risk and Compliance Risk** – Regulatory Risk is the risk of loss arising from probable mid-stream changes in the regulatory regime affecting current position and/or strategy. Compliance risk is the current and prospective risk to earnings or capital arising from violations of, or non-conformance with laws, rules, regulations, prescribed practices, internal policies and procedures, or ethical standards. The Bank's Compliance Program, the implementation of which is overseen and coordinated by the Compliance Office, is the primary control process for regulatory risk issues, including money laundering and terrorist financing risks. The Compliance Office is responsible for communicating and disseminating applicable new rules and regulations to all affected units, analyzing and addressing compliance issues, monitoring embedded procedures, performing periodic compliance testing on business centers and Head Office units through the use of the Hub & Spoke operating model and reporting compliance findings to the Audit and Compliance Committee and the BOD. On a case-to-case basis, when the Audit and Compliance Committee is not immediately available, the Compliance Officer may initially report urgent matters to the President and Chief Executive Officer, and thereafter to the Audit and Compliance Committee.
- h) **Reputational Risk** – This is the risk to earnings, capital, and liquidity arising from negative perception on the Bank of its customers, shareholders, investors, and employees, market analysts, the media, and other stakeholders such as regulators and other government agencies, that can adversely affect the bank's ability to maintain existing business relationships, establish new businesses or partnerships, or continuously access varied sources of funding. The RCBC Group has very low tolerance for engaging in any business activity where foreseeable reputational risk or damage has not been considered and/or mitigated. The Group shall protect its reputation to ensure that there is no material damage to the Group.

The Bank has defined its drivers that may cause or affect its good name such as corporate risk governance, personnel/management ethics, staff competence, organizational structure, business practice, product/service quality, employee and customer relations (including handling of feedback or resolution of complaints), financial soundness/business viability and legal and regulatory compliance, exposures to credit, market and operational risk and exposures to environmental, social and governance risk.

A complaints tracking system where complaint cases received from clients are lodged, monitored and effectively managed based on a defined turnaround time in resolving them, including documentation of actions taken for analytics purposes is in place. The complaints management process is implemented in four steps, namely: (1) Acknowledgement, (2) Investigation/Analysis by designated Customer Care Representative or Senior Officer, (3) Decision/disposition and communicating of resolution/feedback to the customer, and (4) Closing of complaint.

- i) **Strategic Risk** – This is the current and prospective impact on earnings or capital arising from adverse business decisions, improper implementation of decisions, or lack of responsiveness to industry changes and other external developments.
- j) **Environmental and Social (E&S) Risk** – This is the risk of potential financial, legal, and/or reputational negative effect of E&S issues on the Bank. E&S issues include environmental pollution, climate risk (both physical and transition risks), hazards to human health, safety and security, and threats to community, biodiversity and cultural heritage, among others.

(See accompanying Note 4 to Financial Statements for a detailed discussion of Risk Management.)

Item 2. Properties

RCBC Head Office is located at RCBC Plaza, corner Ayala Avenue and Sen. Gil Puyat Avenue Ext., Makati City. The Bank and some of its subsidiaries lease the premises occupied with lease contracts of five (5) years and are renewable upon mutual agreement of both parties under certain terms and conditions.

On March 16, 2023, the Bank transferred and leased back certain real estate properties to Frame Properties, Inc. for a 100% ownership in the latter, which was subsequently transferred to the post-employment benefit plan as contribution to the plan assets (see Notes 13 and 23.2 of the Notes to the Financial Statements).

The Group's total lease related expenses comprising of rent, right-of-use amortization, and interest on lease liability amounted to P2.0 billion in 2024. The lease periods are from 6 months to 25 years. Most of the lease contracts contain renewal options, which give the Parent Company and its subsidiaries the right to extend the lease on terms mutually agreed upon by both parties.

The Bank's leased premises in RCBC Plaza and ATY Centre (excluding business centers at the ground floors) cover an area of 19,148.5 and 20,418 square meters with monthly rental of P37.2 million and P29.9 million, inclusive of VAT, respectively.

The Bank's leased premises of business centers and warehouses are listed below:

BC NAME	BUSINESS ADDRESS	Monthly Lease Rate (in absolute amounts)	LEASE TERM	
		(inclusive of 12% VAT)	START	END
METRO MANILA AREA				
3rd Ave. BGC	G/F, Mckinley Park Residences Bldg., 3rd Ave. corner 31st Street, BGC, Taguig	329,407.8	1-Jun-21	31-May-26
4th Ave. BGC	27th Street Corner 4th Avenue, Bonifacio Global City, Taguig	301,602.2	1-Aug-22	31-Jul-27
7th Ave. BGC	Unit E2 G/F, W City Center Bldg., 7 th Avenue corner 30 th Street, Bonifacio Global City, Taguig, Metro Manila 1634	607,806.2	15-Jun-21	14-Jun-26
9th Ave. BGC	Ecoprime Tower Building, G/F Units 5 & 6 Lane R Cor. 9th Avenue, Bonifacio Global City, Taguig	234,279.1	1-Nov-21	31-Oct-26
11th Ave. BGC	G/F BGC Corporate Center Bldg., 11th Ave. cor. 30th St., Bonifacio Global City, Taguig	457,509.8	1-Jun-21	31-Dec-25
25th Street BGC	G/F One McKinley Place Condominium, 4 th Ave., cor. 25 th St., Bonifacio Global City, Taguig	194,871.6	1-Sep-22	31-Aug-27
A. Mabini	1353 Tesoro Bldg. A. Mabini St. Ermita Manila	364,493.4	15-Oct-24	14-Oct-29

BC NAME	BUSINESS ADDRESS	Monthly Lease Rate (in absolute amounts)	LEASE TERM	
		(inclusive of 12% VAT)	START	END
Abad Santos	1628 Jose Abad Santos Avenue, Tondo, Manila	284,557.9	1-May-17	30-Apr-27
Acropolis	191 Triquetra Bldg., E. Rodriguez Jr. Ave., Bagumbayan, Quezon City	259,468.1	1-Jun-20	31-May-25
Acropolis EastWood	Unit G8A-B, G/F MDC 100 Building, No. 188 E. Rodriguez Jr. Avenue cor. Eastwood Avenue, Barrio Bagumbayan, Quezon City	166,633.3	21-Dec-20	21-Dec-25
ADB Avenue-Garnet	Unit 110 AIC Burgundy Empire Tower ADB Ave. corner Garnet Road, Ortigas Center, Pasig City	377,239.2	1-May-22	30-Apr-27
Adriatico	Hostel 1632 G/F Unit No. 1632 M. Adriatico St. Malate, City of Manila	344,136.6	1-May-17	14-May-27
Aguirre-BF Homes	G/F Fitness & Beauty Mall Bldg., 290 Aguirre Avenue. Cor. Gov. Santos St., BF Homes, Paranaque City	227,686.8	1-Jan-22	1-Jan-27
Alabang	RCBC Building, Tierra Nueva Subd. Alabang-Zapote Road, Alabang, Muntinlupa City	195,328.0	31-Mar-23	31-Mar-28
Alabang - Filinvest	Units G04 & G05 Vivere Hotel 5102 Bridgeway Ave., Filinvest Corporate City, Alabang, Muntinlupa City	179,295.2	21-Oct-20	21-Oct-25
Alabang Madrigal Business Park	Unit 5 and 6, Ground Floor CTP Alpha Bldg., Investment Drive, Madrigal Business Park, Ayala Alabang, Muntinlupa City	284,882.7	15-Sep-15	15-Nov-25
Amang Rodriguez	1249 A. Rodriguez Ave., Dela Paz, Pasig City	73,705.3	1-Jul-17	30-Jun-27
Amoranto	Units 1-F and 1-G Edificio Enriqueta 422 N.S. Amoranto St., cor. D. Tuason Ave. Quezon City	166,332.7	1-Mar-17	28-Feb-27
Ampid	122 General Luna St., Ampid 1, San Mateo Rizal	245,164.8	7-Nov-20	7-Nov-25
Anonas	69 Anonas cor Chico St. Project 2, Quezon City	86,730.0	31-Mar-23	31-Mar-28
Aurora Blvd-Madison	Madison 101, Aurora Blvd cor. Madison St., Quezon City	339,785.9	1-Dec-15	30-Nov-25
Ayala	Unit 709 & 710 Tower I Ayala Triangle Ayala, Makati City	870,213.0	1-Oct-24	30-Sep-29
Ayala Vicente Madrigal	Unit 100-B G/F, Vicente Madrigal Bldg., 6793 Ayala Avenue, Makati City	547,487.2	1-Aug-21	31-Jul-26
Ayala-Paseo	GF 8767 Philamlife Tower, Paseo De Roxas Makati City	414,888.8	1-Sep-20	31-Aug-25
Annapolis-Missouri	G/F Unit 102 The Victoria Plaza, #41 Annapolis St. San Juan City	210,893.6	19-Feb-18	15-Feb-33
Antipolo	Antipolo Triangle Mall, San Lorenzo Sumulong Memorial Circle, Brgy. San Jose, Antipolo City	110,347.8	15-Oct-21	14-Oct-31
Araneta	G/F Unit 111 Sampaguita Theatre Bldg., Gen. Araneta & Gen.Roxas Sts., Cubao, Quezon City	467,162.0	1-May-24	30-Apr-29
Arnaiz	843 G/F B & P Realty Inc. Building., Arnaiz Ave., Legaspi Village, Makati City	133,180.0	1-Dec-21	30-Nov-26

BC NAME	BUSINESS ADDRESS	Monthly Lease Rate (in absolute amounts)	LEASE TERM	
		(inclusive of 12% VAT)	START	END
Arranque	1001 Orient Star Bldg. cor. Masangkay and Soler Sts., Binondo, Manila	476,785.9	15-May-17	14-May-27
ATY Center	6 th and 25 th Streets, Bonifacio Global City, Taguig City	706,474.8	1-Oct-22	30-Sep-27
Baclaran	21 Taft Avenue, Baclaran, Parañaque	269,463.6	31-Mar-23	31-Mar-28
Baclaran-Quirino Ave	#3916 Quirino Avenue corner Aragon Street, Baclaran, Paranaque City	129,051.2	1-Oct-20	1-Oct-25
Banawe	Unit I-K, CTK Bldg. 385 Banawe cor. N.Roxas Sts. Quezon City	317,122.8	15-Feb-20	15-Feb-25
Bayani Road	30B Bayani Road AFPOVAI Subdivision, Fort Bonifacio, Taguig City	192,477.7	1-Sep-22	31-Aug-32
Bel Air	Unit 101 Dona Consolacion Bldg., 122 Jupiter St., Bel-Air, Makati City	194,502.2	1-Oct-16	30-Sep-26
Betterliving	#14 Doña Soledad St. Betterliving Bicutan, Paranaque	223,439.4	15-Sep-23	14-Sep-28
Better Living - Bicutan	#133 Doña Soledad Ave., Brgy. Don Bosco Betterliving, Parañaque City	894,312.2	31-Mar-23	31-Mar-28
BF Homes	Unit 101 Centermall Bldg., President Ave. BF Homes, Parañaque City	184,184.0	31-Mar-23	31-Mar-28
BF Resort	J Studio HQ Building, BF Resort Drive, BF Resort Village, Talon Uno, Las Pinas City	226,497.6	1-Sep-22	31-Aug-27
Binondo	ETY Building, 484 Quintin Paredes St., Binondo, Manila	604,988.3	1-Apr-23	31-Mar-28
Blumentritt	1876,Blumentritt cor. Andrade St. Sta Cruz Manila	167,932.8	31-Mar-23	31-Mar-28
Boni Ave.	617 Boni Ave. Mandaluyong City	178,911.6	30-Apr-21	30-Apr-26
Buendia	Grepalife Bldg. 221 Sen. Gil J. Puyat Ave., Makati City	623,156.1	1-Jan-24	31-Dec-28
C. Raymundo	261 Unit C, C. Raymundo Avenue, Brgy. Maybunga, Pasig City	154,861.5	1-Feb-17	31-Jan-27
Cainta	Multicon Bldg., F.P. Felix Ave., Cainta	161,828.2	16-Nov-17	15-Nov-27
Camarin	Sacred Heart Village, Susano Road, Bgy. 175, Camarin Caloocan City	274,223.0	31-Mar-23	31-Mar-28
Carlos Palanca	GF BSA Suites, C. Palanca Street, Legaspi Village, Makati City	191,923.2	31-Mar-23	31-Mar-28
Caruncho	Prima 3 Commercial Center #7 Caruncho Avenue Pasig City	215,085.4	1-Jul-17	30-Jun-27
Cogeo	Cogeo Trade Hall Bldg., Sitio Kasapi, Brgy. Bagong Nayon, Antipoli City	103,122.6	5-Oct-21	31-Oct-26
Commonwealth	G/F Verde Oro Bldg., 535 Commonwealth Ave., Diliman Quezon City	407,509.3	1-Jan-23	31-Dec-27
Commonwealth-Balara	Lot 43 Blk. 3 Commonwealth Avenue, Old Balara, Quezon City	368,480.0	31-Mar-23	31-Mar-28
Commonwealth-Casa Milan	124 B157 Commonwealth Ave., Greater Lagro Quezon City	272,055.4	1-Mar-22	28-Feb-27
Congressional	Ground Floor, Unit A & B, 188 Congressional Avenue, Quezon City	216,538.2	1-Jan-22	31-Dec-31
Concepcion, Marikina	17 Bayan-Bayanan Ave., Concepcion Uno Marikina City	147,459.4	1-Aug-22	31-Jul-32

BC NAME	BUSINESS ADDRESS	Monthly Lease Rate (in absolute amounts)	LEASE TERM	
		(inclusive of 12% VAT)	START	END
Connecticut (Greenhills)	51 Connecticut Street, Northeast Greenhills, San Juan City	161,031.4	31-Mar-23	31-Mar-28
D. Tuazon	G/F Academe Foundation Bldg., No. 47 D. Tuazon St., Sta. Mesa Heights, Quezon City	195,420.8	15-Sep-20	14-Sep-25
Del Monte	180 Del Monte Avenue, Quezon City	255,902.0	1-May-17	30-Apr-27
Dela Rosa	G/F Sterling Center Ormaza Coner Dela Rosa St. Legaspi Village Makati City	1,339,557.4	1-May-24	30-Apr-29
Dela Rosa - Pasong Tamo	Ground Floor, King's Court 2 Building, 2129 Chino Roces Avenue, Makati City	526,778.0	1-Mar-17	28-Feb-27
Diliman	Cor. Matalino St. & Kalayaan Ave., Diliman, Quezon City	287,059.2	16-Nov-21	15-Nov-26
Divisoria	New Divisoria Condominium 628 Sta. Elena Divisoria, Manila	654,617.6	31-Mar-23	31-Mar-28
Don Jesus Blvd.	Don Gesu Bldg., Don Jesus Blvd., Brgy. Cupang, Muntinlupa City	90,722.6	1-May-22	30-Apr-27
E. Rodriguez	444 E. Rodriguez Sr. Blvd. Cor. Jacinto St. Quezon City	117,600.0	31-Mar-23	31-Mar-28
East Capitol Drive	Ground Floor, Tinity Bldg., No. 26 East Capitol Drive, Brgy. Kapitolyo, Pasig City	204,761.3	1-Jan-17	31-Dec-26
Edsa Kalookan	520 E. Delos Santos Ave., Kalookan city	253,040.3	1-Oct-21	30-Sep-31
Edsa Taft	Giselle's Park Plaza Edsa cor. Taft Ave. Pasay City	334,759.6	1-Sep-22	31-Aug-27
Elcano	676 Elcano cor Lavezares St., Binondo, Manila	284,041.0	1-May-22	30-Apr-27
Ermita	550 UN Ave., Ermita Manila	542,689.8	01-Jan-24	31-Dec-28
Evangelista	Hernandez Building, Evangelista St., cor. Gen. Alejandrino St., Brgy Bangkal, Makati City	331,403.50	1-Jun-17	31-May-27
Fairview	Medical Arts Bldg., Dahlia St. North Fairview, Quezon City	158,766.9	01-May-15	30-Apr-25
Felix Avenue	Phase 2 Karangalan Village, Brgy. De La Paz Pasig City	140,960.0	31-Mar-23	31-Mar-28
Fort Bonifacio	Unit 1D Crescent Park Residences, 30th St Cor 2nd Ave., Burgos Circle, Fort Bonifacio, Taguig City	357,283.7	1-May-22	30-Apr-27
Frontera Verde	9F Ortigas Bldg., Ortigas Avenue, Pasig City	344,441.0	01-Mar-23	29-Feb-28
Garnet	Unit No. 106 Parc Chateau Condominium, Garnet cor. Onyx St., Ortigas Center, Pasig City	211,191.3	14-Apr-20	14-Apr-25
Gilmore	100 Granada St. Brgy. Valencia, Quezon City	344,046.0	1-Jan-23	31-Dec-27
Greenbelt	BSA Tower, Legaspi Street, Legaspi Village, Makati City	253,052.8	31-Mar-23	31-Mar-28
Ortigas Ave-Greenhills	Unit 104 Grace Building, Ortigas Ave., Greenhills, San Juan, MM	73,161.4	31-Mar-23	30-Mar-28
Greenhills	Unit LG030, LGF Greenhills Mall, San Juan City	425,733.3	1-Dec-23	31-Jan-29

BC NAME	BUSINESS ADDRESS	Monthly Lease Rate (in absolute amounts)	LEASE TERM	
		(inclusive of 12% VAT)	START	END
Greenhills-P. Guevarra	G/F Ongapauco Bldg. P. Guevarra St. Wilson Greenhills San Juan City	96,278.0	15-Mar-24	14-Mar-32
Hermosa-Limay	Hermosa cor. Limay Sts., Tondo, Manila	195,727.7	1-Jan-17	31-Dec-26
HV Dela Costa	Shop 1 G/F, Alpha Salcedo Condominium, 124 H.V. Dela Costa St., Salcedo Village, Makati City	314,950.2	1-Aug-21	31-Jul-26
Intrepid-E.Rodriguez	GF Unit 3, Intrepid Plaza, E Rodriguez Jr., Ave., Libis Quezon City	256,369.9	1-Jan-23	31-Dec-27
JP Rizal Poblacion	773 JP Rizal Avenue, Brgy. Poblacion, Makati	193,770.4	1-Nov-16	31-Oct-26
Kalookan	259 Rizal Ave. Ext., Kalookan City	324,352.0	31-Mar-23	30-Mar-28
Kalentong	49 C&D Building New Panaderos St. Kalentong Sta. Ana Manila	170,606.4	1-May-22	30-Apr-27
Kapitolyo-Shaw Blvd.	615 Shaw Boulevard, Bgy. Kapitolyo, Pasig City	243,824.0	31-Mar-23	30-Mar-28
Katipunan	321 Ground Floor Torres Bldg. Katipunan Ave., Loyola Heights, Quezon City	262,080.0	31-Mar-23	30-Mar-28
Lagro	Km 23 Quirino Highway, Greater Lagro, Novaliches, Quezon City	188,748.0	07-Apr-22	6-Apr-2027
La Huerta	G/F Delos Santos Bldg 1003 Quirino Ave Lahuerta Paranaque City	88,647.3	1-Sep-24	31-Aug-29
Las Pinas	Veraville Bldg, Alabang-Zapote Rd. Las Piñas City	655,981.1	16-May-23	15-May-33
Las Pinas-Pamplona	G/F Elena Bldg. Alabang-Zapoted Rd Pamplona 3 Las Piñas City	137,062.7	9-Nov-23	8-Nov-28
La Vista-Katipunan	Petron La Vista Building, Katipunan Ave. cor. Mangyan St., Brgy. Pansol, Quezon City	85,100.4	15-Feb-24	14-Feb-27
Lee-Shaw Blvd.	Lee Gardens Condominium, Shaw Blvd. cor. Lee St. Mandaluyong City	188,073.3	16-Jul-22	15-Jul-27
Legaspi Village	ACCRA Condominium, cor. Salcedo & Gamboa St., Legaspi Village, Makati	700,983.4	31-Mar-23	30-Mar-28
Leviste-Salcedo	G/F Eurovilla III Condominium, LP Leviste St. cor. San Agustin St., Salcedo Village, Makati City	563,106.1	15-Sep-23	14-Sep-28
Linden Suites	G/F Linden Suites Tower II, #37 San Miguel Ave., Ortigas Center, Pasig City	183,578.5	1-Oct-20	30-Sep-25
Loyola Heights	G/F MQI Centre 42 E. Abada St. cor. Rosa Alvero St., Loyola Heights, Quezon City	179,973.7	31-Jan-22	31-Jan-32
Macapagal Avenue-EDSA	EDSA cor Macapagal Avenue, Pasay City	444,216.1	1-Dec-22	30-Nov-27
Macapagal Avenue-Pearl Drive	Scape Bldg, Macapagal Ave. corner Pearl Drive, Business Park 1, Barangay 76, San Rafael, Pasay City	277,972.4	1-Jan-17	31-Dec-26
Magallanes	G/F BMG Centre, Paseo de Magallanes, Makati City	124,436.1	1-Oct-20	30-Sep-25
Maginhawa Avenue	Ground Floor, Unit #129 Maginhawa St., Brgy Teachers Village, Quezon City	234,873.2	1-Mar-17	28-Feb-27

BC NAME	BUSINESS ADDRESS	Monthly Lease Rate (in absolute amounts)	LEASE TERM	
		(inclusive of 12% VAT)	START	END
Makati Avenue	G/F Executive Bldg. Center Inc., 369 Sen. Gil Puyat cor. Makati Ave.	735,483.8	2-Nov-23	2-Nov-28
Makati Rada	One Legaspi Park, 121 Rada St. Legaspi Village Makati City	233,241.0	23-Mar-22	22-Mar-27
Malabon	685 J.P. Rizal Ave., San Agustin, Malabon	156,862.6	1-Jun-24	31-May-29
Malate	470 Maria Daniel Bldg., San Andres St., cor. M.H. del Pilar, Malate, Manila	196,530.5	1-May-20	30-Apr-25
Malayan Plaza	Unit G3 and G4 GF Malayan Plaza, ADB Ave. cor Opal Road, Pasig City	329,280.0	31-Mar-23	30-Mar-28
Mandaluyong	Unit 102 G/F, EDSA Central Square, Greenfield District, Mandaluyong City	402,425.2	1-Dec-22	30-Nov-25
Mapua-Pablo Ocampo	Unit 1 G/F Mapua University Bldg., 1191 Pablo Ocampo Sr. Extension, Brgy. Sta. Cruz, Makati City	196,144.6	1-Sep-22	31-Aug-27
Marikina	No.36 Gil Fernando Ave., cor. Sta. Ana Ext. San Roque, Marikina City	283,261.4	1-Jan-25	31-Dec-35
Marulas	Mc Arthur H-way, Marulas Valenzuela Metro Manila	76,832.0	31-Mar-23	30-Mar-28
Masinag	259, Sumulong Hi-way, Mayamot, Antipolo Rizal	72,028.3	31-Mar-23	30-Mar-28
Mckinley Hills	G/F Two World Hill Building, Upper McKinley Road, McKinley Town Center Fort Bonifacio, Taguig City	807,616.6	1-Aug-24	31-Jul-29
Mendiola	163 E. Mendiola St., cor Concepcion Aguila St., San Miguel, Manila	182,043.0	1-Sep-20	31-Aug-25
Meralco Ave.	G/F Regency Bldg., Meralco Ave., cor. Exchange Road Ortigas, Pasig City	227,560.0	23-Feb-22	22-Feb-27
Metallim Compound	No. 95 T. Arguelles (formerly Brixton St.), Brgy. Imelda, Quezon City	271,582.1	31-Mar-23	31-Mar-28
Mindanao Ave-Tandang Sora	GF 003 MC Square Bldg., Mindanao Ave cor. Tandang Sora, Quezon City	401,880.6	1-Nov-20	31-Oct-25
Moonwalk-Paranaque	No. 2 Armstrong St., Moonwalk Village, Paranaque City	240,293.4	1-Dec-20	30-Nov-25
Morayta	828 Nicanor Reyes St., Sampaloc, Manila City	85,500.0	1-Sep-21	31-Aug-26
Morong	T. Claudio St. Brgy. San Juan Tanay Rizal	50,000.4	1-Jun-22	1-Jun-27
Muntinlupa	National Road Putatan, Muntinlupa City	115,679.2	31-Mar-23	30-Mar-28
NAIA Terminal 1	G/F, Arrival Area, NAIA Terminal 1, MIA Road, Pasay City	14,694.6	1-Jul-24	20-Jun-29
Navotas-East	Estrella cor. Yangco St. Navotas East, Metro Manila	209,440.0	31-Mar-23	30-Mar-28
New Manila	Upper Ground Hemady Square Building 86 Dona Hemady cor E. Rodriguez Sr. Avenue Brgy Kristong Hari, Diliman, Quezon City	316,752.8	1-May-23	30-Apr-33
Newport City	G/F Plaza 66 Manlunas Street, Newport Blvd., Pasay City	280,422.8	1-May-22	30-Apr-27
Novaliches	882 Quirino Highway, Novaliches, Quezon City	417,283.4	1-Jul-24	30-Jun-29

BC NAME	BUSINESS ADDRESS	Monthly Lease Rate (in absolute amounts)	LEASE TERM	
		(inclusive of 12% VAT)	START	END
Novaliches-Gulod	#917 Bo. Gulod., Quirino Highway	116,056.6	31-Mar-23	30-Mar-28
One Bonifacio High Street	5/F PSE Bldg. - One Bonifacio High Street, 28th St., corner 5th Ave., BGC Taguig 1630	1,061,353.9	15-Dec-17	14-Dec-27
Ortigas-EDSA	Honda Cars Greenhills, Ortigas Ave. corner Columbia St., Mandaluyong	111,266.5	15-Mar-22	28-Feb-28
Ortigas Ave-San Juan	Medecor Bldg. 222 Ortigas Avenue, Greehills, San Juan City	275,309.3	1-Aug-17	30-Jul-27
Ortigas Extension	G/F Merijr Building Corner Riverside Village Ortigas Ave. Extension Brgy. Sta. Lucia Pasig City 1608	229,305.3	1-Sep-23	31-Aug-28
Otis	Isuzu Manila 1502 Paz M. Guazon St. Paco Manila	152,801.2	1-May-16	30-Apr-26
P. Ocampo-FB Harrison	Ground Floor Unit Sunrise Center Bldg., #488 Pablo Ocampo Sr., Avenue, Malate Manila	265,260.1	1-Jan-17	31-Dec-26
P. Tuazon	Unit 102 GF Spark Place, P. Tuazon Blvd. Cor 10th Ave, Brgy. Socorro, Cubao, Quezon City	349,561.3	7-Feb-23	6-Feb-28
Pablo Ocampo-Venecia	G/F Savanna Commercial Center Bldg., 1201 Pablo Ocampo St. and Venecia St., Brgy. Sta. Cruz, Makati City	225,838.6	1-Dec-21	30-Nov-26
Pacific Place	Unit 105 GF Pacific Place Condominium, Pearl Drive St., cor. Amethyst St., Ortigas Center, Pasig City	266,996.8	31-Mar-23	30-Mar-28
Padre Rada	649 Padre Rada St. Cor. Juan Luna Brgy Padre Rada Tondo, Metro Manila	451,360.0	31-Mar-23	30-Mar-28
Palanan-Bautista	G/F Shalimar Bldg., 3696 Bautista St., Palanan, Makati City	118,028.8	1-Oct-22	1-Oct-27
Parqal-Aseana City (Relocation of Roxas Blvd)	Unit 109 to 111, GF Parqal Building 8, Luz Drive, Aseana City, Paranaque City	140,844.1	1-Mar-24	28-Feb-29
Pasay	2015 Gil Puyat Ave., Pasay City	266,623.7	15-May-20	14-May-25
Pasay-Libertad	2350 Taft Avenue Cor. Libertad Pasay City	176,569.9	1-Mar-23	28-Feb-28
Paseo de Roxas	8747 G/F Lepanto Bldg., Paseo De Roxas, Makati City	647,886.4	12-Nov-24	11-Nov-29
Pasig	92 Dr. Sixto Ave. Cor. Raymundo St. Pasig City	445,346.9	1-Aug-24	31-Jul-29
Pasig Kapitolyo	G/F D'Ace Water Spa Plaza, United St., cor. Brixton St., Brgy. Kapitolyo, Pasig City	72,286.7	15-Feb-22	14-Feb-27
Pasig Westlake	Unit A G/F 168 Westlake Bldg., Pasig Blvd., Brgy. Bagong Ilog, Pasig City	120,537.5	10-Dec-20	9-Dec-25
Pasong Tamo	2283 Pasong Tamo Ext. cor. Lumbang St., Makati City	398,597.4	16-Mar-21	15-Mar-26
Pasong Tamo-Bagtikan	1173 Don Chino Roces Ave., Brgy. San Antonio, Makati City	284,682.4	15-Nov-23	14-Nov-28
Pasong Tamo-EDSA	Wilcon IT Hub, 2251 Chino Roces, Makati City	247,731.0	1-Nov-21	31-Oct-26
Pasong Tamo-Pio Del Pilar	G/F Matrinco Bldg., 2178 Pasong Tamo Makati City	168,960.0	15-Feb-19	14-Feb-25

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		(inclusive of 12% VAT)	START	END
Pateros	54 M. Almeda St. Bo. San Roque, Pateros Metro Manila	113,400.0	31-Mar-23	30-Mar-28
Perea	G/F Sunrise Terrace Bldg. 100 Perea Street, Legaspi Village, Makati City	226,497.6	16-Aug-21	15-Aug-26
Pioneer	2B Pioneer St. Barangay Highway Hills Mandaluyong City	401,445.4	1-Jun-17	30-Apr-27
Presidents Avenue-Paranaque	Lot 22, Blk 9 Presidnet's Avenue, Sucat, Paranaque City	154,861.5	1-Feb-17	31-Jan-27
P. Tuazon (GF-4F)	P. Tuazon Cor. 12th Ave. Cubao Q. C.	537,734.4	31-Mar-23	31-Mar-28
Quezon Avenue	1405 Quezon Avenue, Quezon City	457,856.0	31-Mar-23	30-Mar-28
Quezon Ave-Araneta	141 Quezon Avenue, Quezon City	160,098.8	25-Sep-22	24-Sep-27
Quezon Ave-Cordillera	78 Cordillera St., Cor. Quezon Avenue Quezon City	198,634.8	1-Jan-22	31-Dec-26
Quirino Ave.	555 Quirino Avenue, Tambo, Paranaque	351,159.8	1-Jun-19	31-May-29
Raffles Ortigas	G/F Unit 102A Raffles Corporate Center, F. Ortigas Jr. Avenue, Ortigas Center, Pasig City	281,720.6	1-Apr-22	31-Mar-27
Raon, Sales	655-657 Gonzalo Puyat St. Quiapo, Mla.	129,051.2	1-Jun-23	31-May-28
RCBC Plaza	6819 RCBC Plaza, Ayala Avenue, Makati	1,374,432.4	1-Jan-16	31-Dec-25
Reliance	Unit 2 Ground Floor	225,839.6	8-Jan-17	31-Jul-27
Rockwell	GF, Phinma Plaza, Hidalgo Street, Rockwell Center, Makati City	254,484.3	31-Mar-23	30-Mar-28
Roosevelt	300 Roosevelt Ave., San Francisco Del Monte, Quezon City	133,683.2	16-Feb-21	15-Feb-26
Roxas Blvd-Service Road	Roxas Blvd cor. Arquiza St., Ermita, Manila	355,696.5	1-Nov-20	31-Oct-25
Rufino	Coherco Corporate Center, 116 V.A. Rufino Street, Legazpi Village, Makati City	239,474.0	1-Mar-22	28-Feb-27
San Lorenzo	1018 L & R Bldg. Pasay Road, Makati City.	643,536.6	17-Aug-24	16-Aug-29
Salcedo Village	Ground Floor, Y Tower II Building, Leviste (Alfaro) corner Gallardo Streets, Salcedo Village, Makati City	309,241.0	31-Mar-23	30-Mar-28
Salcedo Village (8/F Y TOWER)	8/F Y Tower II Building, Alfaro cor. Gallardo, Sts., Salcedo Village, Makati City (with 2 covered, 1 semi-covered and 1 open parking space)	362,880.0	31-Mar-23	31-Mar-28
San Joaquin	227 MConcepcion St. San Joaquin, Pasig City 2 nd District, Metro Manila	51,643.2	31-Mar-23	30-Mar-28
San Roque	319 J.P. Rizal St., San Roque Marikina City	163,632.0	31-Mar-23	30-Mar-28
Sangandaan	A. Mabini cor. Plaridel, Caloocan City	237,216.0	31-Mar-23	30-Mar-28
Shaw Blvd. Lawson	G/F SCT Bldg., 143 Shaw Blvd. Mandaluyong City	165,375.0	1-Oct-21	30-Sep-26
Old Sta. Mesa	#4463 Old Sta. Mesa, Brgy 587 Zone 58, Sta. Mesa, 6 th District, Manila	132,357.1	31-Mar-23	30-Mar-28

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		(inclusive of 12% VAT)	START	END
South Harbor	Harbor Centre I, cor. Chicago and 23rd Sts., Port Area, Manila	213,420.9	1-Jan-25	31-Dec-26
St. Ignatius	Katipunan Ave., St. Ignatius, Quezon City	117,672.6	1-Aug-21	31-Jul-31
Sta. Lucia East	Ground Level Building 2 Sta. Lucia Mall Marcos Hi-way cor Felix Ave., Cainta Rizal	129,705.4	1-Jul-23	30-Jun-28
Sta. Mesa	1-B G. Araneta Ave. Brgy. Dona Imelda Quezon City	284,304.4	1-Jul-21	30-Jun-31
Starmall Edsa-Shaw	444 Edsa Cor. Shaw Blvd Mandaluyong City	176,030.8	1-Aug-22	31-Jul-25
Sucacat	2F Santana Grove, Dr. A. Santos Ave. cor. Soreena St., Sucacat, Paranaque City	112,069.9	15-Apr-23	14-Apr-28
Sucacat Dr. A. Santos Ave.	8223 Dr. A. Santos Ave., Brgy. San Isidro, Sucacat, Paranaque	173,907.7	1-Nov-24	31-Oct-29
Taft Remedios	1932 Taft Avenue, Manila	150,763.2	31-Mar-23	30-Mar-28
Taytay	Manila East Road, Taytay, Rizal	177,963.3	1-Jan-23	31-Dec-32
Tanay	M.L. Quezon St. Cor J.P. Laurel St. Brgy. Plaza Aldea Tanay Rizal	98,823.3	1-Aug-22	1-Aug-32
Tektite	1904-A East Tower, PSE Center, Exchange Road, Pasig City	265,753.6	31-Mar-23	30-Mar-28
Teresa	Magsaysay Ave., Brgy. San Gabriel, Teresa, Rizal	73,117.0	15-Jun-22	15-Jun-32
T. Alonzo	1461-1463 Soler St., Sta. Cruz, Manila	380,000.0	1-Jul-24	30-Jun-34
The Beacon	G/F The beacon, Roces Tower, Chino Roces Ave cor Arnaiz Ave, Makati City	215,040.0	31-Mar-23	30-Mar-28
The Firm	CVC Law Center 11th Ave. cor 39th St., Fort Bonifacio, Taguig	650,907.6	1-May-20	30-Apr-30
The Fort – JY Campos	JY Campos Center, 9th Ave., Bonifacio Global Center, Taguig City 1634	496,297.5	20-May-23	19-May-33
The Fort Sunlife	Ground Floor, Sunlife Building, 5th Avenue corner Rizal Drive, BGC, Taguig City	272,145.1	15-Feb-22	14-Feb-27
Timog	RCBC Bldg., 36 Timog Avenue, Barangay Laging Handa, Quezon City	198,240.0	31-Mar-23	30-Mar-28
Timog-Picture City Center	4F #88 Picture City Center Timog Ave, Q.C.	131,647.4	15-Feb-24	15-Feb-29
Tomas Mapua	626 Tomas Mapua St., Sta Cruz Manila	280,972.6	1-May-23	30-Apr-28
Tomas Morato	#169 Tomas Morato cor. Sct. Castor, Quezon City	132,720.0	31-Mar-23	30-Mar-28
Tordesillas	Ground Floor, Metropole Building, Sen. Gil Puyat Avenue corner Tordesillas, Salcedo Village, Makati City	361,536.0	31-Mar-23	30-Mar-28
Trinoma	Space P015B Level 1, Trinoma EDSA cor. North Avenue, Quezon City	424,894.0	1-Sep-24	31-Aug-25
Tutuban	G/F Center Mall I, Tutuban Center corner C.M. Recto Ave., Tondo, Manila	87,968.0	16-Apr-13	15-Apr-28
Valenzuela	231 Mac Arthur Highway, Karuhatan, Valenzuela City	195,111.5	1-Sep-23	31-Aug-38
Visayas Ave.	#6 Visayas Ave. Tandang Sora, Quezon City	82,490.2	31-Mar-23	30-Mar-28

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		(inclusive of 12% VAT)	START	END
Wack Wack	Unit K Facilities Center Bldg., 548 Shaw Blvd, Mandaluyong City	132,638.6	1-Feb-20	1-Feb-25
West Ave	Unit 101 West Insula Condominium, 135 West Ave., Brgy. Bungad, District 5, Quezon City	180,187.8	1-Sep-23	31-Aug-28
LUZON AREA				
Alaminos	Marcos Ave. Cor Montemayor St., Poblacion, Alaminos City, Pangasinan	158,394.5	1-Sep-21	31-Aug-26
Alfonso-Cavite	Fenway Commons Bldg., B2 L6 Gen. Emilio Aguinaldo Highway, Alfonso, Cavite	59,920.0	1-Apr-22	27-Sep-27
Angeles	RCBC Bldg., Sto. Rosario Street corner Teresa Avenue, Angeles City	135,717.1	31-Mar-23	31-Mar-28
Angono	M.L. Quezon Avenue, Brgy. San Pedro, Angono, Rizal	31,169.6	31-Mar-23	31-Mar-28
Apalit	National Road, San Vicente, Apalit, Pampanga	33,645.6	31-Mar-23	31-Mar-28
Aparri	108 J.P. Rizal St., Brgy. Centro 14, Aparri, Cagayan	76,797.0	16-Feb-21	15-Feb-26
Angeles-Sto. Cristo	243 Sto. Entierro St. Brgy. Sto. Cristo Angeles City Pampanga	107,542.7	18-Feb-17	17-Feb-27
Bacao	G/F Yokota Commercial Bldg., Bacar Road, Gen. Trias, Cavite	87,962.5	16-Mar-20	16-Mar-25
Bacoor	Maraudi Bldg., Aguinaldo Highway, Brgy. Niog Bacoor City Cavite	97,208.6	1-May-18	1-May-28
Bacoor-Salinas	#333 Gen. Emilio Aginaldo Hi-way, Salinas IV, Bacoor City, Cavite	314,380.1	31-Mar-23	31-Mar-28
Baguio	RCBC Bldg., 20 Session Road, Baguio City	1,138,368.0	31-Mar-23	31-Mar-28
Baguio-Mabini St	Rm 104 GP Shopping Arcade Upper Mabini St., Baguio City	220,788.5	22-Jun-20	22-Jun-27
Balagtas	McArthur Highway, Borol 1st, Balagtas, Bulacan	107,542.7	16-Nov-17	15-Nov-27
Balanga	Don M. Banzon Ave cor. Cuaderno St., Balanga City, Bataan	93,765.0	1-Oct-22	30-Sep-27
Baler	Quezon St. corner Bonifacio St. Poblacion, Baler, Aurora	61,740.0	1-May-14	30-Apr-34
Balibago	McArthur Highway, Barangay Balibago, Angeles City	67,858.6	31-Mar-23	31-Mar-28
Baliuag	01 J. P. Rizal cor. Tagle Sts., Baliuag, Bulacan	194,174.3	16-Aug-17	15-Aug-27
Bataan	RCBC Bldg. AFAB Mariveles, Bataan	58,580.7	28-Mar-24	27-Mar-34
Batac	Marcos Blvd., Batac, Ilocos Norte	66,133.0	31-Mar-23	31-Mar-28
Batangas	No. 17 Rizal Avenue cor. P. Gomez, Batangas City	92,378.5	1-Apr-22	31-Mar-27
Bauan	J.P. Rizal St., Poblacion, Bauan, Batangas	60,000.0	12-Sep-21	15-Sep-26
Binan Liip	G/F Admin Bldg Laguna International Industrial Park., Mamplasan, Biñan, Laguna	78,784.2	1-Oct-21	30-Sep-26

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Binakayan	Tirona Highway Binakayan Kawit Cavite 4104	31,772.2	31-Mar-23	31-Mar-28
Binangonan	M.L. Quezon St. cor Zamora St. Binangonan Rizal	44,800.0	31-Mar-23	31-Mar-28
Biñan	126 A. Bonifacio St. Poblacion Biñan Laguna	191,871.7	31-Mar-23	31-Mar-28
Boac	Governor Damian Reyes St. Brgy. San Miguel, Boac, Marinduque	38,000.0	1-Jun-23	1-Jun-33
Bocau	249 Binang 2 Mc Arthur H-way Bocau, Bulacan	97,440.0	31-Mar-23	31-Mar-28
Cabanatuan	1051 Burgos Ave, Cabanatuan City, Nueva Ecija	103,528.5	1-Oct-21	30-Sep-31
Calapan	Homemark Bldg., J.P. Rizal St., Camilmil, Calapan City, Oriental Mindoro 5200	110,661.4	1-Oct-21	1-Oct-26
Carmelray	Adm. Bldg., Carmelray Industrial Park 1, Canlubang, Calamba, Laguna	165,880.6	1-Nov-24	31-Oct-32
Candon	National Hi-Way, San Jose, Candon City, Ilocos Sur	152,424.5	1-Oct-24	30-Sep-25
Carmelray 2	Adm. Bldg., Carmelray Industrial Park 2, Bgy. Tulo, Calamba, Laguna	194,851.4	1-Jul-21	1-Jul-26
Carmona	People's Technology Complex (SEZ) Governor's Drive, National Highway, Bo. Maduya, Carmona, Cavite	183,839.5	16-Jul-02	15-Jul-27
Virac, Catanduanes	Stall 21 VTC Riverside Bldg., Virac Town Center, Rizal Avenue, Gogon Sirangan, Virac, Catanduanes	262,359.7	1-Jun-21	31-May-26
Cabanatuan-Maharlika Highway	Maharlika Highway cor. Paco Roman St. Extension, Brgy. Barrera District Cabanatuan City, Nueva Ecija	124,992.0	31-Mar-23	31-Mar-28
Cabuyao-J.P. Rizal Avenue	J.P. Rizal cor. Del Pilar St. Cabuyao, Laguna	134,400.0	31-Mar-23	31-Mar-28
Calamba	National Highway cor. Dolor St., Crossing, Calamba City, Laguna	152,409.6	31-Mar-23	31-Mar-28
Carmen Rosales	McArthur Highway, Carmen, Rosales, Pangasinan	210,639.5	31-Mar-23	31-Mar-28
Cauayan	Calahi Bldg. FN Dy Blvd, Cauayan City	80,512.8	1-Aug-17	31-Jul-27
Cavite City	Big 5 Bldg., 633 P. Burgos Avenue, Caridad, Cavite City 4100	119,700.0	1-Dec-23	30-Nov-28
Clark 1	Berthaphil 8 Mercedes Benz Bldg., MA Roxas Highway, Clarkfield, Pampanga 2023	USD2,010.0	1-Nov-17	31-Dec-27
Clark 2	Bertaphil III Clark Center, Jose Abad Santos Avenue, Clark Freeport Zone	USD2,956.0	1-Jun-16	31-Jul-26
CPIP-Batino	Citigold Bldg., Calamba Premiere Industrial Park, Batino, Calamba, Laguna	152,037.7	1-Jun-15	31-May-25
Daang Hari-Verdana	L & R Building, Verdana Village Center, Molino 4 Daang Hari, Bacoor	66,061.8	15-Aug-21	14-Aug-26
Dagupan	RCBC Bldg AB Fernandez Avenue, Dagupan City	255,473.4	1-Jul-19	30-Jun-29
Dagupan-Tapuac	Units 101 & 102, Rvr Bldg., Tapuac District, Dagupan City	136,158.8	1-Jan-23	31-Dec-27

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Dasmariñas-San Agustin	San Agustin 1, Aguinaldo H-way, Dasmariñas Cavite	55,490.4	31-Mar-23	31-Mar-28
Dasmariñas	RCBC Bldg., FCIE Compound, National Highway, Barangay Langkaan, Dasmariñas, Cavite	76,860.0	31-Mar-23	31-Mar-28
CIAC Terminal 2	Bldg. 7549 (portion), A. Bonifacio Avenue, Clark Civil Aviation Complex, Clark Freeport Zone, Pampanga	USD3,025.0	20-Jun-22	1-May-25
First Phil. Industrial Park (FPIP)	Unit 1 & 2, Ground Floor, Oasis Commercial Center, R.S. Diaz Ave., FPIP Brgy. Sta. Anastacia, Sto. Tomas, Batangas	130,007.1	14-Jun-21	13-Jun-26
Gateway	RCBC Bldg. Gateway Industrial Park, Brgy. Javalera, General Trias, Cavite	61,630.8	31-Mar-23	31-Mar-28
Gapan	Tinio St., San Vicente, Gapan City, Nueva Ecija	102,421.6	1-Jul-16	30-Jun-26
GMA	Block 2, lot 10 Bgy. San Gabriel, Congressional Rd.,GMA, Cavite	23,587.2	31-Mar-23	31-Mar-28
General Trias	G/F Samantha's Place Commercial Bldg., Governors Drive, Manggahan, Gen. Trias Cavite	98,955.7	1-Aug-21	31-Jul-26
Gen. Trias	#59 Gov. Luis Ferrer Ave, Gen Trias Cavite	45,108.7	31-May-18	31-May-28
GMA, Cavite	Citi Appliance Bldg., Brgy. San Gabriel, Governor's Drive, GMA, Cavite	107,000.0	1-Aug-24	31-Jul-29
Guagua	760 Omicron Bldg., Sto. Cristo, Guagua, Pampanga	126,528.6	1-May-22	30-Apr-27
Guimba	Afan Salvador St., Guimba, Nueva Ecija	82,687.5	30-Sep-22	30-Sep-27
Hacienda Luisita	Robinson's Plaza, San Miguel, Tarlac City	112,414.1	1-Jan-2024	31-Dec-26
Ilagan, Isabela	RKChy Building, Maharlika Road, Calamagui 2nd, Ilagan City, Isabela	55,342.0	1-Dec-17	30-Nov-27
Imus	Esguerra Bldg., Palico IV, Aguinaldo Hi-way, Imus, Cavite	87,895.9	1-Oct-20	30-Sep-25
Imus-Nueno Ave.	Nueno Avenue, Imus Cavite	134,400.0	31-Mar-23	30-Mar-28
Laguna Technopark	LTI Administration Building II, Laguna Technopark, Brgy. Malamig, Binan, Laguna	238,251.8	16-Mar-23	15-Mar-28
Laoag	Jackie's Commercial Building II, J. Rizal St., Laoag City	169,200.5	1-Feb-21	31-Jan-26
La Trinidad	Peliz Loy Centrum Bldg., Km 5, La Trinidad, Benguet	287,295.6	1-Sep-23	31-Aug-28
La Union	Quezon cor. P. Burgos, San Fernando, La Union	60,406.1	31-Mar-23	30-Mar-28
Legazpi City	G/F M. Dy Bldg. Rizal St. Legazpi City	111,999.9	1-Dec-21	30-Nov-31
Legazpi-Landco Business Park	Ground Floor, Delos Santos Commercial Building, Landco Business Park, Legazpi City	219,394.2	2-Jul-20	1-Jul-30
Lemery	Ilustre Ave. District Ii Lemery Batangas	149,193.7	17-Dec-22	16-Dec-32
Lima	Lima Technology Center, Malvar, Batangas	214,238.1	31-Mar-23	30-Mar-28

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Lingayen	G/F Columban Plaza, Avenida Rizal East, Poblacion, Lingayen, Pangasinan 2401	136,500.0	1-Sep-23	31-Aug-28
Lipa	C M Recto Ave. cor. E. Mayo St., Lipa City	210,074.4	1-Feb-25	31-Jan-32
Lipa-Ayala Highway	G/F Trinity Business Center, Ayala Highway Lipa City	138,987.5	6-Feb-15	6-Feb-25
LISP III	LISP III Admin Bldg., Millenium Drive, Brgy. San Rafael Sto. Tomas Batangas	77,548.6	1-Apr-23	28-Mar-28
Lucena	Quezon Ave. cor. Tagarao St., Lucena City	182,465.7	1-Jul-23	30-Jun-33
Lucena-Evangelista	Maharlika Highway Red-V, Lucena City	88,591.6	22-Dec-18	21-Dec-28
Malolos-Paseo Del Congreso	Paseo del Congreso, Malolos Bulacan	91,589.1	31-Mar-23	30-Mar-28
Malolos	FC Building, McArthur Highway, Bo. Sumapang Matanda, Malolos, Bulacan	78,035.5	1-Dec-23	30-Nov-28
Marinduque	EDG Building, Bgy. Lapu-lapu, Sta. Cruz, Marinduque	45,281.1	1-Jan-18	1-Jan-28
Masbate	460 Quezon St., Brgy F. Magallanes, Masbate City	48,498.7	12-Dec-18	12-Dec-28
Mexico Branch Lite	Clk Bldg. Jose Abad Santos Avenue, Brgy. Lagundi Mexico Pampanga	90,538.6	1-Mar-19	28-Feb-29
Meycauayan-Malhacan	Sterling Square, Sterling Industrial Compound, Iba Malhacan Natl Highway, Meycauayan City, Bulacan	110,059.9	16-Nov-15	15-Oct-25
Meycauayan – Requino	831 Mc Arthur Highway, Calvario, Meycauayan, Bulacan	144,480.0	31-Mar-23	30-Mar-28
Molino	Grd. Flr. Rfc Molino Mall Molino 2 Bacoor Cavite	190,092.4	1-Jul-18	30-Jun-28
Montalban	JP Rizal St. Cor. Linco St. Brgy. Balite Rodriguez Rizal	300,384.0	31-Mar-23	30-Mar-28
Muzon, SJDM	Diaz Bldg., Carriedo Street, Brgy. Muzon, City Of San Jose Del Monte, Bulacan	115,500.0	1-Nov-24	30-Apr-25
Naga	G/F, Crown Hotel Bldg, Penafrancia Ave., Naga City	166,475.7	1-Jul-21	30-Jun-31
Naic	Capt. Ciriaco, Nazareno St. Naic, Cavite	36,929.5	31-Mar-23	30-Mar-28
Noveleta	Magdiwang Hiway, Noveleta, Cavite	58,786.6	31-Mar-23	30-Mar-28
Olongapo	1055 Rizal Ave., Extn West Tapinac Olongapo City	110,027.5	1-Sep-18	31-Aug-28
Padre Garcia	45 A Mabini Poblacion Padre Garcia Batangas	54,987.2	1-Nov-20	31-Oct-25
Palawan	RCBC Bldg, Junction 1, Rizal Avenue cor National Highway, Puerto Princesa City, Palawan	76,453.4	31-Mar-23	31-Mar-28
Palawan National Highway	Lustre Arcade, National Highway, Brgy. Tiniguiban, Puerto Princesa, Palawan	103,705.2	1-Aug-22	31-Jul-32
Plaridel	Cagayan Valley Road, Banga 1, Plaridel Bulacan	158,250.9	31-Mar-23	30-Mar-28

BC NAME	BUSINESS ADDRESS	Monthly Lease Rate (in absolute amounts)	LEASE TERM	
		(inclusive of 12% VAT)	START	END
Plaridel Bypass Access Road	Mark One Building (Jolly Industrial Park), Plaridel Bypass Access Rd., Brgy. Parulan, Plaridel, Bulacan	53,085.4	1-Mar-22	28-Feb-27
Puerto Princesa	175 Rizal Avenue Pacific Plaza Building Puerto Princesa City, Palawan	67,226.8	16-Nov-22	15-Nov-27
Rosario	Cavite Export Processing Zone Authority, Rosario, Cavite	43,210.7	7-Jan-17	6-Jan-27
San Fernando Pampanga	Ground Floor Emerald Business Center, Mac Arthur Highway, Dolores, City Of San Fernando, Pampanga	113,248.8	1-Nov-22	31-Oct-27
San Fernando – JASA	Unit 3 & 4, Ground Floor., Kingsborough Commercial Center, Jose Abad Santos Avenue, City of San Fernando	134,379.6	1-May-19	30-Apr-29
San Fernando-Sindalan	Phoenix Building, McArthur Highway, City of San Fernando, Pampanga	127,822.0	1-Apr-18	31-Mar-28
San Ildefonso	Villa Amelia Buencamino St.San Jose San Miguel Bulacan	125,920.1	23-May-21	22-May-31
San Jose	Abar 1st Maharlika Highway San Jose City Nueva Ecija	87,093.2	1-Sep-18	1-Sep-28
San Jose Batangas	G/F Cameco Bldg., Makalintal Ave., Poblacion 4, San Jose, Batangas	82,743.9	31-Aug-23	31-Aug-28
San Mateo	323 Gen. Luna St., Brgy.Gitnang Bayan II, San Mateo, Rizal	75,135.4	31-Mar-23	30-Mar-28
San Pablo	Ultimart Shopping Plaza, M. Paulino St., San Pablo City	152,261.9	1-Jan-21	31-Dec-26
San Pedro	EM Arcade 1 Building, Brgy. Poblacion, National Highway, San Pedro Laguna	118,954.1	3-Feb-22	2-Feb-32
San Pedro-Nueva	National Highway, Brgy. Nueva, San Pedro Laguna	87,846.0	13-Apr-15	14-Apr-25
Santiago-Centro West	# 29 City Road, Centro West, Santiago City, Isabela 3311	182,082.2	15-Apr-26	15-Apr-26
Science Park	Admin Bldg., LISP1, Pulo Road, Brgy Diezmo, Cabuyao, Laguna	88,698.7	1-Nov-24	31-Oct-30
Skyline-San Jose Del Monte	Unit 109-111, Skyline Drive Plaza, Quirino Highway, San Jose Del Monte City Bulacan	169,488.0	1-Sep-2023	31-Aug-33
Solano	211 JP Rizal Ave., National Highway, Solano, Nueva Vizcaya	66,280.6	1-Jun-22	31-May-32
Sorsogon	LKY Property Holdings Bldg., Rizal Street, Talisay, Sorsogon City	120,798.7	1-Jun-21	31-May-26
Sta. Cruz	A. Regidor corner P. Burgos, Brgy V Poblacion, Sta. Cruz, Laguna	310,590.0	31-Mar-23	30-Mar-28
Sta. Rosa-Tagapo	J. Rizal Blvd. Cor. Perlas Village, Brgy. Tagapo Sta. Rosa, Laguna	68,369.3	31-Mar-23	30-Mar-28
Sta. Rosa Bel-Air	Cw Home Depot Sta.Rosa-Tagaytay Road Brgy.Pulong Sta.Cruz, Santa Rosa City Laguna 4026	81,104.5	20-Dec-22	19-Dec-27
Sta. Rosa Solenad	Unit M 20 Bldg 2 Nuvali Solenad 2, National Road Brgy. Sto. Domingo, Sta. Rosa City, Laguna	62,432.5	1-Jan-25	31-Dec-25
Sta. Cruz-National Road	Teoxon Bldg., Unit 1 Sitio Narra, Brgy. Labuin, Sta. Cruz Laguna	73,483.4	1-Jan-24	31-Dec-28

BC NAME	BUSINESS ADDRESS	Monthly Lease Rate (in absolute amounts)	LEASE TERM	
		(inclusive of 12% VAT)	START	END
Sta. Maria	173 J.P. Rizal St., Poblacion, Sta. Maria Bulacan	95,096.3	1-Jun-22	31-May-32
Sta. Rosa	Paseo 5, Paseo de Sta. Rosa, Greenfield City, Don Jose, Sta. Rosa, Laguna	420,560.0	1-Jun-20	31-May-25
Sta. Rosa Balibago	Carvajal Building, Old National Highway, Balibago, Sta. Rosa, Laguna	109,469.2	1-May-22	30-Apr-27
Starmall Daang Hari	Starmall Prima Daang Hari cor. Molino Road, Brgy Molino 4, Bacoor, Cavite	171,613.7	21-Dec-23	20-Dec-25
Subic	Precision Tek Motor Service Corporation	USD 4,065.9	1-Mar-19	1-Mar-29
Tabaco	232 Ziga Avenue, Tabaco, Albay	50,551.2	31-Mar-23	30-Mar-28
Tagaytay	Unit 1 Olivarez Plaza, E.Aguinaldo Highway, Tagaytay City	133,019.7	1-Jul-20	30-Jun-25
Tanauan	G/F Reyes Bldg Jp Laurel Highway Poblacion 4 Tanauan City Batangas 4232	69,220.6	15-Jul-21	14-Jul-26
Tanza	A.Soriano Highway, Tanza, Cavite	115,294.0	1-Aug-22	31-Jul-27
Tarlac-Sto. Cristo	Mc Arthur Highway, Blossomville Subd. Brgy. Sto Cristo, Tarlac City	56,044.8	31-Mar-23	30-Mar-28
Tarlac	F. Tañedo St., Tarlac City	156,862.5	1-Jan-13	30-Sep-26
Tayug	A. Bonifacio St., Brgy. A, Tayug, Pangasinan	60,153.5	1-Apr-17	31-Mar-27
Trece Martirez	Brgy. San Agustin, Trece Martires City	115,383.4	1-Aug-23	31-Jul-28
Tuguegarao	Bonifacio cor. Gomez St., Centro 7 Tuguegarao City	170,240.0	1-Mar-25	28-Feb-35
Urdaneta	E.F. Square Bldg. McArthur Highway, Urdaneta City, Pangasinan	141,274.9	1-Apr-23	31-Mar-33
Vigan	Nueva Segovia Street, Vigan City, Ilocos Sur	113,591.9	1-Jun-15	31-May-25
VISAYAS AREA				
Antique	Del Carmen Bldg, Solana St. corner T.Fornier St. , San Jose, Antique	84,787.5	1-Apr-2019	31-Mar-29
Bacolod-Main	Rizal corner Locsin Streets, Bacolod City	314,380.1	31-Mar-23	31-Mar-28
Bacolod-Mandalagan	Lacson St., Mandalagan, Bacolod City	336,168.0	31-Mar-23	31-Mar-28
Bacolod – Lacson	GF Lourdes C. Bldg II, 14th Lacson St., Bacolod City	117,436.6	1-Nov-21	31-Oct-26
Bacolod – Libertad	Libertad Extension, Bacolod City	42,750.0	1-May-21	30-Apr-26
Bacolod – Shopping	Hilado Extension, Capitol Shopping Center, Bacolod City	139,344.7	10-Oct-16	9-Oct-26
Balamban	D.C. Sanchez St., Balamban, Cebu	97,648.2	15-Aug-21	14-Aug-31
Banilad	A.S Fortuna St., Banilad, Cebu City	259,123.1	16-Feb-22	15-Feb-32
Bayawan	National Highway, Bayawan, Negros Oriental	81,603.2	31-Mar-23	31-Mar-28
Boracay	Station 1, Brgy Balabag Boracay, Malay, Aklan	177,529.8	1-Nov-19	31-Oct-29
Cadiz	Abelarde corner Mabini Streets, Cadiz City	38,984.4	31-Mar-23	31-Mar-28
Calbayog	Corner Magsaysay Boulevard and Rueda Streets, Calbayog City	142,191.2	1-Sep-17	31-Aug-27

BC NAME	BUSINESS ADDRESS	Monthly Lease Rate (in absolute amounts)	LEASE TERM	
		(inclusive of 12% VAT)	START	END
Catarman	Ang Ley Building, JP Rizal St., Brgy. Sampaguita, Catarman, North Samar	123,352.7	1-Jan-22	31-Dec-31
Catbalogan	Del Rosario St., Catbalogan , Western Samar	105,613.4	1-Nov-22	31-Oct-32
Cebu Business Park	Lot 1 Blk 6, Along Mindanao Ave. & Siquijor Rd., Cebu Business Park, Cebu City	94,500.0	31-Mar-23	31-Mar-28
Cebu IT Park	Block 2 Lot 4 Asiatown IT Park Subdivision, Brgy. Apas, Cebu City	195,203.8	1-Jul-22	30-Jun-27
Cebu Manalili	Tan Sucheng Bldg., V. Gullas St (formerly Manalili St) Cebu City	286,184.0	31-Jan-22	31-Jan-28
Cebu Paseo Arcenas	Don Ramon Arcenas St., R. Duterte St., Banawa, Cebu City	188,748.0	27-Feb-24	26-Feb-29
Cebu – Sto. Nino	Belmont Hardware Depot Building cor. P. Burgos and Legaspi sts. Bgy. San Roque, Cebu City	120,707.2	1-Nov-23	31-Oct-28
Consolacion	ADM Building, Cansaga, Consolacion, Cebu	176,022.7	5-May-18	4-May-33
Dumaguete	Dr. V. Locsin St., Dumaguete City	156,006.0	1-Feb-23	31-Jan-28
Escario Cebu	N. Escario Street, Cebu City	180,519.4	31-Mar-23	31-Mar-28
F. Cabahug	Ground Floor Pacific Square Bldg, F. Cabahug St., Mabolo, Cebu City 6000	138,190.5	1-Dec-22	30-Nov-27
Fuente Osmena	Grepalife Tower, Fuente Osmena, Rotonda, Cebu City	272,487.7	31-Mar-23	31-Mar-28
Guadalupe	63 M. Velez & A. Abellana Sts., Guadalupe, Cebu City	140,762.2	1-Feb-23	31-Jan-33
Hinigaran	Rizal St., National Road, Hinigaran, Negros Occidental	63,733.3	1-May-20	30-Apr-30
Iloilo-Ledesma	MJM Building Cor. Ledesma & Quezon Sts., Iloilo City	168,000.0	2-May-18	30-Apr-28
Iloilo	J. M. Basa Iloilo Business Center cor. JM Basa and Arsenal Sts., Iloilo City	107,968.0	31-Mar-23	30-Mar-28
Jalandoni, Iloilo	Jalandoni St. San Agustin Iloilo City	80,721.7	31-Mar-23	30-Mar-28
Jaro	Cor. E. Lopez and Seminario Sts., Jaro, Iloilo City	149,231.5	1-Dec-24	30-Nov-34
Kabankalan	Guanzon St., Kabankalan City, Negros Occidental	31,785.6	31-Mar-23	30-Mar-28
Kalibo	Lu Bldg. Roxas Avenue, Poblacion, Kalibo, Aklan	117,245.8	1-Apr-18	31-Mar-28
La Paz, Iloilo	Luna St., Lapaz, Iloilo City	141,960.0	31-Mar-23	30-Mar-28
Liloan	MU Building, National Highway, Poblacion, Liloan, Cebu	157,500.0	1-Aug-22	31-Jul-27
Luzuriaga Bacolod	G/F Golden Heritage Bldg., San Juan-Luzuriaga Sts., Bacolod City	150,218.3	1-Jun-24	31-May-29
Maasin Leyte	Tomas Oppus St., Brgy. Abgao, Maasin City, Southern Leyte, Phils., 6600	61,490.2	1-Feb-24	31-Jan-29
Mactan	Mepz Bldg., Mepz 1, Lapu-Lapu City, Cebu	30,108.9	9-Jan-17	8-Jan-32
Mactan-LG Garden Walk	LG Garden Walk, Mactan, Cebu	107,181.9	1-Jun-22	31-May-27

BC NAME	BUSINESS ADDRESS	Monthly Lease Rate (in absolute amounts)	LEASE TERM	
		(inclusive of 12% VAT)	START	END
Magsaysay, Naga	G/F Sarap Realty Bldg., Magsaysay Avenue, Balatas, Naga City	108,403.0	1-May-16	30-Apr-26
Mandaue	A. C. Cortes St., Ibabao, Mandaue City	147,877.6	31-Mar-23	30-Mar-28
Mandaue-M.C. Briones	M.C. Briones St., Brgy. Guizo, Highway. Mandaue City	93,318.4	31-Mar-23	30-Mar-28
MEPZ 2	Pueblo Verde, Mactan Economic Zone II (MEZII) Baranggay Basak, Lapulapu City	330,732.7	1-Nov-23	31-Oct-26
North Reclamation	G/F CIFC Tower, Humabon St., cor Juan Luna Ave., North Reclamation Area, Cebu City	320,611.6	1-Aug-21	1-Aug-26
Ormoc	GF MFT Bldg., Real cor Carlos Tans Sts., Ormoc City	193,968.2	17-May-23	16-May-28
Oton Iloilo	Lord's Place, J.C Zulueta St., Oton, Iloilo	67,004.8	1-Mar-17	28-Feb-26
Panglao-Bohol	Yap Bldg., Panglao Circumferential Road, Tawala, Panglao, Bohol	179,639.5	1-Aug-21	31-Jul-26
P. del Rosario	Ground Floor, RCBC Savings Bank Building, P del Rosario Street, Brgy Kamagayan, Cebu City 6000, Cebu	78,400.0	31-Mar-23	30-Mar-28
Roxas City	Plaridel Street, Banquerojan, Roxas City	69,014.4	31-Mar-23	30-Mar-28
San Carlos	S. Carmona St., San Carlos City, Negros Occidental	29,925.0	1-Nov-18	31-Oct-28
Sara	RCBC Bldg., Don Victorino Salcedo Street, Sara, Iloilo	84,516.4	31-Mar-23	30-Mar-28
Silay	Rizal corner Burgos Streets, Zone1, Silay City	117,600.0	31-Mar-23	30-Mar-28
Taboan	C. Padilla St., Brgy San Nicolas, Cebu City	219,045.4	1-Feb-23	31-Jan-28
Tacloban	RSB Bldg. Corner P.Zamora St. and Sto. Nino Sts ,Brgy.15, Tacloban City	184,421.8	31-Mar-23	30-Mar-28
Tagbilaran	RCBC Bldg C.P.G. Avenue, Tagbilaran City	298,968.3	31-Mar-23	30-Mar-28
Talamban Cebu	G/F Ecotrade Bldg., J. Panis St., Talamban, Cebu City	136,566.9	1-Apr-24	31-Mar-25
Talisay-Bulacao	Cebu South Road, Bulacao, Talisay, Cebu	63,144.7	31-Mar-23	30-Mar-28
Talisay	South Central Square, Lawaan 111, Talisay City, Cebu	108,896.2	16-Sep-20	15-Sep-25
Toledo	G/F FGM Bldg II, Macapagal Highway, Toledo City	107,000.0	1-Apr-22	30-Apr-27
MINDANAO AREA				
Bolton Davao	RCBC Savings Bank Bldg., Bolton Street, Davao City 8000	176,289.1	31-Mar-23	31-Mar-28
Buhangin	Dr A and B Bldg 2010 Km 7 Diversion Road Buhangin, Davao City	58,745.0	1-Jun-24	31-May-29
Butuan	Dy Teban Building II, Ester Luna St., Butuan City	178,312.1	1-Oct-23	30-Sep-31
Carmen CDO	G/F Macaibay Bldg., Waling-waling St., Cagayan de Oro City	128,649.2	1-Jan-17	31-Dec-26

CDO Velez	Don Apolinar Velez St. and Cruz Taal St., Cagayan de Oro City	272,382.0	1-Oct-18	30-Sep-25
BC NAME	BUSINESS ADDRESS	Monthly Lease Rate (in absolute amounts)	LEASE TERM	
		(inclusive of 12% VAT)	START	END
CDO-Masterson Avenue	Xavier Estates, Masterson Avenue, Upper Balulang, Cagayan de Oro City 9000	162,574.0	1-Oct-16	30-Sep-26
CDO Limketkai	Gateway Tower 1, Limketkai Center, Cagayan de Oro City	339,698.8	1-Nov-19	31-Oct-29
Calinan	National Highway, Poblacion Calinan, Davao City	21,786.5	1-Apr-24	31-Mar-25
Carrascal	National Highway, Brgy.Gamuton, Carrascal, Surigao del Sur	49,642.5	1-Apr-24	1-Mar-34
Cotabato	M. Bldg Quezon Ave., Cotabato City	92,286.1	1-Jun-20	31-May-30
Dadiangas	Pioneer Avenue, General Santos City	93,296	31-Mar-23	31-Mar-28
Damosa Gateway	Corner Mamay Road and JP Laurel Avenue, Lanang, Davao City	115,434.5	1-Aug-22	31-Jul-27
Davao - Bajada	JP Laurel Ave., corner Villa Abrille st., Davao City	304,476.2	1-Sep-19	31-Dec-29
Davao	RCBC Bldg., corner C. M. Recto and Palma Gil, Davao City	212,184.0	31-Mar-23	31-Mar-28
Davao-Quirino	E.Quirino Ave., Brgy. 3-A, Poblacion, Davao City	96,222.2	1-Oct-21	30-Sep-26
Davao Matina (former NCCC Mall)	Km. 2 McArthur Highway, Matina, Davao City	162,955.6	27-Jun-18	27-Jun-28
Digos	RCBC Bldg., corner J.P. Rizal and M.L. Roxas Sts., Digos, Davao del Sur	186,816.0	31-Mar-23	31-Mar-28
Dipolog	cor General Luna & Lacaya Sts., Dipolog City	95,497.5	1-Oct-21	30-Sep-27
Dole	Dole Phils Pavillion., Cannery Plant Site, Polomolok, South Cotabato	42,869.4	31-Dec-23	31-Dec-28
General Santos	RGH Bldg., J. Catolico Ave., Lagao, General Santos City	87,820.3	1-Mar-22	1-Mar-27
Gen. Santos-National Highway	National Highway, Brgy. City Heights, Gen. Santos City	73,415.8	1-Jul-23	30-Jun-28
Iligan	Lanao Fil-Chinese Chamber of Commerce Inc. Bldg. Quezon Ave. cor. B. Labao St. Iligan City	147,485.0	1-Feb-21	31-Jan-31
Ipil	National Highway, Barangay Luiz Ruiz Sr., Poblacion, Ipil, Zamboanga del Sur	138,062.4	31-Mar-23	30-Mar-28
Isulan	National hi-way cor. Lebak Road, Kalawag III, Isulan, Sultan Kudarat	78,288.0	31-Mar-23	30-Mar-28
JP Laurel Bajada	G/F Ana Soccoro Bldg. J.P. Laurel Ave., Bajada, Davao City 8000	103,788.4	1-Jan-23	31-Dec-28
Kabacan	National Highway, Poblacion, Kabacan, Cotabato	64,052.2	1-Jan-22	31-Jan-31
Kidapawan	KMCC Bldg. Dayao St., Kidapawan City, North Cotabato	201,134.5	16-Jul-18	15-Jul-28
CDO Lapasan	Lapasan Highway, Lapasan, Cagayan de Oro City	95,872.0	31-Mar-23	31-Mar-28
Malaybalay	Don Carlos St., Poblacion, Malaybalay City	121,000.0	1-Aug-20	31-Jul-30

Maranding	National Highway, Maranding, Lala, Lanao del Norte	58,775.6	1-Oct-24	30-Sep-29
BC NAME	BUSINESS ADDRESS	Monthly Lease Rate (in absolute amounts)	LEASE TERM	
		(inclusive of 12% VAT)	START	END
Marbel	Cor. General Santos Drive and Roxas Sts., Koronadal City, South Cotabato	321,109.6	1-Nov-19	31-Oct-31
Monteverde Davao	Door 5 & 6 Veterans Building Monteverde Davao City	131,862.9	1-Jan-25	31-Mar-25
Nabunturan	SMPTC Bldg, L. Arabejo Avenue, Brgy Poblacion, Nabunturan, Compostela Valley	73,900.1	1-Jul-22	30-Jun-27
Ozamis	Don Anselmo Bernad corner A. Mabini Street, Ozamis City	55,036.8	31-Mar-23	30-Mar-28
Pagadian	RCBC Bldg., Rizal Avenue, Pagadian City	140,268.8	31-Mar-23	30-Mar-28
Panabo	Greatsun Ventures Bldg., National Highway, Purok Atis, Sto. Nino, Panabo City	175,480.00	1-Jul-24	30-Jun-29
Polomolok	B-French Street, Polomolok, South Cotabato	87,985.0	31-Mar-23	30-Mar-28
San Francisco	Grace Ong Property, Brgy 4 San Francisco, National Highway, Agusan Del Sur	112,844.3	1-May-22	30-Apr-27
SASA	KM. 9 Bo. Pampanga, Sasa beside ONB Bldg. Davao City	131,634.9	1-Sep-23	31-Aug-28
Sta. Ana	Corner Monteverde and Sales Sts., Sta. Ana, Davao City	536,807.6	6-Jun-22	6-Jun-27
Surallah	National Highway cor Mabini St., Surallah, South Cotabato	57,596.0	31-Mar-23	30-Mar-28
Surigao	Cor. San Nicolas & Burgos Sts., Surigao City	76,420.0	1-Feb-18	31-Jan-28
Tacurong	Corner Mariano Marcos, National Highway & Ramon Magsaysay Ave., Tacurong City Sultan Kudarat	100,821.3	16-Nov-16	15-Nov-26
Tagum	RCBC Bldg. Cor. Pioneer Avenue and Quirante II Sts., Tagum, Davao del Norte	103,488.0	31-Mar-23	30-Mar-28
Tandag	Pimentel Bldg., Donasco St., Tandag, Surigao del Sur	128,587.3	1-Jul-16	30-Jun-26
Toril	McArthur Highway, Toril Proper, Toril, Davao City	74,035.1	1-Aug-20	31-Jul-25
Valencia	Sayre Highway, corner G. Laviña Avenue, Valencia City, Bukidnon	160,831.4	1-Oct-22	30-Sep-29
Velez	Velez Street, Cagayan de Oro City	93,735.0	31-Mar-23	31-Mar-28
Victoria Plaza	Victoria Plaza Mall, J.P. Laurel Ave., Davao City	238,374.8	1-Jul-24	30-Jun-29
Zamboanga	SIA Bldg, Tomas Claudio St. Zone III Zamboanga City	211,065.1	1-May-23	1-May-26
Zamboanga-Gov. Lim Ave.	G/F Jesus Wee Bldg., Gov. Lim Ave., Zamboanga City	120,000.0	1-May-24	30-Apr-26
Zamboanga Veterans	YPC Bldg., Veterans Ave., Zamboanga City	105,926.3	1-Jan-25	31-Dec-29

All the facilities and properties of the Bank are in good condition. Likewise, there are no liens and encumbrances on said properties of the Bank.

Item 3. Legal Proceedings

See accompanying Notes to FS for the detailed discussion of the Bank's Legal Proceedings under Commitments and Contingencies (Note 28).

Item 4. Submission of Matters to a Vote of Security Holders

In the Bank's annual meeting of stockholders held on June 24, 2024 where 86.08% of the outstanding capital stock was present, the stockholders representing more than a majority of the outstanding capital stock elected the following directors to serve as such for a term of one year:

As Regular Directors:

1. Ms. Helen Y. Dee
2. Mr. Cesar E. A. Virata
3. Mr. Eugene S. Acevedo
4. Mr. Gil A. Buenaventura
5. Mr. Armando M. Medina
6. Mr. John Law
7. Mr. Shih-Chiao (Joe) Lin
8. Ms. Gayatri P. Bery
9. Mr. Hiroki Nakatsuka
10. Mr. Katsufumi Uchida

As Independent Directors:

1. Mr. Juan B. Santos
2. Mr. Gabriel S. Claudio
3. Mr. Vaughn F. Montes, PhD
4. Mr. Laurito E. Serrano
5. Ms. Erika Fille T. Legara, PhD

At the said annual meeting, the stockholders also approved the following:

1. Minutes of the July 3, 2023 Annual Stockholders Meeting
2. Annual Report and Audited Financial Statements for 2023
3. Ratification of actions of the Board of Directors, different Committees and Management covering the period July 3, 2023 to June 24, 2024.
4. Confirmation of Significant Transactions with DOSRI and Related Parties covering the period July 3, 2023 to June 24, 2024, including the capital infusion for the sale of 213,437,248 common stock held as treasury shares in the Bank and issuance of 168,619,976 authorized and unissued common stock of the Bank to Sumitomo Mitsui Banking Corporation, which was completed in July 31, 2023.
5. Appointment of External Auditor.

PART II - OPERATIONAL AND FINANCIAL INFORMATION

Item 5. Market for Issuer’s Common Equity and Related Stockholder Matters

The common shares of the Bank are listed in the Philippine Stock Exchange. As of March 31, 2025, the market price of RCBC’s common shares closed at P27.0 per share. The trading prices of said shares for the different quarters of the years 2024, 2023 and 2022 are as follows:

		Q1		Q2		Q3		Q4	
		Last Practicable Trading Date		Last Practicable Trading Date		Last Practicable Trading Date		Last Practicable Trading Date	
2024	High	24.20	2.29.24	23.95	4.08.24	27.85	9.24.24	27.85	10.14.24
	Low	21.00	3.04.24	21.10	6.21.24	21.15	7.02.24	23.00	11.27.24
2023	High	25.00	2.22.23	24.45	4.03.23	25.50	7.31.23	24.00	10.17.23
	Low	21.50	1.11.23	22.80	6.23.23	22.00	9.01.23	20.60	12.13.23
2022	High	22.70	3.03.22	20.80	4.5.22	21.45	9.30.22	28.30	11.03.22
	Low	19.94	1.17.22	19.02	6.2.22	18.84	7.18.22	20.75	10.03.22

Source: Philippine Stock Exchange

There were 70 preferred shareholders and 742 common shareholders of record as of December 31, 2024. Likewise, preferred shares and common shares outstanding as of December 31, 2024 were 266,194 and 2,419,536,359, respectively.

As of December 31, 2024, total equity ownership of foreigners on the Bank’s common shares was at 43.9% or 1,063,425,218 shares.

No recent sales of unregistered or exempt securities, including recent issuance of securities constituting an exempt transaction to be reported.

The top 20 common certificated stockholders as of December 31, 2024

	Name	No. of Shares	% to Total
1	PCD NOMINEE CORP - NON FILIPINO	894,646,647	36.98%
2	PCD NOMINEE CORP – FILIPINO	628,114,650	25.96%
3	PAN MALAYAN MANAGEMENT AND INVESTMENT CORPORATION	594,248,085	24.56%
4	SUMITOMO MITSUI BANKING CORPORATION	168,619,976	6.97%
5	SYBASE EQUITY INVESTMENTS CORPORATION	71,099,005	2.94%
6	SM INVESTMENTS CORPORATION	53,862,336	2.23%
7	SYSMART CORP.	3,000,000	0.12%
8	HYDEE MANAGEMENT & RESOURCE CORPORATION	2,173,349	0.09%
9	MARTIN HARLEY PE SY	520,000	0.02%
10	MATTHEW HARLEY PE SY	520,000	0.02%
11	SAMANTHA MORI PE SY	519,985	0.02%
12	A. T. YUCHENGCO, INC.	255,190	0.01%
13	ALAS, CARLOS DE LAS	114,298	0.005%
14	ALAS, CORNELIO DE LAS	114,195	0.005%
15	CHAN, FREDERICK	111,677	0.005%
	Name	No. of Shares	% to Total

16	YANG, JIN LIANG	100,000	0.004%
17	RUFINO, JOSIE PADILLA	92,865	0.004%
18	LOMBOS, MANUEL C. &/OR MEYRICK J.	68,574	0.003%
19	MANUEL A. SANTIAGO OR ELLA C. SANTIAGO	65,900	0.003%
20	YAO, SHUOBIN	57,000	0.002%

The top 20 preferred certificated stockholders as of December 31, 2024

	Name	No. of Shares	% to Total
1	ROSARIO, RODOLFO P. DEL	81,521	30.62%
2	GO, HOMER	46,355	17.41%
3	CONCEPCION, CARMENCITA	31,842	11.96%
4	OPTIMUM SECURITIES CORP.	16,666	6.26%
5	BDO SECURITIES CORP.	9,304	3.50%
6	NGO, LORETA	8,600	3.23%
7	MANDARIN SECURITIES CORPORATION	7,583	2.85%
8	TAN, LUCIANO H.	7,309	2.75%
9	ABACUS SECURITIES CORP.	6,021	2.26%
10	HWANG, HANS YAP	5,558	2.09%
11	ANG, TONY ANG &/OR ROSEMARIE	5,372	2.02%
12	SIA, JOHNSON CHUA	5,000	1.88%
13	CAMPOS LANUZA & CO. INC.	3,535	1.33%
14	ACERO, NICASIO MARIN JR., &/OR ARNOLFO O.	3,371	1.27%
15	CO, JUSTINA DY	3,258	1.22%
16	CHENG, SUSAN	2,665	1.00%
17	GLOBALINKS SEC. & STOCKS	2,454	0.92%
18	BEDAN CORPORATION	2,100	0.79%
19	LUYS SECURITIES CO. INC.	1,852	0.70%
20	GO, ROBERTO CHAN	1,367	0.51%

The details of the 2022, 2023 and 2024 cash dividend distributions follow:

Nature of Securities	Dividend		Record Date	Date Approved by BOD	Date Paid /Payable
	Per Share	Total Amount (in Million P)			
Hybrid Tier 1 Securities	-	P500.57	28-Feb-22	31-Jan-22	28-Feb-22
Preferred	P0.0553	P0.01	21-Mar-22	28-Feb-22	23-Mar-22
Common	P0.6180	P1,259.16	11-Apr-22	28-Mar-22	27-Apr-22
Preferred	P0.6180	P0.17	11-Apr-22	28-Mar-22	27-Apr-22
Preferred	P0.0748	P0.02	21-Jun-22	30-May-22	23-Jun-22
Hybrid Tier 1 Securities	-	P547.59	26-Aug-22	25-Jul-22	26-Aug-22
Preferred	P0.1047	P0.03	21-Sep-22	30-Aug-22	22-Sep-22
Preferred	P0.1407	P0.04	21-Dec-22	28-Nov-22	27-Dec-22
Hybrid Tier 1 Securities	-	P534.98	27-Feb-23	30-Jan-23	27-Feb-23
Preferred	P0.1685	P0.05	21-Mar-23	27-Feb-23	23-Mar-23
Common	P1.0800	P2,200.48	13-Apr-23	27-Mar-23	27-Apr-23
Preferred	P1.0800	P0.29	13-Apr-23	27-Mar-23	27-Apr-23
Preferred	P0.1789	P0.05	21-Jun-23	29-May-23	26-Jun-23
Hybrid Tier 1 Securities	-	P553.41	27-Aug-23	31-Jul-23	27-Aug-23
Preferred	P0.1920	P0.05	21-Sep-23	29-Aug-23	25-Sep-23
Preferred	P0.1870	P0.05	21-Dec-23	29-Nov-23	29-Dec-23
Hybrid Tier 1 Securities	-	P546.53	27-Feb-24	29-Jan-24	27-Feb-24
Preferred	P0.1864	P0.05	21-Mar-24	26-Feb-24	21-Mar-24
Common	P1.0140	P2,453.11	13-Apr-24	25-Mar-24	26-Apr-24
Preferred	P1.0140	P0.27	13-Apr-24	25-Mar-24	26-Apr-24
Preferred	P0.1854	P0.05	21-Jun-24	27-May-24	26-Jun-24
Hybrid Tier 1 Securities	-	P548.24	26-Aug-24	29-Jul-24	26-Aug-24
Preferred	P0.1857	P0.05	21-Sep-24	29-Aug-24	25-Sep-24
Preferred	P0.1707	P0.05	21-Dec-24	25-Nov-24	26-Dec-24

In 2015, the BSP, through the Monetary Board, approved the liberalized rules for banks and quasi-banks on dividend declaration. The policy no longer requires prior regulatory approval, except for certain cases, and requires that dividend declaration be immediately recognized as a liability upon the approval of the BOD and that it be disclosed in the statement of changes in equity.

Dividends are declared and paid out of the surplus profits of the Bank as often and at such times as the BOD may determine after making provisions for the necessary reserves in accordance with law and the regulations of the BSP.

Item 6. Management’s Discussion and Analysis or Plan of Operation

2024

In 2024, the Philippine economy grew by 5.6%, slightly better than the 5.5% recorded in 2023 but missed the government’s target of 6.0% - 6.5%. -

Household consumption is still the biggest driver of Philippine growth as it accounted for 72.5% of total GDP. However, it slowed to 4.8% from 5.6% the previous year due to the aftereffects of several typhoons that hit the country and the lingering elevated interest rates despite the 75 basis points cut in BSP policy rates to a 2-year low of 5.75%.

Even as BSP largely moved in lockstep with US Federal Reserve cuts, year-end USD/PHP exchange rate depreciated by 4.5% to P57.85 year-on-year due to a stronger US dollar largely because of the Trump factor which could lead to more protectionist policies.

Consumption was still strong supported by the tapering of inflation to 3.2% last year down from 6.0% and within BSP’s inflation target and higher employment rate of 96.2% in 2024 compared to 2023.

On the other hand, government expenditure was faster at 7.2% coming from just 0.6% the previous year due to larger personnel services expenditures and increased public infrastructure spending, according to a Department of Finance (DOF) report. Investments increased to 7.5% from 5.9%, while both exports and imports improved to 3.4% and 4.3%, respectively despite the subdued global demand.

On the supply side, Industry was the only sector that recorded faster growth year-on-year to 5.6% driven by higher growth rates in manufacturing; electricity, steam, water, and waste; as well as construction compared to 2023. Services which was 62.9% of GDP slowed to 6.7%. Agriculture also suffered as it contracted by 1.6% from a growth of 1.2% in 2023 due to weather disturbances.

Despite missing the government’s target and performing below market expectations, the Philippines remained one of the fastest growing economies in ASEAN, second only to Vietnam.

Financial and Operating Highlights

Balance Sheet

BALANCE SHEET			
In Million Pesos	2024	2023	2022
Total Assets	1,360,153	1,238,332	1,154,108
Investment Securities	429,086	330,742	374,365
Loans and Receivables (Net)	742,497	649,929	558,869
Total Deposits	1,022,794	956,712	857,244
Capital Funds	158,491	152,275	116,361

RCBC’s **Total Assets** stood at P1.4 trillion as of December 31, 2024. This represents a growth of 9.8% or P121.8 billion, year-on-year. The significant movements are discussed below:

Cash and Other Cash Items increased by 15.7% or P3.1 billion due to higher cash in vault and additional cash requirements of the 22 new ATMs to service higher withdrawals during the holidays.

Due from Bangko Sentral ng Pilipinas (BSP) decreased by 24.1% or P36.5 billion due to lower BSP Term Deposits as short-term investment.

Due from Other Banks decreased by 2.2% or P323.0 million year-on-year.

Loans Arising from Reverse Repurchase Agreements decreased by 100.0% or P35.8 billion due to lower placements with the BSP.

Total Investment Securities, representing 31.5% of Total Resources, increased by 29.7% or P98.3 billion attributable to net acquisitions of Financial Assets at Fair Value through Other Comprehensive Income (FVOCI) and Investment Securities at Amortized Cost.

Loans and Receivables – net, increased by 14.2% or P92.6 billion as a result of the sustained growth in consumer, small medium enterprises and corporate loans. It represented 54.6% of Total Resources.

Investments in Associates – net, increased by 18.0% or P91.5 million on account of the share in income from associates.

Bank Premises, Furniture, Fixtures & Equipment – net, decreased by 12.0% or P1.1 billion due to the depreciation and amortization charges for the year.

Investment Properties – net, increased by 27.9% or P151.6 million due to additional foreclosed properties.

Deferred Tax Assets (DTA) increased by 4.8% or P276.9 million year-on-year.

Other Resources – net, increased by 5.2% or P1.0 billion largely due to the higher deferred charges, refundable deposits and creditable withholding taxes.

Total Liabilities stood at P1.2 trillion with an increase of P115.6 billion or 10.6%. The significant movements are discussed below:

Deposit Liabilities increased to P1.0 trillion, grew by 6.9% or P66.1 billion mainly coming from Current and Savings Account (CASA) deposits which grew by 7.2% or P36.3 billion. Time deposits reached P484.3 billion and grew by 6.5% or P29.7 billion.

Bills Payable increased by 70.3% or P35.8 billion primarily due to net availments of foreign borrowings during the year.

Bonds Payable decreased by 22.9% or P8.0 billion attributable to the maturities of the P14.8 billion Senior Notes and USD300 million Senior Notes during the year, net of the USD400M, 5-year Notes issued in January 2024.

Accrued Taxes, Interest and Other Expenses decreased by 3.4% or P414.8 million year-on-year.

Total Capital Funds stood at P158.5 billion with an increase of P6.2 billion or 4.1% on account of the P9.5 billion net income for the year, reduced by the P3.5 billion cash dividends paid during the year and P0.2 billion increase in other comprehensive income attributable to actuarial gains/(losses) on net defined benefit plan, fair value gains/(losses) on equity securities at FVOCI and translation adjustments on foreign operations.

Income Statement

INCOME STATEMENT			
In Million Pesos	2024	2023	2022
Interest Income	79,083	66,289	45,835
Interest Expense	36,582	32,660	14,619
Net Interest Income	42,501	33,629	31,216
Other Operating Income	10,907	16,368	13,238
Gross Income	53,408	49,997	44,454
Impairment Losses	8,619	6,888	5,706
Operating Expenses	31,801	29,594	25,100
Tax Expense	3,468	1,298	1,568
Net Income	9,520	12,217	12,080
Attributable to:			
Parent Company's Shareholders	9,520	12,218	12,080
Non-controlling Interests	0	(1)	0

RCBC recorded a **Net Income** of P9.5 billion in 2024 driven by the following:

Total **Interest Income** increased by 19.3% or P12.8 billion driven by the growth in volume and better yields. Interest income on loans and receivables was higher by 23.6% or P11.6 billion. Interest income on trading and investment securities increased by 20.6% or P2.7 billion. Other interest income, on the other hand, was lower by 43.3% or P1.6 billion.

Total **Interest Expense** increased by 12.0% or P3.9 billion due to higher interest expense on deposit liabilities of 11.0% or P3.1 billion as a result of growth in average volume and cost.

As a result, **Net Interest Income** amounted to P42.5 billion from P33.6 billion and represented 79.6% of total operating income.

The Group booked **Impairment Losses** of P8.6 billion, higher by 25.1% or P1.7 billion mainly due to higher specific and general provisions during the year mainly driven by the significant growth in volume of consumer loan portfolio.

Other operating income of P10.9 billion decreased by 33.4% or P5.5 billion and this accounted for 20.4% of total operating income on account of the following:

- **Service fees and commissions** higher by 27.4% or P1.8 billion largely from the increase in fee-based income;
- **Foreign exchange gains (losses) – net**, lower by P2.0 billion on account of lower foreign exchange position profits and lower gains from commercial transactions;
- **Trading and securities gains (losses) – net** up by 236.7% or P1.1 billion on account of higher realized trading gains;
- **Gain on assets sold – net** lower by 79.9% or P5.4 billion due to sale of various real estate properties last year;
- **Share in net earnings of subsidiaries and associates** decreased by 7.6% or P7.0 million due to lower equity earnings from Investment in Associates;

- **Trust fees** – the 100% reduction was due to the spin-off of the Bank’s Trust Operations to a Stand-Alone Trust Corporation effective January 2, 2024;
- **Gain on disposal of subsidiaries** – the 100% reduction was due to the sale of wholly-owned subsidiaries, NPHI and CRC last year; and
- **Miscellaneous income** lower by 19.0% or P343.0 million mainly due to lower gain on settlement of loan and lower rental income year-on-year.

Operating expenses amounted to P31.8 billion, higher by 7.5% or P2.2 billion on account of the following:

- **Employee benefits** higher by 12.7% or P909.0 million largely due to increase in headcount;
- **Taxes and licenses** grew by P2.0 million year-on-year;
- **Occupancy and equipment-related costs** higher by 19.3% or P630.0 million largely due to higher information technology costs and increase in rental expenses;
- **Depreciation and amortization** higher by 0.4% or P14.0 year-on-year; and
- **Miscellaneous expenses** higher by 7.0% or P652.0 million largely due to higher credit card-related expenses and service fees, which are both volume-driven.

Tax Expense was higher by 167.2% or P2.2 billion mainly due to the lower deferred income tax benefit recognized during the year and higher final tax on investment securities.

There were no significant elements of income or loss that did not arise from the Bank’s continuing operations.

Performance Indicators

RIZAL COMMERCIAL BANKING CORPORATION AND SUBSIDIARIES				
	Audited			
	Consolidated		Parent	
	2024	2023	2024	2023
Return on Average Assets (ROA)	0.8%	1.1%	0.8%	1.1%
Return on Average Equity (ROE)*	6.0%	9.5%	6.0%	9.5%
Risk-based Capital Adequacy Ratio (CAR)	16.1%	17.4%	15.9%	17.2%
Common Equity Tier 1 Ratio	13.5%	14.7%	13.3%	14.5%
Non-Performing Loans (NPL) Ratio	2.4%	1.6%	2.2%	1.5%
Non-Performing Assets (NPA) Ratio	1.6%	1.3%	1.4%	1.2%
Net Interest Margin (NIM)	3.9%	3.4%	3.9%	3.4%
Cost-to-Income Ratio	59.5%	59.2%	59.2%	59.5%
Loans-to-Deposit Ratio**	69.5%	65.1%	68.9%	64.3%
Current Ratio	1.1	0.9	1.1	0.9
Liquid Assets-to-Total Assets Ratio	0.1	0.2	0.1	0.2
Debt-to-Equity Ratio	7.6	7.1	7.5	7.1
Asset-to- Equity Ratio	8.6	8.1	8.5	8.1
Asset -to- Liability Ratio	1.1	1.1	1.1	1.1
Interest Rate Coverage Ratio	1.4	1.4	1.4	1.4
Earnings per Share (EPS)*				
Basic	P 3.48	P 5.07	P 3.48	P 5.07
Diluted	P 3.48	P 5.07	P 3.48	P 5.07

*Net of dividends on Hybrid Tier 1 Securities

**Excluding Interbank loans and Loans under Reverse Repurchase Agreement

Wholly-Owned/Virtually Wholly Owned Subsidiaries

RIZAL MICROBANK In 000s (Except EPS)	Audited	
	2024	2023
Net Income	4,151	3,150
Return on Average Assets (ROA)	0.3%	0.2%
Return on Average Equity (ROE)	0.8%	0.6%
Risk-based Capital Adequacy Ratio (CAR)	30.9%	29.2%
Non-Performing Loans (NPL) Ratio	3.7%	4.3%
Non-Performing Assets (NPA) Ratio	7.0%	6.4%
Earnings per Share (EPS)	0.37	0.28

RCBC CAPITAL CORPORATION and Subsidiaries		Audited	
In 000s (Except EPS)	2024	2023	
Net Income	348,592	191,142	
Return on Average Assets (ROA)	8.4%	4.7%	
Return on Average Equity (ROE)	10.0%	5.9%	
Risk-based Capital Adequacy Ratio (CAR)	51.8%	52.1%	
Non-Performing Loans (NPL) Ratio	0.0%	0.0%	
Non-Performing Assets (NPA) Ratio	0.0%	0.1%	
Earnings per Share (EPS)	2.95	1.62	

RCBC FOREX BROKERS CORPORATION		Audited	
In 000s (Except EPS)	2024	2023	
Net Income	8,883	6,994	
Return on Average Assets (ROA)	5.4%	4.2%	
Return on Average Equity (ROE)	5.6%	4.4%	
Capital to Total Assets	97.0%	96.9%	
Non-Performing Loans (NPL) Ratio	0.0%	0.0%	
Non-Performing Assets (NPA) Ratio	0.0%	0.0%	
Loss per Common Share (EPS)*	(30.37)	(34.01)	

*Net of 12% dividend on preferred shares equivalent to P12 per share

RCBC INTERNATIONAL FINANCE, LTD. and Subsidiary		Audited	
In 000s (Except EPS)	2024	2023	
Net Loss	(11,626)	(7,574)	
Return on Average Assets (ROA)	-11.4%	-7.0%	
Return on Average Equity (ROE)	-12.0%	-7.3%	
Capital to Total Assets	96.4%	96.5%	
Non-Performing Loans (NPL) Ratio	0.0%	0.0%	
Non-Performing Assets (NPA) Ratio	0.0%	0.0%	
Loss per Share	(4.65)	(3.03)	

RCBC TELEMONEY EUROPE S.P.A *	Audited	
	2024	2023
In 000s (Except EPS)		
Net Income	0.0	0.0
Return on Average Assets (ROA)	0.0%	0.0%
Return on Average Equity (ROE)	0.0%	0.0%
Capital to Total Assets	0.0%	-158.5%
Non-Performing Loans (NPL) Ratio	0.0%	0.0%
Non-Performing Assets (NPA) Ratio	0.0%	0.0%
Earnings per Share (EPS)	0.00	0.00

*Liquidated in 2024

RCBC-JPL HOLDING COMPANY, INC. (Formerly JP Laurel Bank, Inc.)	Audited	
	2024	2023
In 000s (Except EPS)		
Net Loss	(426)	(104)
Return on Average Assets (ROA)	-0.4%	-0.1%
Return on Average Equity (ROE)	0.4%	0.1%
Capital to Total Assets	-113.9%	-108.2%
Non-Performing Loans (NPL) Ratio	0.0%	0.0%
Non-Performing Assets (NPA) Ratio	0.0%	0.0%
Loss per Share (EPS)	(0.00)	(0.00)

RCBC LEASING AND FINANCE CORP. and Subsidiary	Audited	
	2024	2023
In 000s (Except EPS)		
Net Income (Loss)	39,836	(445,311)
Return on Average Assets (ROA)	0.4%	-4.1%
Return on Average Equity (ROE)	2.3%	-22.9%
Risk-based Capital Adequacy Ratio (CAR)	12.9%	12.8%
Non-Performing Loans (NPL) Ratio	36.9%	10.3%
Non-Performing Assets (NPA) Ratio	23.9%	10.3%
Earnings (Loss) per Share (EPS)	0.01	(0.15)

Notes to the Computations:

1. Consolidated and Parent Company ROA and ROE ratios were taken from the corresponding audited financial statements. ROA ratio of the subsidiaries was determined based on the average of the quarterly ending balances of total assets, audited and/or unaudited. ROE ratio of the subsidiaries was likewise computed based on the average of the quarterly ending balances of total equity, audited and/or unaudited.
2. CAR covers combined credit, market and operational risks. Where the Risk-based CAR was not computed, the simple Capital to Total Assets ratio formula was used.
3. NPL ratio is determined by using the following formula: $(\text{Total NPLs net of total specific provision for losses of NPLs}) / (\text{Total gross loan portfolio})$
4. NPA ratio is determined by using the following formula: $(\text{Net NPLs} + \text{Gross ROPA} + \text{Non-performing SCR}) / \text{Gross Total Assets}$.
5. For some subsidiaries, the NPL/NPA ratios were not computed since these ratios were not applicable.

2023 was a difficult year for the Philippines that ended with slower paced economic growth than 2022. The economy faced challenges with high interest rates, inflation, global headwinds and delays in government spending. However, growth continued at a moderate 5.6% driven by gains in tourism, manufacturing, resilient remittance inflows, and export growth.

The year's blunted gains fall short of the 6.0%-7.0% Development Budget Coordination Committee (DBCC) growth projection for 2023. Of all the issues faced by the economy, inflation took center stage this year, reaching a 14-year peak of 8.7% in January driven by an uptick in food, energy and transport prices. The full year average inflation rate reached 6.0%, up from 2022's 5.8% and contributed to the BSP's decision to raise rates to a 16-year high of 6.5%. Inflation was sharply felt by consumers with food inflation averaging 8.0% over the year, up from the 6.1% average seen in 2022. The outlook for Philippine agriculture entering into 2024 is gloomy due to the El Niño, which may cause droughts and further complicate the economy's issues with food supply and prices. These problems are not endemic to the Philippines though, the entire world struggled with inflation in 2023, and other countries' efforts to subdue price inflation such as India's rice export ban have affected the Philippine market and further raised domestic prices. Aside from inflation, the Philippines' GDP growth was also hampered by sluggish public spending over the first half of the year. Government final consumption expenditure contracted by -7.1% in the second quarter, with another -1.8% contraction in the fourth quarter despite the implementation of spending catch-up plans.

While growth is slower than expected, 5.6% is higher than the Philippines' mean GDP growth for the past 10 years and higher than the growth rates projected by neighboring countries such as Malaysia, Indonesia and Thailand. Despite inflationary pressures and high interest rates household consumption expenditure grew 5.6% for the whole year. Remittance inflows for 2023 grew by 2.9% which may have helped cushion the consumer base from price inflation. Tourism was a major standout in 2023, strong private consumer spending drove domestic tourism growth and international receipts grew by 124.9% year-on-year to P482.5 billion. Another noteworthy sector is financial and insurance activities which grew 8.9% over the year and is the largest contributor to service sector growth in 2023.

Financial and Operating Highlights

Balance Sheet

BALANCE SHEET			
In Million Pesos	2023	2022	2021
Total Assets	1,238,332	1,154,108	959,133
Investment Securities	330,742	374,365	219,235
Loans and Receivables (Net)	649,929	558,869	538,302
Total Deposits	956,712	857,244	672,459
Capital Funds	152,275	116,361	111,080

RCBC's **Total Assets** stood at P1.2 trillion as of December 31, 2023. This represents a growth of 7.3% or P84.2 billion, year-on-year. The significant movements are discussed below:

Cash and Other Cash Items increased by 9.9% or P1.8 billion due to higher cash in vault and additional cash requirements of the 108 new ATMs to service higher withdrawals during the holidays.

Due from Bangko Sentral ng Pilipinas (BSP) decreased by 3.1% or P4.9 billion year-on-year. It represented 12.3% of Total Resources.

Due from Other Banks increased by 155.2% or P9.1 billion to fund usage of international cards and as a result of net movements of balances maintained with local and foreign banks as part of the liquidity management of the Bank.

Loans Arising from Reverse Repurchase Agreements increased by 310.4% or P27.1 billion on account of higher placement with the BSP.

Total Investment Securities, representing 26.7% of Total Resources, decreased by 11.7% or P43.6 billion attributable to net maturities of Financial Assets at Fair Value through Other Comprehensive Income (FVOCI) and Investment Securities at Amortized Cost.

Loans and Receivables – net, increased by 16.3% or P91.1 billion as a result of the sustained growth in consumer, small medium enterprises and corporate loans. It represented 52.5% of Total Resources.

Investments in Associates – net, increased by 34.3% or P130.0 million on account of the initial investment in RCBC Trust Corporation and higher income from associates.

Bank Premises, Furniture, Fixtures & Equipment – net, decreased by 19.0% or P2.1 billion due to the sale of various real estate properties.

Investment Properties – net, decreased by 79.2% or P2.1 billion due to reclassification of various properties to non-current assets held for sale under other resources and sale of various accounts.

Deferred Tax Assets (DTA) increased by 54.4% or P2.0 billion mainly due to recognition of deferred tax asset on retirement plan, minimum corporate income tax and impairment provision.

Other Resources – net, increased by 42.8% or P5.8 billion largely due to recognition of net defined benefit asset, reclassification of investment properties to non-current assets held for sale and higher creditable withholding tax year-on-year.

Total Liabilities stood at P1.1 trillion with an increase of P48.3 billion or 4.7%. The significant movements are discussed below:

Deposit Liabilities increased to P956.7 billion, grew by 11.6% or P99.5 billion mainly coming from Current and Savings Account (CASA) deposits which grew by 19.3% or P81.3 billion. Time deposits reached P454.6 billion and grew by 4.2% or P18.1 billion.

Bills Payable decreased by 23.7% or P15.8 billion primarily due to net maturities of local and foreign borrowings during the year.

Bonds Payable decreased by 53.0% or P39.5 billion attributable to the maturities of the USD450.0 million Senior Notes and P13.7 billion Green Bonds during the year.

Accrued Taxes, Interest and Other Expenses increased by 43.4% or P3.7 billion mainly due to the increases in accrual of interest on time deposits and taxes.

Total Capital Funds stood at P152.3 billion with an increase of P35.9 billion or 30.9% on account of the P26.7 billion capital infusion and the P12.2 billion net income for the year, reduced by the P3.3 billion dividends paid during the year and actuarial gains/(losses) on net defined benefit plan.

Income Statement

INCOME STATEMENT			
In Million Pesos	2023	2022	2021
Interest Income	66,289	45,835	37,111
Interest Expense	32,660	14,619	8,280
Net Interest Income	33,629	31,216	28,831
Other Operating Income	16,368	13,238	7,563
Gross income	49,997	44,454	36,394
Impairment Losses	6,888	5,706	6,048
Operating Expenses	29,594	25,100	22,535
Tax Expense	1,298	1,568	728
Net income	12,217	12,080	7,083
Attributable to:			
Parent Company's Shareholders	12,218	12,080	7,082
Non-controlling Interests	(1)	0	1

RCBC recorded a **Net Income** of P12.2 billion in 2023 driven by the following:

Total **Interest Income** increased by 44.6% or P20.5 billion driven by the growth in volume and better yields. Interest income on loans and receivables was higher by 41.3% or P14.4 billion; interest income on trading and investment securities increased by 35.7% or P3.5 billion and other interest income higher by 228.2% or P2.5 billion.

Total **Interest Expense** increased by 123.4% or P18.0 billion due to higher interest expense on deposit liabilities by 178.8% or P18.0 billion as a result of successive rate hikes and growth in average volume.

As a result, **Net Interest Income** amounted to P33.6 billion from P31.2 billion and represented 67.3% of total operating income.

The Group booked **Impairment Losses** of P6.9 billion, higher by 20.7% or P1.2 billion due to last year's recognition of impairment recovery. Excluding such recovery in 2022, Impairment loss provision should have been down by 7.2% or P534.2 million.

Other operating income of P16.4 billion grew by 23.6% or P3.1 billion and this accounted for 32.7% of total operating income on account of the following:

- **Gain on assets sold – net** higher by 117.4% or P3.6 billion due to gain on sale of various real estate properties;
- **Service fees and commissions** higher by 21.7% or P1.2 billion largely from the increase in fee-based income;
- **Trading and securities gains** up by 1,300.0% or P481.0 million on account of better marked to market valuation;
- **Gain on disposal of subsidiaries** higher by P243.0 million year-on-year due to sale of wholly-owned subsidiaries, NPHI and CRC;
- **Share in net earnings of subsidiaries and associates** increased by 187.5% or P60.0 million due to higher equity earnings from Investment in Associates;
- **Foreign exchange gains – net**, lower by 101.0% or P1.6 billion on account of lower position profits, net of higher foreign exchange income from commercial transactions; and

- **Miscellaneous income** lower by 33.1% or P895.0 million mainly due to lower gain on settlement of loan and lower rental income year-on-year.

Operating expenses amounted to P29.6 billion, higher by 17.9% or P4.5 billion on account of the following:

- **Employee benefits** higher by 8.9% or P587.0 million largely due to increase in headcount;
- **Occupancy and equipment-related costs** higher by 12.2% or P354.0 million largely due to higher information technology costs and increase in rental expenses;
- **Taxes and licenses** grew by 40.7% or P1.9 billion due to higher revenue-related gross receipts taxes and volume-driven documentary stamp taxes;
- **Depreciation and amortization** higher by 10.8% or P328.0 million on account of higher amortization on Right-Of-Use (ROU) assets and computer software; and
- **Miscellaneous expenses** higher by 16.8% or P1.3 billion largely due to higher credit card-related expenses and increase in regulatory fees, which are both volume-driven.

Tax Expense was lower by 17.2% or P270.0 million mainly due to the recognition of deferred income tax on retirement and impairment losses.

There were no significant elements of income or loss that did not arise from the Bank's continuing operations.

Performance Indicators

RIZAL COMMERCIAL BANKING CORPORATION AND SUBSIDIARIES				
	Audited			
	Consolidated		Parent	
	2023	2022	2023	2022
Return on Average Assets (ROA)	1.1%	1.2%	1.1%	1.2%
Return on Average Equity (ROE)*	9.5%	11.2%	9.5%	11.2%
Risk-based Capital Adequacy Ratio (CAR)	17.4%	15.3%	17.2%	15.0%
Common Equity Tier 1 Ratio	14.7%	12.3%	14.5%	12.0%
Non-Performing Loans (NPL) Ratio	1.6%	2.0%	1.5%	1.9%
Non-Performing Assets (NPA) Ratio	1.3%	1.5%	1.2%	1.4%
Net Interest Margin (NIM)	3.4%	3.7%	3.4%	3.7%
Cost-to-Income Ratio	59.2%	56.5%	59.5%	55.8%
Loans-to-Deposit Ratio**	65.1%	63.4%	64.3%	62.4%
Current Ratio	0.9	0.5	0.9	0.5
Liquid Assets-to-Total Assets Ratio	0.2	0.2	0.2	0.2
Debt-to-Equity Ratio	7.1	8.9	7.1	8.8
Asset-to- Equity Ratio	8.1	9.9	8.1	9.8
Asset -to- Liability Ratio	1.1	1.1	1.1	1.1
Interest Rate Coverage Ratio	1.4	1.9	1.4	2.0
Earnings per Share (EPS)*				
Basic	P 5.07	P 5.42	P 5.07	P 5.42
Diluted	P 5.07	P 5.42	P 5.07	P 5.42

*Net of dividends on Hybrid Tier 1 Securities

**Excluding Interbank loans and Loans under Reverse Repurchase Agreement

Wholly-Owned/Virtually Wholly Owned Subsidiaries

RIZAL MICROBANK In 000s (Except EPS)	Audited	
	2023	2022
Net Income (Loss)	3,150	19,592
Return on Average Assets (ROA)	0.2%	1.3%
Return on Average Equity (ROE)	0.6%	3.9%
Risk-based Capital Adequacy Ratio (CAR)	29.2%	29.1%
Non-Performing Loans (NPL) Ratio	4.3%	1.3%
Non-Performing Assets (NPA) Ratio	6.4%	3.6%
Earnings per Share (EPS)	0.28	1.74

RCBC CAPITAL CORPORATION and Subsidiaries	Audited	
In 000s (Except EPS)	2023	2022
Net Income	191,142	149,435
Return on Average Assets (ROA)	4.7%	3.6%
Return on Average Equity (ROE)	5.9%	4.8%
Risk-based Capital Adequacy Ratio (CAR)	52.1%	46.9%
Non-Performing Loans (NPL) Ratio	0.0%	0.0%
Non-Performing Assets (NPA) Ratio	0.1%	0.0%
Earnings per Share (EPS)	1.62	1.26

RCBC FOREX BROKERS CORPORATION	Audited	
In 000s (Except EPS)	2023	2022
Net Income	6,994	5,761
Return on Average Assets (ROA)	4.2%	3.5%
Return on Average Equity (ROE)	4.4%	3.7%
Capital to Total Assets	96.9%	95.9%
Non-Performing Loans (NPL) Ratio	0.0%	0.0%
Non-Performing Assets (NPA) Ratio	0.0%	0.0%
Loss per Common Share (EPS)*	(34.01)	(36.48)

*Net of 12% dividend on preferred shares equivalent to P12 per share

RCBC INTERNATIONAL FINANCE, LTD. and Subsidiary	Audited	
In 000s (Except EPS)	2023	2022
Net Loss	(7,574)	(5,820)
Return on Average Assets (ROA)	-7.0%	-5.1%
Return on Average Equity (ROE)	-7.3%	-5.4%
Capital to Total Assets	96.5%	94.5%
Non-Performing Loans (NPL) Ratio	0.0%	0.0%
Non-Performing Assets (NPA) Ratio	0.0%	0.0%
Loss per Share	(3.03)	(2.33)

RCBC TELEMONEY EUROPE S.P.A *	Audited	
In 000s (Except EPS)	2023	2022
Net Income	0.0	0.0
Return on Average Assets (ROA)	0.0%	0.0%
Return on Average Equity (ROE)	0.0%	0.0%
Capital to Total Assets	-158.5%	-158.5%
Non-Performing Loans (NPL) Ratio	0.0%	0.0%
Non-Performing Assets (NPA) Ratio	0.0%	0.0%
Earnings per Share (EPS)	0.00	0.00

*In the process of liquidation

RCBC-JPL HOLDING COMPANY, INC. (Formerly JP Laurel Bank, Inc.)	Audited	
	2023	2022
In 000s (Except EPS)		
Net Income (Loss)	(104)	8,028
Return on Average Assets (ROA)	-0.1%	5.7%
Return on Average Equity (ROE)	0.1%	-7.5%
Capital to Total Assets	-108.2%	-70.8%
Non-Performing Loans (NPL) Ratio	0.0%	0.0%
Non-Performing Assets (NPA) Ratio	0.0%	0.0%
Earnings (Loss) per Share (EPS)	(0.00)	0.04

NIYOG PROPERTY HOLDINGS, INC.	Audited	
	2023	2022
In 000s (Except EPS)*		
Net Income		53,003
Return on Average Assets (ROA)		9.4%
Return on Average Equity (ROE)		10.1%
Capital to Total Assets	Not Applicable	93.7%
Non-Performing Loans (NPL) Ratio		0.0%
Non-Performing Assets (NPA) Ratio		0.0%
Earnings per Share (EPS)		38.11

*On July 2023, the Bank sold and transferred its ownership interest with NPHI and Cajel.

RCBC LEASING AND FINANCE CORP. and Subsidiary	Audited	
	2023	2022
In 000s (Except EPS)		
Net Income (Loss)	(445,311)	(107,834)
Return on Average Assets (ROA)	-4.1%	-0.9%
Return on Average Equity (ROE)	-22.9%	-4.7%
Risk-based Capital Adequacy Ratio (CAR)	13.5%	19.3%
Non-Performing Loans (NPL) Ratio	10.3%	13.0%
Non-Performing Assets (NPA) Ratio	10.3%	11.2%
Loss per Share (EPS)	(0.15)	(0.04)

CAJEL REALTY CORPORATION	Audited		
	In 000s (Except EPS)*	2023	2022
Net Loss			(430)
Return on Average Assets (ROA)			-0.8%
Return on Average Equity (ROE)			-0.8%
Capital to Total Assets	Not Applicable		99.9%
Non-Performing Loans (NPL) Ratio			0.0%
Non-Performing Assets (NPA) Ratio			0.0%
Loss per Share (EPS)			(0.72)

*On July 2023, the Bank sold and transferred its ownership interest with NPHI and Cajel.

Notes to the Computations:

1. Consolidated and Parent Company ROA and ROE ratios were taken from the corresponding audited financial statements. ROA ratio of the subsidiaries was determined based on the average of the quarterly ending balances of total assets, audited and/or unaudited. ROE ratio of the subsidiaries was likewise computed based on the average of the quarterly ending balances of total equity, audited and/or unaudited.
2. CAR covers combined credit, market and operational risks. Where the Risk-based CAR was not computed, the simple Capital to Total Assets ratio formula was used.
3. NPL ratio is determined by using the following formula: $(\text{Total NPLs net of total specific provision for losses of NPLs}) / (\text{Total gross loan portfolio})$
4. NPA ratio is determined by using the following formula: $(\text{Net NPLs} + \text{Gross ROPA} + \text{Non-performing SCR}) / \text{Gross Total Assets}$.
5. For some subsidiaries, the NPL/NPA ratios were not computed since these ratios were not applicable.

2022

After two years of strict quarantine protocols due to the COVID-19 pandemic, the Philippines returned to a state of almost normalcy in 2022. Mobility restrictions further eased, face-to-face classes and 100% onsite work resumed, and businesses returned to their full capacity as the number of COVID-19 cases remained muted throughout the year.

As a result, the Philippine economy continued to climb out of the recession brought by the pandemic as it grew by 7.6% in 2022. This growth outturn is higher than market expectations, even beating the 6.5%-7.5% government target, as consumer spending spurred growth despite higher inflation. Although, growth was partly magnified by lower base effect due to hard lockdowns in 2021. Nonetheless, consumer spending, which made up 76% of the economy, grew remarkably by 8.3%, or its fastest on record. Meanwhile, on the supply side, economic growth was mainly driven by the recovery in industries such as wholesale and retail trade, manufacturing, and construction following a sustained economic reopening. Continued growth in OFW remittances and BPO revenues, as well as the resumption in foreign tourism since February 2022 further supported overall economic growth.

Inflation was elevated globally in 2022 as the Russia-Ukraine war dealt a major shock to global markets, disrupting production and trade. Prices of commodities such as oil, coal, metals, and wheat surged following the war. Global crude oil prices went up, especially during early-2022 as it reached a high of US\$130 per barrel in March, ending the year 6.7% higher than the previous year. In the US, the war led to risks of recession amid higher inflation, which prompted Fed to aggressively tighten its monetary policy, raising its interest rates by 425 basis points in 2022. Locally, average inflation went up to 5.8% in 2022 vs. 3.9% in the previous year, even reaching its peak of 8.1% in December, amid higher input prices and supply chain disruptions. Inflation hovered above BSP's 2%-4% target band. Similar to US, this prompted BSP to aggressively tighten its monetary policy as it raised its key policy rate by 350 basis points in 2022, ending

the year at its new 14-year high of 5.50%. Aggressive Fed rate hikes also led to stronger US dollar vs. other global currencies, which bloated the Philippines' import bill, and higher global interest rates. USD/Php closed the year at 55.755, higher by 9.3% year-on-year, after reaching its record high of 59.000 in October. Meanwhile, local interest rates (Php BVAL yields) ended the year higher by 200-300 basis points vs. end-2021.

Financial and Operating Highlights

Balance Sheet

BALANCE SHEET			
In Million Pesos	2022	2021	2020
Total Assets	1,154,108	959,133	772,106
Investment Securities	374,365	219,235	88,064
Loans and Receivables (Net)	558,869	538,302	491,284
Total Deposits	857,244	672,459	535,788
Capital Funds	116,361	111,080	101,378

In the middle of 2022, RCBC hit another milestone when its Total Assets breached the P1.0 trillion-mark and ended the year with a record high of P1.2 trillion. This represents a growth of 20.3% or P195.0 billion versus end of 2021. Significant movements are discussed below:

Cash and other Cash Items increased by 23.1% or P3.4 billion from P14.7 billion to P18.1 billion due to the additional cash requirements of the 28 new branches and 107 new ATMs and to service withdrawals during the holidays.

Due from Bangko Sentral ng Pilipinas (BSP) increased by 20.4% or P26.5 billion from P130.2 billion to P156.7 billion mainly attributable to higher level of term deposits as short term investment and higher pesonet deposits as clearing account to service electronic fund transfers.

Due from Other Banks decreased by 52.0% or P6.3 billion from P12.2 billion to P5.8 billion mainly due to the net decrease in foreign bank placements as a result of redeployment of funds.

Loans Arising from Reverse Repurchase Agreement decreased by 25.4% or P3.0 billion from P11.7 billion to P8.7 billion also as a result of redeployment of funds.

Total Investment Securities, representing 32.4% of Total Resources, increased by 70.8% or P155.1 billion from P219.2 billion to P374.4 billion attributable to the 131.0% or P65.2 billion increase in Financial Assets at Fair Value Other Comprehensive Income (FVOCI); 54.3% or P88.8 billion increase in Investments at Amortized Cost; and 20.0% or P1.2 billion increase in Financial Assets at Fair Value Through Profit or Loss (FVTPL).

Investment in Associates – net, increased by 10.2% or P35.0 million from P344.0 million to P379.0 million on account of higher income from associates.

Bank Premises, Furniture, Fixture & Equipment – net, decreased by 11.0% or P1.4 billion from P12.7 billion to P11.3 billion mainly due to the sale of ATYC properties.

Investment Properties – net, decreased by 26.8% or P956.0 million from P3.6 billion to P2.6 billion representing the investment property portion of the sold ATYC properties.

Deferred Tax Assets (DTA) increased by 16.7% or P534.0 million from P3.2 billion to P3.7 billion as a result of the recognition of DTA on MCIT, Net Operating Loss Carry-Over and net increase in allowance for credit losses during the year.

Deposit Liabilities were recorded at P857.2 billion and represented 74.3% of Total Resources. Demand deposits grew by 20.5% or P29.8 billion from P144.8 billion to P174.6 billion and accounted for 15.1% of Total Resources. Savings deposits grew by 7.8% or P17.8 billion from P228.5 billion to P246.2 billion and accounted for 21.3% of Total Resources. Time deposits reached P436.4 billion, grew by 45.9% or P137.3 billion from P299.2 billion and accounted for 37.8% of Total Resources.

Bills Payable increased by 19.2% or P10.8 billion from P55.9 billion to P66.7 billion as alternative sources of funds.

Bonds Payable decreased by 14.7% or P12.8 billion from P87.2 billion to P74.4 billion attributable to the maturities of the P31.2 billion fixed rate bonds, net of the P14.8 billion sustainability bond issuance during the year.

Accrued Taxes, Interest and Other Expenses increased by 38.2% or P2.3 billion from P6.1 billion to P8.4 billion mainly due to higher interest expense on Time Deposits as a result of the significant increase in volume and hike in interest rates.

Other Liabilities increased by 17.5% or P4.6 billion from P26.4 billion to P31.0 billion primarily due to the increase on finance lease liability recognition and unclaimed deposits.

Total Liabilities stood at P1.0 trillion and represented 89.9% of Total Resources.

Other Comprehensive Income decreased by 232.4% or P4.5 billion from P1.9 billion to P6.4 billion losses mainly due to decline in Net Unrealized Gains on Financial Assets at FVOCI securities.

Retained Earnings increased by 23.0% or P9.7 billion from P42.4 billion to P52.1 billion mainly on account of the net income during the year, net of cash dividends paid during the year.

Total Capital Funds were recorded at P116.4 billion and accounted for 10.1% of Total Resources.

Income Statement

INCOME STATEMENT			
In Million Pesos	2022	2021	2020
Interest Income	45,835	37,111	36,952
Interest Expense	14,619	8,280	10,671
Net Interest Income	31,216	28,831	26,281
Other Operating Income	13,238	7,563	11,632
Gross income	44,454	36,394	37,913
Impairment Losses	5,706	6,048	9,375
Operating Expenses	25,100	22,535	22,045
Tax Expense	1,568	728	1,475
Net income	12,080	7,083	5,018
Attributable to:			
Parent Company's Shareholders	12,080	7,082	5,020
Non-controlling Interests	0	1	(2)

The Bank booked a **Net Income** of P12.08 billion in 2022, higher by 70.6% or P5.0 billion, year-on-year. The record-high net income was a result of the following:

Total **Interest Income** increased by 23.5% or P8.7 billion from P37.1 billion to P45.8 billion and accounted for 103.1% of total operating income. Interest income on loans and receivables increased by 9.6% or P3.1 billion from P31.9 billion to P35.0 billion due to growth in average volume and average yield. It accounted 78.7% of total operating income. Interest income on Trading and Investment Securities increased by 119.3% or P5.3 billion from P4.4 billion to P9.8 billion due to combined effects of higher average volume and average yield; it accounted for 21.9% of total operating income. Due from BSP and Other Interest Income, on the other hand, increased by 45.5% or P347.0 million from P763.0 million to P1.1 billion mainly due to higher average yield of placements with the BSP.

Total **Interest Expense** increased by 76.6% or P6.3 billion from P8.3 billion to P14.6 billion and accounted for 32.9% of total operating income. Interest expense on Deposit Liabilities increased by 147.8% or P6.0 billion from P4.1 billion to P10.1 billion primarily due to growth in volume and higher average costs; it represented 22.6% of total operating income. Interest expense on Bills Payable and Other Borrowings increased by 8.1% or P341.0 billion from P4.2 billion to P4.6 billion due to growth in volume, net of lower average costs year-on-year.

The Bangko Sentral ng Pilipinas (BSP) implemented successive rate hikes starting May 2022 to December 2022. The benchmark rate ended at 5.5% for the year with a cumulative rate hike of 350 basis points.

As a result, **Net Interest Income** increased by 8.3% or P2.4 billion from P28.8 billion to P31.2 billion.

The Bank booked total **Impairment losses** of P5.7 billion, down by 5.7% or P342.0 million from P6.0 billion last year due to impairment recovery from settlement of loan, net of the impact of the annual updating of expected credit loss components. It represented 12.8% of total operating income.

Other operating income increased by 75.0% or P5.7 billion from last year's P7.6 billion to P13.2 billion. This accounted for 29.8% of total operating income, and is broken down as follows:

- **Service fees and commissions** increased by 20.2% or P920.0 million from P4.5 billion to P5.5 billion mainly due to higher fees from retail transactions. It represented 12.3% of total operating income;
- **Gain on assets sold – net**, significantly increased by 2,957.4% or P3.0 billion from P101.0 million to P3.1 billion as a result of gain on sale of ATYC properties and various acquired assets;
- **Foreign exchange gains – net**, increased by 765.7% or P1.4 billion from P181.0 million to P1.6 billion due to higher foreign position profits;
- **Trust fees** increased by 5.9% or P23.0 million from P392.0 million to P415.0 million due to significant increase in volume of trust portfolio year-on-year;
- **Trading and securities gains (losses) – net**, decreased by 104.3% or P900.0 million from P863.0 million gain to P37.0 million loss due to lower realized trading gains and unrealized marked-to-market gains;
- **Share in net earnings of subsidiaries and associates** increased by 166.7% or P20.0 million due to higher equity earnings from Investments in Associates;
- **Miscellaneous income** increased by 84.6% or P1.2 billion from P1.5 billion to P2.7 billion mainly on account of the gain on settlement of loan, dividend and other income.

Operating expenses, which accounted for 56.5% of total operating income, increased by 11.4% or P2.6 billion from P22.5 billion to P25.1 billion due to the following:

- **Total Employee benefits** increased by 3.0% or P192.0 million from P6.4 billion to P6.6 billion. It represented 14.8% of total operating income;
- **Taxes and licenses**, which accounted for 10.4% of total operating income, increased by 33.7% or P1.2 billion from P3.5 billion to P4.6 billion mainly due to increase in gross revenues and higher documentary stamp tax, which are volume-related;
- **Depreciation and amortization** was recorded at P3.0 billion. It represented 6.8% of total operating income;
- **Occupancy and equipment-related expenses** increased by 3.1% or P88.0 million from P2.8 billion to P2.9 billion. It represented 6.5% of total operating income;
- **Miscellaneous expenses** increased by 16.0% or P1.1 billion from P6.8 billion to P7.9 billion largely due to the increase in volume-related expenses. It accounted for 17.9% of total operating income.

Tax expense increased by 115.4% or P840.0 million from P728.0 million to P1.6 billion mainly due to higher final tax on investments securities and higher income year-on-year.

There were no significant elements of income or loss that did not arise from the Bank's continuing operations.

Performance Indicators

RIZAL COMMERCIAL BANKING CORPORATION AND SUBSIDIARIES				
	Audited			
	Consolidated		Parent	
	2022	2021	2022	2021
Return on Average Assets (ROA)	1.2%	0.8%	1.2%	0.8%
Return on Average Equity (ROE)*	11.2%	6.7%	11.2%	6.7%
Risk-based Capital Adequacy Ratio (CAR)	15.3%	15.2%	15.0%	14.9%
Common Equity Tier 1 Ratio	12.3%	12.2%	12.0%	11.8%
Non-Performing Loans (NPL) Ratio	2.0%	3.3%	1.9%	3.2%
Non-Performing Assets (NPA) Ratio	1.5%	2.7%	1.4%	2.6%
Net Interest Margin (NIM)	3.7%	4.1%	3.7%	4.1%
Cost-to-Income Ratio	56.5%	61.9%	55.8%	61.4%
Loans-to-Deposit Ratio**	63.4%	76.3%	62.4%	74.9%
Current Ratio	1.0	0.6	1.0	0.6
Liquid Assets-to-Total Assets Ratio	0.2	0.2	0.2	0.2
Debt-to-Equity Ratio	8.9	7.6	8.8	7.6
Asset-to- Equity Ratio	9.9	8.6	9.8	8.6
Asset -to- Liability Ratio	1.1	1.1	1.1	1.1
Interest Rate Coverage Ratio	1.9	1.9	2.0	2.0
Earnings per Share (EPS)*				
Basic	P 5.42	P 3.09	P 5.42	P 3.09
Diluted	P 5.42	P 3.09	P 5.42	P 3.09

*Net of dividends on Hybrid Tier 1 Securities

**Excluding Interbank loans and Loans under Reverse Repurchase Agreement

Wholly-Owned/Virtually Wholly Owned Subsidiaries

RIZAL MICROBANK In 000s (Except EPS)	Audited	
	2022	2021
Net Loss	19,592	(9,938)
Return on Average Assets (ROA)	1.3%	-0.7%
Return on Average Equity (ROE)	3.9%	-2.0%
Risk-based Capital Adequacy Ratio (CAR)	29.1%	31.0%
Non-Performing Loans (NPL) Ratio	1.3%	3.0%
Non-Performing Assets (NPA) Ratio	3.6%	4.6%
Earnings (Loss) per Share (EPS)	1.74	(0.88)

RCBC CAPITAL CORPORATION and Subsidiaries In 000s (Except EPS)	Audited	
	2022	2021
Net Income	149,435	315,427
Return on Average Assets (ROA)	3.6%	7.3%
Return on Average Equity (ROE)	4.8%	9.6%
Risk-based Capital Adequacy Ratio (CAR)	46.9%	38.5%
Non-Performing Loans (NPL) Ratio	0.0%	0.0%
Non-Performing Assets (NPA) Ratio	0.0%	0.0%
Earnings per Share (EPS)	1.26	2.67

RCBC FOREX BROKERS CORPORATION In 000s (Except EPS)	Audited	
	2022	2021
Net Income	5,761	1,725
Return on Average Assets (ROA)	3.5%	1.0%
Return on Average Equity (ROE)	3.7%	1.1%
Capital to Total Assets	95.9%	95.7%
Non-Performing Loans (NPL) Ratio	0.0%	0.0%
Non-Performing Assets (NPA) Ratio	0.0%	0.0%
Loss per Common Share (EPS)*	(36.48)	(44.55)

*Net of 12% dividend on preferred shares equivalent to P12 per share

RCBC INTERNATIONAL FINANCE, LTD. and Subsidiary In 000s (Except EPS)	Audited	
	2022	2021
Net Loss	(5,820)	(8,176)
Return on Average Assets (ROA)	-5.1%	-7.5%
Return on Average Equity (ROE)	-5.4%	-7.7%
Capital to Total Assets	94.5%	95.4%
Non-Performing Loans (NPL) Ratio	0.0%	0.0%
Non-Performing Assets (NPA) Ratio	0.0%	0.0%
Loss per Share	(2.33)	(3.27)

RCBC TELEMONEY EUROPE S.P.A *	Audited	
	2022	2021
Net Income	0.0	0.0
Return on Average Assets (ROA)	0.0%	0.0%
Return on Average Equity (ROE)	0.0%	0.0%
Capital to Total Assets	-158.5%	-158.5%
Non-Performing Loans (NPL) Ratio	0.0%	0.0%
Non-Performing Assets (NPA) Ratio	0.0%	0.0%
Earnings per Share (EPS)	0.00	0.00

*In the process of liquidation

RCBC-JPL HOLDING COMPANY, INC. (Formerly JP Laurel Bank, Inc.) In 000s (Except EPS)	Audited	
	2022	2021
Net Income (Loss)	8,028	(3,458)
Return on Average Assets (ROA)	5.7%	-2.2%
Return on Average Equity (ROE)	-7.5%	3.1%
Capital to Total Assets	-70.8%	-80.1%
Non-Performing Loans (NPL) Ratio	0.0%	0.0%
Non-Performing Assets (NPA) Ratio	0.0%	0.0%
Earnings (Loss) per Share (EPS)	0.04	(0.02)

NIYOG PROPERTY HOLDINGS, INC. In 000s (Except EPS)	Audited	
	2022	2021
Net Income	53,003	22,490
Return on Average Assets (ROA)	9.4%	4.0%
Return on Average Equity (ROE)	10.1%	4.3%
Capital to Total Assets	93.7%	93.6%
Non-Performing Loans (NPL) Ratio	0.0%	0.0%
Non-Performing Assets (NPA) Ratio	0.0%	0.0%
Earnings per Share (EPS)	38.11	16.17

RCBC LEASING AND FINANCE CORP. and Subsidiary In 000s (Except EPS)	Audited	
	2022	2021
Net Income (Loss)	(107,834)	147,883
Return on Average Assets (ROA)	-0.9%	1.3%
Return on Average Equity (ROE)	-4.7%	6.8%
Risk-based Capital Adequacy Ratio (CAR)	19.3%	18.9%
Non-Performing Loans (NPL) Ratio	13.0%	8.3%
Non-Performing Assets (NPA) Ratio	11.2%	5.4%
Earnings (Loss) per Share (EPS)	(0.04)	0.05

CAJEL REALTY CORPORATION In 000s (Except EPS)	Audited	
	2022	2021
Net Loss	(430)	(476)
Return on Average Assets (ROA)	-0.8%	-0.9%
Return on Average Equity (ROE)	-0.8%	-0.9%
Capital to Total Assets	99.9%	100.0%
Non-Performing Loans (NPL) Ratio	0.0%	0.0%
Non-Performing Assets (NPA) Ratio	0.0%	0.0%
Loss per Share (EPS)	(0.72)	(0.80)

Notes to the Computations:

1. Consolidated and Parent Company ROA and ROE ratios were taken from the corresponding audited financial statements. ROA ratio of the subsidiaries was determined based on the average of the quarterly ending balances of total assets, audited and/or unaudited. ROE ratio of the subsidiaries was likewise computed based on the average of the quarterly ending balances of total equity, audited and/or unaudited.
2. CAR covers combined credit, market and operational risks. Where the Risk-based CAR was not computed, the simple Capital to Total Assets ratio formula was used.
3. NPL ratio is determined by using the following formula: $(\text{Total NPLs net of total specific provision for losses of NPLs}) / (\text{Total gross loan portfolio})$
4. NPA ratio is determined by using the following formula: $(\text{Net NPLs} + \text{Gross ROPA} + \text{Non-performing SCR}) / \text{Gross Total Assets}$.
5. For some subsidiaries, the NPL/NPA ratios were not computed since these ratios were not applicable.

Key Variable and Other Qualitative and Quantitative Factors

Plans for 2025

The economy and markets in 2025 will continue to experience uncertainties and headwinds in the form of possible continued elevated inflation and interest rate, geopolitical risks, and weather disturbances.

Despite this, Philippines is still forecasted to record the second fastest economic growth in Southeast Asia this 2025 with consumption seen as one of the drivers of growth. This further supports RCBC's focus on growing its consumer loans.

Strategies to grow both business and consumer loans as well as increase number of customers include, using data science to identify cross sell opportunities, expanding partnerships and collaborations, and tapping ecosystems and supply chains. The Bank will also launch new products and features of our digital offerings.

To improve customer engagement and employee productivity, RCBC will continue to redesign processes and use new technologies such as robotic process automation (RPA) and artificial intelligence (AI).

CASA will remain a priority through cash management and cross sell campaigns to manage interest rate expense/cost.

Item 7. Financial Statements

The consolidated financial statements and schedules listed in the accompanying Index to Financial Statements and Supplementary Schedules are filed as part of this Form 17-A.

Item 8. Information on Independent Accountant and other Related Matters

External Audit Fees and Services. The Audit Committee is empowered to appoint the external auditor of the Group and pre-approve all auditing and non-audit services. It recommends to the Board the selection of external auditor considering independence and effectiveness and recommends the fees to be paid.

For the audit of the Group's annual financial statements and services provided in connection with statutory and regulatory filings or engagements, the aggregate amount billed/to be billed, excluding out-of-pocket expenses, by its independent accountant amounted to P11.7 million and P13.8 million for 2024 and 2023, respectively. Additionally, approximately P4.5 million was paid for other services rendered by the independent accountant in 2024.

Changes in and Disagreements With Accountants on Accounting and Financial Disclosure. In connection with the audits of the Bank's financial statements for the two (2) most recent years ended December 31, 2024 and 2023, there were no disagreements with Punongbayan and Araullo on any matter of accounting principles or practices, financial statement disclosures, audit scope or procedures.

PART III - CONTROL AND COMPENSATION INFORMATION

Item 9. Directors and Executive Officers of the Issuer

The names, ages, citizenship and positions of all the Bank's directors are as follows:

Regular Directors

Helen Y. Dee

Ms. Dee, 80, Filipino, is the Bank's Chairperson. Ms. Dee is also the Chairperson of House of Investments, Inc, Petroenergy Resources Corporation all of which are PSE-listed companies. She is also the Chairperson of Pan Malayan Management and Investment Corporation, Malayan Insurance Co. Inc., Landev Corporation, Hi-Eisai Pharmaceutical Inc., Malayan Educational Systems, Inc. and Manila Memorial Park Cemetery. Among the top companies where she holds a directorship position are Philippine Long Distance Telephone Company and Sun Life Grepa Financial, Inc. She graduated from Assumption College with a Bachelor of Science degree in Commerce and completed her Master's in Business Administration at De La Salle University.

Recent training/continuing education (2021 to present): Building Better Bankers: Fostering a Stronger KYE Program (ABCOMP); Becoming Obsessed with the Customer - 2021 Annual Corporate Governance Session (PLDT), Sunlife Advanced Corporate Governance and AML Refresher Course (Sunlife Philippines) Annual Corporate Governance Enhancement Session - Agile Leadership : A Conversation with Ms. Anna Wintour (PLDT); BSP Awareness- Raising Session on Institutional Risk Assessment and Results of the 2022 Thematic Review on Targeted Financial Sanctions (ABCOMP); 2022 YGC Annual Corporate Governance Seminar (YGC-RCBC): Going from Good to Great; 2022 Targeted Financial Sanctions Training; Keeping Ahead of Cyber Risk's New Normal (YGC-RCBC); The Future of AI: Microsoft on Generative AI (YGC-RCBC); 2023 Executive Learning Series: ESG Best Practices for Business Innovations (YGC-RCBC); 2023 YGC Annual Corporate Governance Seminar: Building Trust and Ethical Leadership/Enhancing Corporate Governance for Sustainable Success (YGC-RCBC); 2024 Targeted Financial Sanctions Course (AMLC); 2024 YGC Annual Corporate Governance Seminar: Transforming Boards to Succeed in a World of Disruption (YGC-RCBC); Anti-Money Laundering and Counter-Terrorism Financing Fundamentals Course (AMLC); AMLC Registration and Reporting Guidelines Course (AMLC).

Cesar E.A. Virata

Mr. Virata, 94, Filipino, has been a Director since 1995, Corporate Vice Chairman since June 2000 and Senior Adviser from 2007. Mr. Virata's roster of companies where he is also a Director and/or Chairman, Board of Adviser includes, RCBC Trust Corporation, RCBC Realty Corp., RCBC Land, Inc., Malayan Insurance Co., Inc, ALTO Pacific Co., Inc., Malayan Education System, Inc., RCBC Bankard Services Corporation, Yuchengco Center, Yuchengco Museum, AY Foundation, Business World Publishing Corporation, Lopez Holdings Corporation, Investment & Capital Corporation of the Philippines, City & Land Developers, Inc., Cavite Holdings, Inc., and World Trade Center Management, Inc.

Mr. Virata has held important/key positions in the Philippine government, including Prime Minister, Secretary/Minister of Finance, Chairman of the Committee on Finance of the Batasang Pambansa (National Assembly) and member of the Monetary Board. He was Chairman of the Board of Investments, Undersecretary for Industry. He was also Chairman of the Land Bank of the Philippines and Philippine National Bank. He has served as Governor for the Philippines to the World Bank, the Asian Development Bank and the International Fund for Agriculture Development. He was Chairman of the Development Committee of the World Bank and International Monetary Fund from 1976 to 1980 and Chairman of the Board of Governors of the Asian Development Bank.

Prior to his Government positions, he was a Professor and Dean of the College of Business Administration of the University of the Philippines and Principal, SyCip Gorres Velayo and Company, Management Services Division. Mr. Virata has also held membership in various international committees/fora in the past, including: Bretton Woods Committee, Group of 30, Institute of International Finance, Rockefeller Tripartite Commission for Asia, Davos Forum, World Development Committee of the World Bank and IMF, ADB Forum.

Mr. Virata graduated from the University of the Philippines with degrees in Mechanical Engineering and Business Administration (Cum Laude). He completed his Master's Degree in Business Administration (Industrial Management) from the Wharton Graduate School University of Pennsylvania.

Recent training/continuing education (2021 to present): Building Better Bankers: Fostering a Stronger KYE Program (ABCOMP); Leveraging on FinTech: Financial Services Under the New Economy Arrangement (ABCOMP); RCBC Digital Academy Executive Learning Series (YGC-Deloitte); 2022 YGC Annual Corporate Governance Seminar: Going from Good to Great (YGC-RCBC); Corporate Governance Training: Cybersecurity and Supply Chain Disruption (Lopez Holdings Corporation); Economic & Political Briefing (Lopez Holdings Corporation); Keeping Ahead of Cyber Risk's New Normal (YGC-RCBC); The Future of AI: Microsoft on Generative AI (YGC-RCBC); 2023 YGC Annual Corporate Governance Seminar: Building Trust and Ethical Leadership/Enhancing Corporate Governance for Sustainable Success (YGC-RCBC); 2024 YGC Annual Corporate Governance Seminar: Transforming Boards to Succeed in a World of Disruption (YGC-RCBC); 2024 Corporate Governance (Lopez Holding Corporation-SGV).

Eugene S. Acevedo

Mr. Acevedo, 61, Filipino, is the Bank's President and Chief Executive Officer. He has over thirty seven (37) years of banking experience gained from local and multinational banks including Union Bank of the Philippines, CitySavings Bank, Philippine National Bank, and Citibank Philippines, Singapore and Hong Kong.

He is a Magna Cum Laude graduate from the University of San Carlos where he earned a degree in Bachelor of Science in Physics in 1984. He has a Master's degree in Business Administration from the Asian Institute of Management where he now serves in the Board of Trustees. He completed the Advanced Management Program at the Harvard Business School. He holds Professional Certificates in Clean Power from Imperial College London, Digital Marketing from The Wharton School, and Customer Experience from The CX Academy (Ireland).

Recent training/continuing education (2021 to present): Building Better Bankers: Fostering a Stronger KYE Program (ABCOMP); Leveraging on FinTech: Financial Services Under the New Economy Arrangement (ABCOMP); 2022 YGC Annual Corporate Governance Seminar: Going from Good to Great (YGC-RCBC); Keeping Ahead of Cyber Risk's New Normal (YGC-RCBC); The Future of AI: Microsoft on Generative AI (YGC-RCBC); 2023 Executive Learning Series: ESG Best Practices for Business Innovations (YGC-RCBC); 2023 YGC Annual Corporate Governance Seminar: Building Trust and Ethical Leadership/Enhancing Corporate Governance for Sustainable Success (YGC-RCBC); 2024 YGC Annual Corporate Governance Seminar: Transforming Boards to Succeed in a World of Disruption (YGC-RCBC).

Gil A. Buenaventura

Mr. Buenaventura, 72, Filipino, has been a Director of the Bank since July 2016 and has since been sitting as a member of the Bank's Executive Committee. He was also President and Chief and Executive Officer of the Bank until June 30, 2019. He holds directorship and trusteeship positions in De La Salle Philippines School System, Malayan Insurance Company, Inc., House of Investments, Inc., and Manila Memorial Park Cemetery, Inc. He is also an Independent Director of Basic Energy Corporation. He graduated with a Bachelor of Arts degree, major in Economics, from the University of San Francisco, California, and with a Master's of Business Administration in Finance from the University of Wisconsin.

Recent training/continuing education (2021 to present): Building Better Bankers: Fostering a Stronger KYE Program (ABCOMP); RCBC Digital Academy Executive Learning Series (YGC-Deloitte); BSP Awareness - Raising Session on Institutional Risk Assessment and Results of the 2022 Thematic Review on Targeted Financial Sanctions (ABCOMP); 2022 YGC Annual Corporate Governance Seminar: Going from Good to Great (YGC-RCBC); Keeping Ahead of Cyber Risk's New Normal (YGC-RCBC); The Future of AI: Microsoft on Generative AI (YGC-RCBC); 2023 Executive Learning Series: ESG Best Practices for Business Innovations (YGC-RCBC); 2023 YGC Annual Corporate Governance Seminar: Building Trust and Ethical Leadership/Enhancing Corporate Governance for Sustainable Success (YGC-RCBC); 2024 YGC Annual Corporate Governance Seminar: Transforming Boards to Succeed in a World of Disruption (YGC-RCBC).

Armando M. Medina

Mr. Medina, 75, Filipino, was an Independent Director of the Bank from 2003 to 2020. He became a regular director of the Bank starting January 1, 2021. He is a member of the Bank's Executive Committee. He was an Independent Director of Malayan Insurance, Co. Inc. until September 28, 2023. He served as an Independent Director of RCBC Capital Corporation until December 31, 2021. He graduated from De La Salle University with a Bachelor of Arts degree in Economics and a Bachelor of Science degree in commerce with a major in Accounting.

Recent training/continuing education (2021 to present): Building Better Bankers: Fostering a Stronger KYE Program (ABCOMP); Leveraging on FinTech: Financial Services Under the New Economy Arrangement (ABCOMP); Executive Briefing Center: Plenary- Culture, Innovation, & Transformation (AWS-YGC); Executive Briefing Center: Industry Block 1: Banking, Financial Services, and Insurance (AWS-YGC); Understanding Climate Risks: Launch of The ASEAN Climate Governance Network (CGM); RCBC Digital Academy Executive Learning Series (YGC-Deloitte); BSP Awareness- Raising Session on Institutional Risk Assessment and Results of the 2022 Thematic Review on Targeted Financial Sanctions (ABCOMP); 2022 YGC Annual Corporate Governance Seminar (YGC-RCBC); Keeping Ahead of Cyber Risk's New Normal (YGC-RCBC); The Future of AI: Microsoft on Generative AI (YGC-RCBC); 2023 Executive Learning Series: ESG Best Practices for Business Innovations (YGC-RCBC); 2023 YGC Annual Corporate Governance Seminar: Building Trust and Ethical Leadership/Enhancing Corporate Governance for Sustainable Success (YGC-RCBC); 2024 YGC Annual Corporate Governance Seminar: Transforming Boards to Succeed in a World of Disruption (YGC-RCBC); POGOs and Scams: Their Roots and Solutions (Yuchengco Center).

John Law

Mr. Law, 74, a dual citizen of France and Taiwan, has been a Director of the Bank since April 2015. He is also currently a Director of Far East Horizon Ltd. in Hong Kong and Khan Bank in Mongolia. He served as Senior Advisor for Greater China for Oliver Wyman from Jan 2013 through December 31, 2020. He holds a Bachelor of Science degree, major in Psychology, from Chung Yuan University in Taiwan; a Master's of Business Administration degree from Indiana University; and a Master's of Arts degree, major in Poetry, from the University of Paris, France.

Recent training/continuing education (2021 to present): Building Better Bankers: Fostering a Stronger KYE Program (ABCOMP); RCBC Digital Academy Executive Learning Series (YGC-Deloitte); BSP Awareness - Raising Session on Institutional Risk Assessment and Results of the 2022 Thematic Review on Targeted Financial Sanctions (ABCOMP); 2022 YGC Annual Corporate Governance Seminar: Going from Good to Great (YGC-RCBC); The Future of AI: Microsoft on Generative AI (YGC-RCBC); 2023 Executive Learning Series: ESG Best Practices for Business Innovations (YGC-RCBC); 2023 YGC Annual Corporate Governance Seminar: Building Trust and Ethical Leadership/Enhancing Corporate Governance for Sustainable Success (YGC-RCBC); 2024 YGC Annual Corporate Governance Seminar: Transforming Boards to Succeed in a World of Disruption (YGC-RCBC).

Shih-Chiao (Joe) Lin

Mr. Lin, 53, Taiwanese has been a Director of the Bank since March 25, 2019. He has been with Cathay Life Insurance for over 20 years and is currently an Executive Vice President there. He graduated with a Bachelor's degree in Business Administration from the National Chengchi University and holds an MBA from the National Taiwan University.

Recent training/continuing education (2021 to present): Building Better Bankers: Fostering a Stronger KYE Program (ABCOMP); Leveraging on FinTech: Financial Services Under the New Economy Arrangement (ABCOMP); 2021 Cathay Sustainable Finance and Climate Change Summit; 2022 YGC Annual Corporate Governance Seminar: Going from Good to Great (YGC-RCBC); 2022 Cathay Sustainable Finance and Climate Change Summit; Keeping Ahead of Cyber Risk's New Normal (YGC-RCBC); 2023 Commonwealth Economic Forum; Speed of Trust(Franklin Convey); The Future of AI: Microsoft on Generative AI (YGC-RCBC); 2023 YGC Annual Corporate Governance Seminar: Building Trust and Ethical Leadership/Enhancing Corporate Governance for Sustainable Success (YGC-RCBC); 2024 YGC Annual Corporate Governance Seminar: Transforming Boards to Succeed in a World of Disruption (YGC-RCBC).

Gayatri P. Bery

Ms. Bery, 58, American, has been a Director of the Bank and Risk Oversight Committee member since July 2020. She most recently served as Chief Operating Officer, Asia Pacific Global Capital Markets at Morgan Stanley (Hong Kong) where she was also a member of the Steering Committee of Morgan Stanley's HK Women's Business Alliance Team. Her past work experiences include being an investment advisor in Hong Kong and roles at Morgan Stanley & Co. Incorporated (New York), Ranieri & Company (New York), and Drexel Burnham Lambert (New York). Ms. Bery graduated with a Bachelor of Science degree in Applied Mathematics/Computer Science from Carnegie Mellon University (Pennsylvania, USA), and obtained a Master of Business Administration (Beta Gamma Sigma) from Columbia Business School (New York, USA). In 2023, she was conferred as a Qualified Risk Director® after being awarded a Certificate in Risk Governance® from the DCRO Institute.

Recent training/continuing education (2021 to present): 2022 YGC Annual Corporate Governance Seminar: Going from Good to Great (YGC-RCBC); The Future of AI: Microsoft on Generative AI (YGC-RCBC); Certificate in Risk Governance (DCRO Institute); 2023 Webinar: BSP Guidelines on the Implementation of the Environment and Social Risk Management System (BAIPHIL); Anti-Money Laundering Act Compliance in the Age of the Digital World (BAIPHIL); 2024 YGC Annual Corporate Governance Seminar: Transforming Boards to Succeed in a World of Disruption (YGC-RCBC).

Hiroki Nakatsuka

Mr. Nakatsuka, 55, Japanese, was an Advisory Board Member of the Bank from 2021 until July 2023 and, after that, became a Director and a Member of the Executive Committee of the Bank. He has been with Sumitomo Mitsui Banking Corporation (SMBC) for over 30 years and is currently the Managing Director of Asia Growing Markets Department of SMBC. He used to be the General Manager of the Manila Branch and the Chief Representative of the Manila Representative Office of SMBC. During his stay in Manila at the time, he was also a director of the Bankers Association of the Philippines. He was a guest professor of Kindai University from 2010 until 2012. He graduated with a Bachelor of English degree from Kansai Gaidai University. He finished the BIPA Program (Indonesian Language Program) at Universitas Indonesia.

Recent training/continuing education (2023 to present): The Future of AI: Microsoft on Generative AI (YGC-RCBC); 2023 Executive Learning Series: ESG Best Practices for Business Innovations (YGC-RCBC); Corporate Governance Orientation Program (Institute of Corporate Directors); 2023 YGC Annual Corporate Governance Seminar: Building Trust and Ethical Leadership/Enhancing Corporate Governance for Sustainable Success (YGC-RCBC); 2024 YGC Annual Corporate Governance Seminar: Transforming Boards to Succeed in a World of Disruption (YGC-RCBC).

Katsufumi Uchida

Mr. Uchida, 56, Japanese, has been a Director of the Bank since the close of business on July 31, 2023. He currently holds positions in SMBC as Managing Executive Officer, and Co-Head of Asia Pacific Division. He also serves as Managing Executive Officer of SMFG. He joined SMBC in 1990 and has spent over 19 of his more than 30 years with the company outside Japan, including Brussels, Hong Kong, Singapore and London, assuming various leadership roles. He graduated from the Waseda University of Japan, majoring in Political Science and Economics.

Recent training/continuing education (2023 to present): Corporate Governance Orientation Program (Institute of Corporate Directors); 2024 YGC Annual Corporate Governance Seminar: Transforming Boards to Succeed in a World of Disruption (YGC-RCBC).

Independent Directors

Juan B. Santos

Mr. Santos, 86, Filipino, has been an Independent Director of the Bank since November 2016. He serves as Lead Independent Director of the Bank. He holds director, trustee, and advisory positions in various companies including St. Luke's Medical Center, PHINMA Corporation, and Allamanda Management Corporation, Member of the Board of Advisors of East-West Seeds Co., Mitsubishi Motor Phil. Corporation; Consultant of Marsman-Drysdale Group of Companies, among others. Prior to joining the Bank, he was the Chairman of the Social Security Commission. He served briefly as Secretary of Trade and Industry and was CEO and Chairman of Nestle Philippines, Singapore, and Thailand. He also served as Director of various publicly listed companies, including the Philippine Long Distance Telephone Company, Philex Mining Corporation, San Miguel Corporation, Equitable Savings Bank, Inc., and PCI Leasing and Finance, Inc. He holds a Bachelor of Science in Business Administration degree from the Ateneo de Manila University and a degree in Foreign Trade from the Thunderbird School of Management in Arizona, USA. He completed his Advanced Management Course at the International Institute for Management Development in Lausanne, Switzerland.

Recent training/continuing education (2021 to present): Building Better Bankers: Fostering a Stronger KYE Program (ABCOMP); Executive Briefing Center: Industry Block 1: Banking, Financial Services, and Insurance (AWS-YGC); RCBC Digital Academy Executive Learning Series (YGC-Deloitte); AMLA Compliance Overview, Targeted Financial Sanctions, and Updates (ICD); 2022 Advanced Corporate Governance Training (ICD); 2022 YGC Annual Corporate Governance Seminar: Going from Good to Great (YGC-RCBC); Keeping Ahead of Cyber Risk's New Normal (YGC-RCBC); Regulations on the Disclosure of Beneficial Ownership Information (SEC); The Future of AI: Microsoft on Generative AI (YGC-RCBC); ESG Best Practices for Business Innovations (YGC-RCBC); 2023 YGC Annual Corporate Governance Seminar: Building Trust and Ethical Leadership/Enhancing Corporate Governance for Sustainable Success (YGC-RCBC); Corporate Governance Training (Center for Global Best Practices); 2024 YGC Annual Corporate Governance Seminar: Transforming Boards to Succeed in a World of Disruption (YGC-RCBC).

Gabriel S. Claudio

Mr. Claudio, 70, Filipino, has been an Independent Director of the Bank since July 2016. He has directorships in Ginebra San Miguel, Incorporated, Risk & Opportunities Assessment Management, Conflict Resolution Group Foundation (CORE), and Toby's Youth Sports Foundation. He served as political adviser to former presidents Fidel V. Ramos and Gloria Macapagal-Arroyo and held various positions in the Cabinet and government including: Presidential Political and Legislative Adviser, Chief of the Presidential Legislative Liaison Office, Cabinet Officer for Regional Development for Eastern Visayas, and Acting Executive Secretary. He also previously served as Director of the Philippine Amusement and Gaming Corporation (PAGCOR), Chairman of the Board of Trustees of the Metropolitan Water and Sewerage System, Director of the Development Bank of the Philippines, and Director of the Philippine Charity Sweepstakes Office. He holds an AB Communication Arts degree from the Ateneo de Manila University.

Recent training/continuing education (2021 to present): Building Better Bankers: Fostering a Stronger KYE Program (ABCOMP); Leveraging on FinTech: Financial Services Under the New Economy Arrangement (ABCOMP); 2022 YGC Annual Corporate Governance Seminar: Going from Good to Great (YGC-RCBC); Keeping Ahead of Cyber Risk's New Normal (YGC-RCBC); The Future of AI: Microsoft on Generative AI (YGC-RCBC); ESG Best Practices for Business Innovations (YGC-RCBC); 2023 YGC Annual Corporate Governance Seminar: Building Trust and Ethical Leadership/Enhancing Corporate Governance for Sustainable Success (YGC-RCBC); 2024 YGC Annual Corporate Governance Seminar: Transforming Boards to Succeed in a World of Disruption (YGC-RCBC).

Vaughn F. Montes, Ph.D.

Dr. Montes, 74, Filipino, has been an Independent Director of the Bank since September 2016. He is a former Trustee at the Institute of Corporate Directors (ICD) as well as a current Teaching Fellow on Corporate Governance courses of the ICD. He is a Director of the Center for Excellence in Governance, and President of the Center for Family Advancement. He was a national consultant for Risk Management to the NEDA PPP Center under an ADB technical assistance grant from December 2011 to October 2022. He is a Trustee and Founding Fellow of the Foundation for Economic Freedom. He is an Adjunct Faculty member at the Asian Institute of Management. He is also currently a Trustee at Parents for Education Foundation ("PAREF"), and Chairman and President at PAREF Southridge School for Boys. He worked in Citibank over a period of 25 years in various capacities including: Senior Economist in Philippine Debt Restructuring Committee; Head of the International Corporate Finance Unit; and Director and Head of Public Sector. He worked as an Associate Economist at the Wharton Econometric Forecasting Associates in Philadelphia USA. He holds an AB (Bachelor of Arts) Economics degree from the Ateneo de Manila University, an MS (Master of Science) Industrial Economics degree from the Center for Research and Communications (now University of Asia and the Pacific), and a PhD in Business Economics from the Wharton Doctoral Programs, University of Pennsylvania, USA.

Recent training/continuing education (2021 to present): Building Better Bankers: Fostering a Stronger KYE Program (ABCOMP); Leveraging on FinTech: Financial Services Under the New Economy Arrangement (ABCOMP); RCBC Digital Academy Executive Learning Series (YGC-Deloitte); 2021 ICD Distinguished Corporate Governance Speaker Series - Becoming a Board Room Star; BSP Awareness - Raising Session on Institutional Risk Assessment and Results of the 2022 Thematic Review on Targeted Financial Sanctions (ABCOMP); 2022 YGC Annual Corporate Governance Seminar: Going from Good to Great (YGC-RCBC); Keeping Ahead of Cyber Risk's New Normal (YGC-RCBC); 2022 9th SEC-PSE Corporate Governance Forum; The Future of AI: Microsoft on Generative AI (YGC-RCBC); 2023 YGC Annual Corporate Governance Seminar: Building Trust and Ethical Leadership/Enhancing Corporate Governance for Sustainable Success (YGC-RCBC); 2024 YGC Annual Corporate Governance Seminar: Transforming Boards to Succeed in a World of Disruption (YGC-RCBC).

Laurito E. Serrano

Mr. Serrano, 64, Filipino, has been an independent director of the Bank since March 2019 and likewise an independent director of RCBC Trust Corporation since January 2024. Mr. Serrano was part of the Audit & Business Advisory Group and was a partner of SGV & Co - Corporate Finance Consulting Group. He is currently in the financial advisory practice working with clients mostly in the private sector.

Mr. Serrano also concurrently serves as an independent director of public entities such as Axelum Resources Corp., Belle Corporation, Anglo Philippine Holdings Inc, Century Peak Holdings Corporation, and Premium Leisure Corporation, and a director in Malayan Insurance Company and MRT Development Corporation.

Mr. Serrano's past experience includes, among others, directorships in 2Go Group, Inc., Pacific Online Systems Corporation, Atlas Mining & Development Corporation, Metro Global Holdings Group, Fil-Estate Group, Metro Rail Transit Group, Travellers Hotels Philippines, Inc. (Resorts World), MJCI Investments, Inc., United Paragon Mining Corp., Sagittarius Mining Corporation, and Philippine Veterans Bank.

Mr. Serrano holds a Bachelor of Science degree in Commerce (Major in Accounting) from the Polytechnic University of the Philippines and has a Master's in Business Administration degree from the Harvard Graduate School of Business.

Recent training/continuing education (2020 to present): Best Practices to Manage ML/TF Risks from Online Sexual Exploitation of Children Coursed through Banks and MSBs, and ML/TF Typologies (ARCCO-Phil); BSP Supervisory Assessment Framework to replace CAMELS and ROCA Rating Systems for BSFIs (ABCOMP and Baiphil); Crypto Assets for Corporates (Center for Global Best Practices); Revised Corporation Code of the Philippines (Center for Global Best Practices); Building Better Bankers: Fostering a Stronger KYE Program (ABCOMP); Leveraging on FinTech: Financial Services Under the New Economy Arrangement (ABCOMP); 2022 YGC Annual Corporate Governance Seminar: Going from Good to Great (YGC-RCBC); Keeping Ahead of Cyber Risk's New Normal (YGC-RCBC); ESG Best Practices for Business Innovations (YGC-RCBC); 2023 YGC Annual Corporate Governance Seminar: Building Trust and Ethical Leadership/Enhancing Corporate Governance for Sustainable Success (YGC-RCBC); 2024 YGC Annual Corporate Governance Seminar: Transforming Boards to Succeed in a World of Disruption (YGC-RCBC).

Erika Fille T. Legara, Ph.D.

Dr. Legara, 41, Filipino, has been an independent director of the Bank since July 2022. She is a scientist, educator, and advisor specializing in data science and artificial intelligence (AI), as well as data and AI strategy, governance, infrastructure, and education. She is an International Association of Privacy Professionals (IAPP) Certified AI Governance Professional. She currently serves as the Managing Director and Chief AI and Data Officer for the Department of Education (DepEd) Center for AI Research (E- CAIR, previously CAIR under the DTT), fulfilling her responsibilities as a Consultant through non-profit organization SEAMEO Innotech, a DepEd partner. At the Asian Institute of Management, Dr. Legara holds two key positions: Associate Professor of Data Science (on leave) and Aboitiz Chair in Data Science. Previously, she was a scientist at A*STAR in Singapore, where she collaborated with government institutions and industry leaders on various Research and Development initiatives.

Dr. Legara has received numerous accolades, including the TOYM and TOWNS awards, as well as the National Academy of Science and Technology Outstanding Young Scientist Award in 2020. She was named an Asia 21 Young Leader (Class of 2022) and, in 2024, received the Tatler Impact Award for Science and Innovation while also being listed in Tatler Asia's Most Influential. Dr. Legara was recognized as one of the Asian Scientist 100 in 2023 and is the first Filipino to receive the DCRO Institute Certificate in Cyber Risk Governance.

Dr. Legara graduated cum laude with a Bachelor of Science in Physics from the University of the Philippines, Diliman, where she also earned her Master's and PhD in Physics. She furthered her education by completing the Leading Smart Policy Design program at the J.F. Kennedy School of Government, Harvard University, Executive Education in 2021, and the Ethics for AI program at the London School of Economics and Political Science in March 2023. In 2024, she completed the AI Governance Professional training under the International Association of Privacy Professionals.

Recent training/continuing education (2022 to present): Professional Directors Program, including the Corporate Governance Orientation Program (ICD); 2022 YGC Annual Corporate Governance Seminar: Going from Good to Great (YGC-RCBC); Keeping Ahead of Cyber Risk's New Normal (YGC-RCBC); The Future of AI: Microsoft on Generative AI (YGC-RCBC); 2023 YGC Annual Corporate Governance Seminar: Building Trust and Ethical Leadership/Enhancing Corporate Governance for Sustainable Success (YGC-RCBC); 2024 YGC Annual Corporate Governance Seminar: Transforming Boards to Succeed in a World of Disruption (YGC-RCBC).

The Directors of the Bank are elected at the annual shareholders' meeting to hold office until the next succeeding annual meeting and until their respective successors have been elected and qualified. Vacancies occurring during the year are filled for the unexpired term by election or appointment made by the remaining Directors, and the person so elected or appointed shall hold office until the election at the next annual stockholders' meeting.

None of the Bank's Directors are related to one another or to any of the Bank's executive officers.

Executive Officers

The names and positions of the Bank's executive officers are as follows:

Eugene S. Acevedo, 61, Filipino, President and Chief Executive Officer effective July 1, 2019. He joined the Bank on January 2, 2019, as Deputy Chief Executive Officer. Mr. Acevedo has over thirty seven (37) years of solid banking experience which he gained from local and multinational banks. With his expertise in strategy formulation, business development, origination, relationship building, cost reduction and risk control, he has successfully handled challenging roles and led sales and revenue generating teams in the said banks. His exposure focused on the following areas: Corporate Banking, Retail Banking, Treasury, Trust, Consumer Finance, Marketing, Credit and Remittance.

He was last connected with Union Bank of the Philippines where he was a Senior Executive Vice President for Corporate and Retail Banking from November 2011 to Nov 6, 2018. In a concurrent capacity, he served as the Chairman of CitySavings Bank, Unionbank's thrift bank subsidiary from March 2013 to Nov 6, 2018. Prior to this, he was the President and Chief Executive Officer/Vice Chairman of the Board of the Philippine National Bank from May 2010 to July 2011.

He gained most of his banking experience at Citigroup (1987-2010) where he started as a Management Associate for Citibank Philippines, N.A. in 1987. The following are the various roles he handled in the said institution: Managing Director and Head of Global Markets-Hong Kong and Taiwan Cluster; Country Treasurer-Hong Kong; Managing Director, Country Treasurer & Head of Emerging Markets Sales and Trading; Director/Asia Pacific Regional Derivatives Sales Head; Head of Sales and Structuring/Vice President; Vice President for Derivatives Marketing-Asia; Assistant Vice President for Corporate Audit-North Asia; Manager/Assistant Vice President-Money Market, Foreign Exchange, Bond Trading and Derivatives Trading; and Operations Officer.

During his stints with the banks, he also concurrently performed significant roles for subsidiaries and actively participated in community and industry affairs.

Mr. Acevedo is a Magna Cum Laude graduate from the University of San Carlos where he earned a degree in Bachelor of Science in Physics in 1984. He finished his Master of Business Administration, ranking first in the graduating class in 1987, at the Asian Institute of Management. He completed an Advanced Management Program at the Harvard Business School in 2014.

Reginaldo Anthony B. Cariaso, 57, Filipino, Executive Vice President is the Head for Operations Group effective February 4, 2024. He has twenty eight (28) years of experience gained from local and overseas firms focused on Transaction Banking, Remittance & Funds Transfer, Special Accounts Management (NPLs), Strategy Management & Marketing, and Systems & Project Development as well as Investment Banking particularly in equity capital market transactions, debt capital raising and M&A transactions. Prior to joining our Bank, he was the Head of Institutional Banking Strategy, Products and Support Group/Senior Vice President at the Bank of the Philippine Islands. Positions held in other financial firms are as follows: President of BPI Capital Corporation (2013-2019), Executive Director of Nomura International, Hong Kong (2009-2012), Executive Director of J.P. Morgan, Hong Kong; Junior Research Management Staffer (1996-2008). He served the United States Navy under the Submarine Force as Lieutenant from 1990-1996. He is a graduate of the University of Pennsylvania, Philadelphia where he obtained a degree in Bachelor of Arts in Chemistry in 1990.

Elizabeth E. Coronel, 56, Filipino, Executive Vice-President, is the Head of Corporate Banking Group. She has thirty five (35) years of banking experience. She joined RCBC in June 2013 as Senior Banker and Head of Conglomerate Banking Division. She was assigned as Segment Head of Conglomerates and Global Corporate Banking, a role which she performed in August 2014 until she was appointed as Group Head in June 2018. Previously, she was the Senior Vice-President and Chief Operations Officer of Equicom Savings Bank, a position she held for more than five years. She also held various positions in local and foreign banks namely Mizuho Corporate Bank as Vice President and Co-Head of Corporate Finance Department (January 2007 to February 2008), Equitable PCIBank as Vice-President and Head of Corporate Banking Division 4 (1996-2007) and Citibank as Relationship Manager of Global Consumer Bank (1993-1996). She started her career in the banking industry when she joined RCBC in 1989 as Marketing Assistant for Corporate Banking. Ms. Coronel obtained her Bachelor of Arts degree in Behavioral Science from the University of Santo Tomas and earned MBA units from the Ateneo Graduate School of Business. She also completed the Mizuho-ICS (MICS) Mini-MBA program at Hitotsubashi University Graduate School of International Corporate Strategy.

Richard C. Lim, 56, Filipino, Executive Vice President, is the Head of Retail Banking Group effective September 14, 2018. He has thirty two (32) years of banking experience. Prior to his current role, he was seconded to RCBC Savings Bank as Chief Operating Officer. Mr. Lim previously worked with Maybank Inc. The last position he held in the said bank was Head of Retail Banking. He also handled the following roles in the said bank: Head of Retail Marketing Management, Assistant Vice President for Cash Management Services, Head of Consumer Sales Department, and Cluster Head for Binondo Manila area. He also had stints with other banks namely, Philam Bank-AIG where he worked as Manager for Binondo Branch, International Exchange where he functioned as Assistant Manager/Sales Officer, Banco De Oro where he was a Marketing Officer, Urban Bank where he performed the role of a Marketing Associate, and Chinabank where he was designated as Officer's Assistant at Cash Department. He graduated from the University of Santo Tomas in 1991 with a degree in Bachelor of Science, major in Biology.

Alberto Magno N. Pedrosa, 55, Filipino, Executive Vice President, is currently the Treasurer and Head of Treasury Group. He has thirty one (31) years of professional experience gained from financial and banking firms. Prior to his appointment for this role on 04 March 2022, he was Head of Asset and Liability Management in the Treasury Group. He handled other roles in the bank as the Head of Balance Sheet Management and Investment & Markets Trading Group from July 2017 to April 2019; Head of Investment and Markets Trading Segment from July 2013 to June 2017 and Investment Portfolio Management Division Head from August 2009 to June 2013. He has previous employment with other financial institutions where he handled significant roles as Vice-President and Head of Global Liquid Products Trading for JG Summit Capital Markets (2000-2008), Assistant Vice-President of Asset and Liquidity Management & Investment and Trading for PCIBank (1995-2000) and Senior Assistant Manager and Junior FX Trader for the Bank of the Philippine Islands (1993-1995). Mr. Pedrosa started his career when he joined BPI's Officer Training Program in 1993. He completed his Bachelor of Science degree in Commerce major in Philosophy at the London School of Economics.

Bennett Clarence D. Santiago, 55, Filipino, Executive Vice President, is the Head of the Credit Management Group. He has over twenty-one (21) years of professional experience in risk management with significant years focused on commercial credit risk management and evaluation as well as enterprise risk management. Prior to joining RCBC, he was the Business Head for Small Business Loans in the Consumer Lending Group of Banco De Oro Unibank. His experiences also include serving as Head, Commercial Banking Credit Evaluation Unit, Risk Management Group of BDO; Risk Head of Citibank N.A.; Chief Compliance Officer, Union Bank of the Philippines; and various officer positions in International Exchange Bank, Globe Telecom Inc., and Hongkong and Shanghai Banking Corporation. He graduated from the University of the Philippines in 1991 with a Bachelor of Science degree in Business Administration. He finished his Master of Business Administration in 2001 at Ateneo Business School.

Angelito M. Villanueva, 52, Filipino, Executive Vice President, is the Bank's Chief Innovation and Inclusion Officer/Head of Digital Enterprise and Innovations Group. He has thirty one (31) years of

professional experience. Prior to joining RCBC, he pioneered the financial technology business in firms such as PLDT Group and was among the founding executives of PayMaya wallet. He was the Managing Director of FINTQnologies Corp, the financial technology (FinTech) arm of Voyager Innovations from June 2013 to March 31, 2019. He was also a Member of the Board of Directors in FINTQnologies (June 2017 to March 2019) and FINTQSurelite Insurance Agency (June 2017 to March 2019).

His previous stints include the following roles in various institutions and organizations: Founder and Lead Convenor of KasamaKa Financial Inclusion Movement (September 2017 to March 31, 2019); Head, Customer Strategy and Market Activation, Visa, Nov 2011-Jan 2013; Short-term Consultant on Mobile Money Transfer in Mongolia at IFC World Bank Group, Aug 2011-Dec 2011; Monitoring and Evaluation (M&E) Consultant at Department of Social Welfare and Development-World Bank, March 2011-February 2012; VP and Head, Mobile Financial Services-Smart Communications, Inc., Feb 2007-Jan 2009; Regional Manager for Marketing and Special Projects for APAC and EMEA at BCD Travel 2003 -2006; Executive Director and VP at Luntiang Pilipinas (Green PH) Foundation, Inc. 2000-2003; Chief of Division, Overseas Correspondent Banking Department, Global Banking Group at Land Bank of the Philippines, 1995-2000; Senior Research Associate and Associate Editor at Economist Intelligence Unit (EIU) Phils., 1993-1995.

Mr. Villanueva graduated from the University of Santo Tomas in 1992 with a degree in Bachelor of Arts in Political Science. He completed a Master of National Security Administration at the National Defense College of the Philippines in 2000. He also finished his Master of Public Administration as Magna Cum Laude at the University of Santo Tomas in 2000.

Ma. Christina P. Alvarez, 54, Filipino, First Senior Vice-President, is the Head of Corporate Planning Group. She has thirty three (33) years of professional experience gained from the financial and banking industry. Prior to assuming her current position, she was the OIC of Corporate Planning Group from October to December 2014 and the Financial Planning and Development Division Head from August 2006 to September 2014. She worked with various institutions in the following capacities: Financial Planning Officer at Banco de Oro from July 2005 to July 2006, Corporate Planning Officer at RCBC from 1999 to 2005, Risk Management and Planning Officer of Malayan Bank from 1998 to 1999, Research Officer of Unicapital, Inc. from 1995 to 1996 and Credit/Financial Analyst of Multinational Investment Corporation from 1991 to 1995. Ms. Alvarez graduated from Ateneo de Manila University in 1991 with a Bachelor of Arts degree in Management Economics. She earned her Master of Business Management degree from the Asian Institute of Management in 1998.

George Gilbert G. Dela Cuesta, 56, Filipino, First Senior Vice President, is the Head of the Legal Affairs and Corporate Secretariat Group and the Bank's Corporate Secretary. He has thirty two (32) years of legal experience. He joined RCBC in November 2016 as Deputy Head for Legal and Regulatory Affairs Group. Previously, he was Head of Legal for Asian Terminals for more than seven (7) years. He previously worked also as General Counsel for Hanjin Heavy Industries & Construction Co. Ltd. and for Mirant (Phils) Corporation. He had previous consultancy engagements and employment with Folloso Morallos & Herce Law Office, PNOC-EDC and at the Department of Environmental and Natural Resources. He started his career at Quisumbing and Torres. Atty. dela Cuesta graduated from the University of the Philippines in 1988 with a degree in Bachelor of Arts major in Political Science. He earned his Law degree from the same university in 1992.

Brent C. Estrella, 41, Filipino, First Senior Vice President, is the Chief Compliance Officer and Head of Regulatory Affairs Group effective December 2, 2020. He has sixteen (16) years of compliance and risk management experience which he gained from the Hong Kong and Shanghai Banking Corporation (HSBC) across various jurisdictions in Southeast Asia (the Philippines), the Middle East (UAE) and Sub-Saharan Africa (Mauritius). He is a Certified Anti-Money Laundering Specialist, with broad experience in supporting multiple lines of business specifically Wealth and Personal Banking, Commercial Banking, and Global Banking and Markets. Prior to joining RCBC, he was the Senior Vice President and Country Head for Financial Crime Compliance and an Executive Committee member at Hong Kong and Shanghai Banking Corporation (HSBC) – Philippines. He has handled this role since October 2018. He handled other positions prior his current post as follows: HSBC Mauritius (April 2016 to October 2018) as Chief Compliance Officer/Executive Committee Member; HSBC United Arab Emirates (December 2012 to April 2016) as Country Head of AML and UAE Money Laundering Reporting Officer, Regional Manager, Global Banking and Markets Compliance Advisory; HSBC Philippines (September 2004 to December 2012) as Vice President, Compliance & Money Laundering Control Officer, Assistant Vice President, Fraud Risk Management, Security and Fraud Risk, Supervisor, Legal and Compliance, and Compliance Staff for Legal and Compliance. He graduated with a degree in Bachelor of Science in Legal Management (Academic Scholar) from the Ateneo De Manila University in 2004.

Florentino M. Madonza, 54, Filipino, First Senior Vice-President, is the Head of Controllership Group effective October 14, 2014. He has thirty one (31) years of professional experience. Prior to assuming his current role, he was the Deputy Group Head of Controllership from August 2014 to October 2014, General Accounting and Services Division Head from July 2004 to July 2014, General Accounting Department Head from September 2001 to July 2004, Assistant to the Department Head of General Accounting from January 1998 to September 2001, Asset Management and Sundry Section Head from September 1997 to December 1997 and Corporate Disbursement and Payroll Section Head from June 1996 to September 1997. Prior to joining the Bank, he worked for Sycip, Gorres, Velayo and Co. from July 1993 to May 1996 as Auditor. Mr. Madonza completed his Bachelor of Science in Commerce major in Accounting (Cum Laude) from the Araullo University and is a Certified Public Accountant.

Robert Rol Richard Raymond B. Ramos, 51, Filipino, First Senior Vice President, is currently seconded to RCBC Trust Corporation as President effective January 1, 2024. He was previously the Trust Officer and Head of Trust and Investments Group in the Bank prior to the spin-off of the group to a subsidiary. He has twenty nine (29) years of professional experience gained from the banking industry. Prior to joining RCBC, he was connected with East West Banking Corporation as Chief Trust Officer and Chief Investment Officer /Senior Vice President for Trust and Asset Management Group. His employment background includes previous employment with the following local banks: at Union Bank where he handled various roles such as Trust Officer and Chief Investment Officer, Business Development Head and Portfolio Manager; at BDO Private Bank, Inc. (formerly Banco Santander Philippines, Inc.) where he worked as Senior Manager/Relationship Manager; at Bank of the Philippine Islands where he handled roles such as Branch Manager/Branch Service Officer/Treasury Staff/Trust Staff.

He rendered services with the United States Agency for International Development Project as Project Development Officer from January 1996 to May 1997 and with the World Health Organization Strategy Development Project as Technical Writer from March 1995 to December 1995.

Mr. Ramos completed his undergraduate degree of Bachelor of Science in Management Engineering from the Ateneo de Manila in 1995. He finished his masteral degrees at the Asian Institute of Management (Business Management) in 1999 and the University of Asia and the Pacific (Business Economics) in 2012. He completed his doctoral degree in Business and Economics from De La Salle University in 2016.

He is a Chartered Financial Analyst (CFA), a Chartered Alternative Investment Analyst (CAIA), a Certificant for the Certificate in Investment Performance Measurement (CIPM), Certified Securities Representative, a Registered Financial Consultant, and a Certified Treasury Professional and he completed a one-year Balance Sheet Management course on Trust Operations with distinction.

Joseph Colin B. Rodriguez, 57, Filipino, First Senior Vice President, is the President and CEO of RCBC Forex Brokers Corporation. He has thirty five (35) years of banking experience. Upon merger of RCBC with RCBC Savings Bank (RSB) in 2019, he was also assigned at Treasury Group as Head of Subsidiaries Treasury Risk Positions Segment. Prior to this appointment, he served as Treasurer of RSB effective September 2016. Before assuming this post, he was the President and Chief Executive Officer of RCBC Forex Brokers Corporation from April 2015 to August 2016 and Senior Vice President and Treasurer of RCBC Savings Bank from August 2011 to March 2015. He also assumed various positions in RCBC as Head of the FX Risk Division and Head of Institutional Relationship Management Division. Before joining RCBC, he spent over two decades at the Treasury division of several foreign /local banks. He was Vice President and Head of the Foreign Exchange and Swap Desk at ING Bank Manila. He was a Dealer at the Manila office of Banque Indosuez and Assistant Dealer at the Riyadh office of Banque Al Hollandi (ABN AMRO Bank). He also headed the FX and Swaps division of Bank of the Philippine Islands. He graduated from De La Salle University with a double degree in Liberal Arts & Commerce, Major in Marketing and in Political Science.

Rowena F. Subido, 58, Filipino, First Senior Vice-President, is the Head of Human Resources Group. She has more than thirty six (36) years of HR management experience in both local and multinational institutions. She was initially appointed as Deputy Group Head of Human Resources prior to assuming her current role. Prior to joining the Bank, she worked with Citibank, N.A. as Senior Vice President/Country Lead Human Resources Generalist, prior to which she was Senior Vice President and Head of Human Resources for the Institutional Clients Group for almost two years. She has also worked with Citifinancial Corporation, the Consumer Finance Division of Citigroup, as its Vice President and Human Resources Head for four years. She also has HR experience in retail, distribution and manufacturing industries, having worked for California Clothing Inc. where she was Human Resources Head, International Marketing Corporation as Division Manager for Human Resources & Operations, Tricom Systems (Philippines), Inc. as Personnel and Administration Officer and Seamark Enterprises, Inc. as a Personnel Officer. Ms. Subido obtained her Bachelor of Science degree majoring in Psychology from the University of Santo Tomas and earned units in Master in Psychology major in Organizational /Industrial Psychology at De La Salle University.

Martin Roberto G. Tirol, 53, Filipino, First Senior Vice President, is the Head of Transaction Banking Group. He was initially hired by the Bank in October 2022 as Deputy Group Head for Global Transaction Banking. He has thirty (30) years of experience focused on transaction banking and corporate coverage work experience gained from the banking sector. He was able to gain vast customer relationships with multinational and large local corporate customer segments, significant experience in leadership roles, received local and regional citations in recognition of outstanding contributions to strengthening customer relationships and completed relevant training and certifications. Before joining RCBC, he was connected with Deutsche Bank AG, Manila Branch as Head of Transaction Banking/Director. Prior to assuming this role in January 2021, he was Head of Global Subsidiary Coverage/Director from June 2018 to December 2020.

His employment stints include the following: Head of Transaction Banking Group/Head of Transformation Group in Maybank Philippines, Inc; Head of Cash Management Department at Philippine National Bank; Head of Trade Finance Department in Australia and New Zealand Banking; Vice President for Global Transaction Services in Citibank, N.A. and Assistant Vice President; Assistant Vice President for Cash Management, Trade and Supply Chain Sales at Standard Chartered Bank; Management Associate for Global Consumer Banking at Citibank, N.A. and Marketing Assistant of Institutional Banking Group at Rizal Commercial Banking Corporation.

He graduated in 1994 from Ateneo de Manila University with a degree in Economics. In 1997, he was able to complete a Master of Science in Management from Arthur D. Little School of Management in Boston.

Ramil M. De Villa, 51, Filipino, Senior Vice President 2, is the Head of Consumer Lending Group. He has twenty five (25) years of professional experience. Prior to this appointment, he was Head of the Consumer Collection Segment in Credit Management Group. Before he joined RCBC, he was connected with Maybank Phils, Inc as Head/Senior Vice President of Asset Quality Management in Consumer Finance. Prior to assuming this in July 2019, he was Head of Asset Quality Management in Group Finance with the rank of Vice President from 2017 to June 2019. He started his employment with the said bank in 2014 as Head of Asset Quality Management with the rank of Senior Assistant Vice President. He previously worked with Premier Development Bank where he was initially hired in February 1999 as Legal Assistant/Officer. He left the said bank in December 1999 to work in a law office and joined the same bank again in 2001. During this second employment, he was assigned to handle the following roles: Head of the Documentation Unit of Legal Services Department from 2007 to 2012 and Litigation Lawyer of Legal Department from 2001 to 2007. He also gained legal experience from Demetria Escondo Maloloyon Law Offices where he was a Senior Associate from 1999 to 2001. He graduated with a degree in Bachelor of Laws (LLB) from the University of Santo Tomas, 1997. He finished his undergraduate studies, Bachelor of Arts major in Philosophy in 1993 from the same university. He passed the Philippine Bar Exams on September 1998.

Arniel Vincent B. Ong, 39, Senior Vice President 2, is the President and CEO of RCBC Bankard Corporation. He has eighteen (18) years of professional experience. Upon joining RCBC on December 2, 2019, he was seconded to RCBC Bankard Services Corporation as Head of Cards Strategic Initiatives and functioned as such until July 15, 2020. Prior to joining RCBC, he was connected with HSBC Philippines where last position held was as Head of Contact Management Centre and Digital of Retail Banking and Wealth Management since January 2016. He started as Management Trainee of the said bank in 2006. He also served the said bank in various roles which included the following: as Vice President of Policy, Acquisition and Portfolio Management in Retail Banking and Wealth Management; as Head of Consumer Credit Risk for Short Term Attachment assigned at HSBC Vietnam (stint from February 2013 to May 2013); various roles within Retail Credit Risk Management; and as Manager for Payment Services. He also worked as an Assistant Instructor at Ateneo De Manila University after graduation from college. He graduated with a double degree in Bachelor of Science major in Management Engineering and AB Economics. He finished his undergraduate course with honors at Ateneo de Manila University, 2006.

Juan Gabriel R. Tomas IV, 53, Filipino, Senior Vice President 2, is the Chief Risk Officer/Head of Risk Management Group. He has thirty (30) years of professional experience. Prior to assuming his current role, he was under Operations Group as Head of the Customer Service Support Segment. His experiences include serving as Head of Capital Markets and Custody, Operations Group (2012-2016), Citibank N.A., Head of Treasury Services Unit, Citibank N.A (2008-2011), Production Officer for Treasury Services Unit, Citibank (2001-2007), Consultant for Controllers' Department, Deutsche Bank AG Manila (2001), and Consultant, for Process Competency Group at Accenture (formerly Andersen Consulting), from 1994 to 1999. Mr. Tomas graduated from Ateneo de Manila University in 1993 with a Bachelor of Science degree in Management. He completed his Master of Business Management major in Finance in 2001 at the Asian Institute of Management.

Jacqueline Grace B. Wieneke, 57, Filipino, Senior Vice President 2, is the Head for Wealth Management Group. She was initially hired in October 2023 as Group Head Designate. She has thirty one (31) years of significant experience, with expertise in wealth management and retail banking. Her professional years were largely spent at Citibank N.A. where she acquired competencies in setting up a premier team, revenue generation, client acquisition and relationship management, cross-selling of credit, investment and insurance products, asset sales and project transformation. Prior to joining RCBC, she was connected with Maybank Philippines, Inc. as Head of Wealth Management and Bancassurance (2019-2023). During her stint with Citibank, N.A., she handled positions as follows: Branch Manager (2004-2018); Senior Citigold Relationship Manager (1999-2004); and Senior Personal Banker (1993-1999). She graduated Cum Laude with a degree in Bachelor of Science in Commerce major in Marketing from Assumption College in 1992.

Jose Maria P. Borromeo, 58, Filipino, Senior Vice President 1, is the Head of Reserves and Liquidity Management Segment in Treasury Group. He has thirty six (36) years of professional experience. Prior to assuming this current role, he was Head of Balance Sheet Management Segment from July 2018 to April 2019. He joined the Bank in February 2016 and was initially assigned as Head of Central Funding. He was previously employed at Standard Chartered Bank as Head of Asset and Liability Management, Financial Markets Group. He had a stint with the Bank of the Philippine Islands where he had the following roles: Head of FX Swaps and Domestic Liquidity Department; Head of Product Development and Financial Markets Research Department; Head of Risk Management Department in Treasury Group, and Dealer for Financial Derivatives Division. He had previous experience with Citytrust Banking Corporation where he worked as Head of Balance Sheet Management Unit. He started as a Management Associate Trainee in the said bank. Early in his professional career, he was connected with the Private Development Corporation of the Philippines as an Account Officer for Project Loans and as an Associate Economist for Economic and Corporate Research. He earned his undergraduate degree, Bachelor of Science in Economics from the University of the Philippines in 1988. He took up Master of Business Administration in 1993 at the same university.

Enrique C. Buenaflor, 54, Filipino, Senior Vice President 1, is the Head of Corporate Cash Management Segment. He has thirty two (32) years of professional experience. He joined RCBC in 2010 as Business Development Manager of Global Transaction Banking Group and was later appointed as Head of the Business Development Division in 2011. Prior to joining RCBC, he was the Group Head/Vice-President of Structure Products for Philippine Bank of Communications (August 2005 to March 2010), Operations Head of Central Verification Unit for Citifinancial Corporation (July 2004 to July 2005), Sales Head/Assistant Vice-President of Corporate Cash Management Services (2001-2004) and Product Manager (1999-2001) for ABN AMRO Bank. He also worked for Philippine Global Communications Corporation as Senior Manager for Corporate Planning (July 1999 to November 1999) and Capitol Wireless, Inc as Business Development Director/Marketing and Sales Manager (March 1997 to May 1999). He started his career at Citibank N.A. as Operations Staff in 1992 and then as Management Associate in 1996. Mr. Buenaflor earned his undergraduate degree, Bachelor of Science in Business Management from Ateneo de Manila University and finished his Master of Business Management at Asian Institute of Management.

Ma. Pamela Katrina M. Cabudoy, 47, Filipino, Senior Vice President 1, is the Head of Data Science and Analytics Group. She has twenty six (26) years of professional experience. Prior to joining the Bank, she was connected with Globe Telecom as Director for Advanced Analytics, Enterprise Data Office from September 2017 up to her separation from the said company in 2022. She also served as a Director for Customer Data Analytics for the Marketing Services Hub of the same company from April 2021 to December 2021. She previously worked at SAS Institute Philippines, Inc. where she was assigned with the following roles: Head of Solutions and Practices, Presales Manager from April 2014 to September 2017; Customer Intelligence Practice Lead from April 2007 to April 2014; Principal Consultant from June 2005 to April 2007; Senior Consultant/Project Manager from June 2001 to June 2005; and Associate Consultant from June 1998 to June 2001.

She graduated with a degree in Bachelor of Science in Statistics in 1998 from the University of the Philippines in Diliman.

Jose Manuel E. Caniza, 54, Filipino, Senior Vice President 1, is currently the Head of Trading Division in Treasury Group. He has thirty two (32) years of Treasury experience in the banking industry. Prior to being designated as such, he was the Head of Interest Rate Risk Division from July 2009 up to the time he assumed the position of Head of Domestic Interest Division in January 2013. Before joining RCBC, he was connected with Citibank, N.A. where he handled the following roles: Vice President for Debt & Interest Rate Derivatives from 2007 to 2009, Assistant Vice President from 2004 to 2007; Manager for FX Desk from 1997 to 2003; Assistant Manager for Treasury Marketing from 1996 to 1997; and as Staff from 1992 to 1996.

He graduated from De La Salle University in 1991 with a degree in Bachelor of Science in Mechanical Engineering. He earned his Master of Business Administration from the University of San Francisco in 1996.

Karen K. Canlas, 50, Filipino, Senior Vice-President 1, is the Division 2 Head of Wealth Management Segment 2. She has thirty (30) years of professional experience. She was the OIC of Division 1 from February to August 2011 and the Senior Relationship Manager of the same division from February 2010 to February 2011. Prior to joining RCBC, she was the Corporate Sales Unit Head/Vice President of Export Bank from August 2005 to January 2010, Relationship Manager/Senior Manager of Equitable PCI Bank from February 2003 to August 2005, Branch Head (Main Office) of Bank of Commerce from May 2002 to January 2003, Manager (Relationship Banking Group) of Export and Industry Bank from September 2001 to May 2002 and Branch Head of Global Business Bank from September 2000 to September 2001. She also held various positions at Urban Bank for almost 6 years in which her last appointment was as Manager of Alabang Regional Office, Business Development Group. Ms. Canlas started her career as Technical Staff at the National Economic Development Authority in March 1994. She obtained her Bachelor of Arts major in Economics minor in Political Science degree from De La Salle University in 1994.

Antonio Manuel E. Cruz, Jr., 57, Filipino, Senior Vice President 1, is the Head of Chinese Banking Segment. He has thirty four (34) years of banking experience. Prior to being designated to his current role, he was the Division 1 Head for Emerging Corporates Segment. He joined the Bank in 2008 and assumed the following positions for Commercial & Small Medium Enterprises under National Corporate Banking: Metro Manila-Luzon Head from December 2012 to September 2013, Makati Lending Center Head from September 2009 to December 2012 and Metro Manila Lending Center Head from January 2008 to September 2009. Before joining RCBC, he was the Ortigas Lending Center Head for Philippine National Bank from December 2005 to December 2007 and the Relationship Manager for Asia United Bank from September 2000 to November 2005. He started his banking career at Solidbank Corporation where he assumed the following positions: Relationship Manager from January 1994 to August 2000, Management Trainee from July 1993 to December 1993, Senior Analyst from January 1993 to June 1993 and Junior Analyst from July 1990 to December 1992. Mr. Cruz obtained his degree in AB Economics from the Ateneo de Manila University in 1990.

Crispina D. Del Rosario, 58, Filipino, Senior Vice President 1, is a Sales Director for Northeast Luzon Region in Retail Banking Group. She has twenty nine (29) years of professional experience. She was formerly with RCBC Savings Bank where she held various roles as follows: Regional Sales Director, North Metro Manila & Rizal (2015-2019); District Sales Director, Central Luzon District (2014-2015); Marketing Sales Director, Central Luzon District (2013-2014); Regional Sales Manager (2012-2013); District Sales Manager (2010-2012); Team Leader, Central Luzon (2003-2010); Manager, Meycauyan (1998-2003); Branch Manager, Central Luzon (1996-1998). Prior to joining RSB, she worked as a Cashier at Ralen Pawnshop from 1995 to 1996. She graduated from Polytechnic University of the Philippines in 1987 with a degree in Bachelor of Science in Accountancy. She finished her Master of Business Administration from De La Salle University in 2003.

Simplicio B. Dela Cruz, Jr., 52, Filipino, Senior Vice President 1 is currently the Division Head for Central East Visayas Area (CEVA) in SME Banking Group. He has twenty nine (29) years of banking experience. Prior to assuming his current role, he was a Lending Center Head for Central Visayas from 2011 to 2019. Previous work experience include stints with other local banks as follows: at Planters Development Bank as Department Head–Visayas (2007-2011); as Business Development Officer (2004-2007); and as Account Relationship Officer (2002-2004); at Equitable PCIBank as Account Officer (2002); as Credit Reviewer (1997-2001); at Philippine Commercial International Bank as Documentation Specialist (1995-1996). He earned a degree in Bachelor of Arts in Economics from the University of Santo Tomas in 1994.

Sheila Ricca G. Dioso, 41, Filipino, Senior Vice President 1, is the Chief Audit Executive/Head of Internal Audit Group. She has nineteen (19) years controllership and auditing experience. Prior to joining the Bank, she was connected with R. G. Manabat and Co. (KPMG in the Philippines) as Partner for Audit Services, a position she held since October 2019 up to her separation from the firm in 2022. Prior to assuming this role, she was a Director for Advisory Services from June 2017 to September 2019.

She had previous employment with the following firms: Suyen Corporation where she worked as Finance Controller from February 2014 to May 2017; Ernst & Young Singapore where she served as a Manager for Audit Services from November 2008 to February 2014; and SGV & Co. where she was employed as Senior for Audit Services from November 2005 to October 2008.

Ms. Dioso graduated with a degree in Bachelor of Science in Business Administration and Accountancy at the University of the Philippines in 2005. She passed CPA Licensure Examination in November 2005.

Evangeline M. Dy, 49, Filipino, Senior Vice President 1 is currently a Regional Sales Director of Retail Banking Group, supervising the Makati Regional Office Group. She has twenty seven (27) years of banking experience. Before assuming her current role in November 2020, she was the Regional Sales Director for Pasig Region from August 2019 to November 16, 2020. Prior to her promotion to the Regional Sales Director role, she was designated as District Sales Director June 2016 to August 2019 supervising Bel-Air/Southeast initially and Pasig Region subsequently. She rose from the ranks from a secretarial post in 1997 to branch positions starting with a PB New Accounts role in 2002 and then as Senior Personal Banker from 2005 to 2011 for Wack and Unimart branches. She became a Business Center Manager in 2011 for the business center at the The Fort Sapphire Residences until 2013. Thereafter, she was assigned as Business Manager for other business centers in Ayala and Buendia from 2013 to 2016. She earned a Bachelor of Science degree in Secondary Education from the University of Santo Tomas in 1997.

Benjamin E. Estacio, 54, Filipino, Senior Vice-President 1, is the Regional Service Head of Mindanao. He has thirty two (32) years of banking experience. Prior to assuming his current position, he was the District Service Head of Southern Mindanao from May 2004 to March 2011. Mr. Estacio started his career with the Bank as SA Bookkeeper in February 1992 after which he assumed various positions in the branch. He graduated from the University of San Carlos, Cebu City with a Bachelor of Science in Commerce major in Accounting in 1991.

Angeluz T. Guerzon, 46, Filipino, Senior Vice President 1, is the Head of Asset Management and Remedial Group. She has nineteen (19) years of professional experience. Prior to assuming this role in February 2023, she was the Division Head of Asset Management Support from April 2021 to February 2023. Before joining RCBC, she was Head of Legal and Compliance Group at RCBC Bankard Services Corporation from 2014 to 2021. She previously worked as a Remedial Legal Officer at Union Bank of the Philippines from 2011 to 2014. She started her career in Legal at the Philippine National Bank where she was first employed as a Lawyer from 2005 to 2011.

Atty. Guerzon graduated from the University of the Philippines in 1999 with a degree in Bachelor of Arts in Public Administration. She finished her Bachelor of Laws at San Beda College of Law in 2003. She took the Bar Examination in September 2003 and was admitted in May 2004.

Armi M. Lamberte, 52, Filipino, Senior Vice President 1, is the Chief Sustainability Officer / Head of Sustainable Finance Division. She has thirty one (31) years of professional experience. Prior to assuming this role in August 2023, she was then the Division Head for Portfolio Quality from 2018 to 2023. Prior to joining RCBC, she worked with other banks and firms where she handled significant roles as follows: as Head of Credit Risk Management at the Development Bank of the Philippines from 2015 to 2018; as Associate Director at Standard Chartered Bank from 2009 to 2015; as Assistant Vice President at Hong Kong Shanghai Banking Corporation from 2008 to 2009; as Senior Manager at First Gen Corporation from 2005 to 2008; as Manager at the Manila North Toll ways Corporation from 2003 to 2005; as Consultant to the Finance Department Head at the Power Sector Assets and Liabilities Management Corporation from 2002 to 2003; Lending Risk Officer from 1999 to 2001 and Marketing Assistant from 1999 to 2000 at ING Barrings N.V., as Senior Credit Analyst from 1996 to 1998 at Kredietbank N.V.; as Credit Risk Manager at Citytrust Banking Corporation in 1996 and as Senior Financial Analyst at the Philippine Commercial International Bank from 1993 to 1995.

She graduated from Ateneo De Manila University in 1993 with a degree in Bachelor of Science in Business Management.

Ma. Teresa R. Manotok, 45, Filipino, Senior Vice President 1, is the Head of Consumer Loans Internal Sales Division in Consumer Lending Group. She has eighteen (18) years of professional experience. Prior to assuming this role, she was the Division Head for Personal and Salary Loans in RCBC Savings Bank from 2017 to 2019. She had previous banking stints before joining RCBC as follows: Maybank Philippines Inc. where she was Head of the National Sales Team from 2015 to 2017, Head of Cards & Unsecured Lending Sales from 2013 to 2016 and Account Officer/ Manager for Personal and Salary Loans from 2010 to 2013; Premiere Bank where she was employed as an Account Officer for Salary Loans from 2008 to 2010. She started her banking career at the Planters Development Bank where she was hired as a Sales and Marketing Assistant from 2006 to 2008.

She graduated from the Philippine School of Business Administration in 2000 with a degree in Bachelor of Science in Commerce major in Marketing.

Mercelu S. Mariano, 55, Filipino, Senior Vice President 1, is currently the Head of Division 3 in Wealth Management Group. She has twenty nine (29) years of significant experience gained from both multinational and local banks where she acquired competencies in client acquisition and relationship management, cross-selling of credit, investment and insurance products, asset sales and underwriting for personal and business loans, cash operations and client servicing, and talent management and development. Prior to joining RCBC, she worked with Citibank, N.A. from 2014 to 2022 where she held positions such as Branch Head, Sales Head/Deputy Branch Head and Sales Head for Citigold Priority Channel. She also had stints with other banks as follows: Branch Manager, VP of Citibank Savings, Inc. (2011-2014); Region Head, VP for Philippine National Bank (2010-2011); Area Head/Branch Manager, AVP at Citibank Savings, Inc. (2005-2010). During her first employment with Citibank, N.A from 1996 to 2005, she handled the following positions: Relationship Manager (2004-2005); Personal Banker (1997- 2004); Citigold Sales Acquisition Officer (1996-1997). She also worked at Citytrust Banking Corporation where she was a Relationship Manager (1995-1996). She was first employed by Duncan Pharmaceutical Philippines as a Medical Representative (1990-1993). She graduated with a degree in Bachelor of Arts in Communication from Miriam College in 1990.

Jose Jayson L. Mendoza, 53, Filipino, Senior Vice President 1, is currently seconded to RCBC Leasing and Finance Corporation as President and CEO effective February 1, 2024. He has thirty one (31) years of professional experience. Prior to his current assignment, he was the Head of North Metro Manila Division in SME Banking. Prior to this, he held positions as Head of Metro Manila Division and VisMin Lending

Region. He joined the Bank in 2008 as Lending Center Head for Small & Medium Enterprises Division-Luzon. Previously, he worked with MayBank Philippines as Head of Retail Loans Management (January 2005 to August 2008), Philippine National Bank as Account Officer (January 2003 to December 2004), Philippine Savings Bank as Account Officer (August 1996 to December 2002) and Islacom as Senior Credit Investigator (May 1994 to July 1996). He started his banking career when he joined Allied Banking Corp. as Credit Investigator in 1993. Mr. Mendoza graduated in 1993 from De La Salle University with a degree in AB Management.

Cesaria Aileen R. Mercado, 55, Filipino, Senior Vice President 1, is the Sales Director for Laguna & South Luzon Ecozone Region in Retail Banking Group. She has thirty three (33) years of banking experience. Prior to assuming this role, she was a Regional Sales Director based in Lucena for Laguna & South Luzon Ecozone Region from 2021 to 2022

She started to work with RCBC in 1991 as an Accounting Clerk for Caloocan Branch and was assigned shortly as a bookkeeper until 1992. She underwent the Management Development Program in 1993 and was assigned in branches from October 1993 to October 2010 to handle various roles as follows: Branch Cashier, Branch Marketing Officer, Customer Service Head, and Senior Personal Banker. She became a Business Relationship Manager by mid-October 2010 and functioned as such until January 2020 for branches in Sta Rosa Laguna, Laguna Technopark and Science Park. From this role, she then transferred to Corporate Banking by mid-January 2020 to handle a Relationship Manager role under the Division 2 of the Japanese & Economic Zone Banking Segment. She opted to move back to Retail Banking by October 2020 where she was assigned as an Assistant Regional Sales Director – Roving for Batangas-Bicol-MIMAROPA until June 2021

She graduated from the University of Santo Tomas in 1990 with a degree in Bachelor of Science major in Accounting

Gerardo G. Miral, 59, Filipino, Senior Vice-President 1, is the Head of Japanese & Economic Zone Banking Segment – Division 2. He has thirty seven (37) years of banking experience. He was previously the Head of Consumer Lending Group of RCBC Savings Bank. Prior to his secondment to RCBC Savings Bank, he was the Division II Head of Global and Ecozone Segment from April 2011 to January 2016 and Relationship Manager for JES Division II from February 2002 to April 2011. He also assumed various positions in the branch from September 1987 to February 2002. Mr. Miral obtained his Bachelor of Arts major in Economics degree from the University of Sto. Tomas in 1986.

Richard M. Peralta, 50, Filipino, Senior Vice President 1, is currently the Head of Branch Services Support Segment in Operations Group. He has thirty (30) years of banking experience. Prior to assuming his current role in May 2022, he was Head of Branch Operations and Control Segment from October 2020 to April 2022. Upon the merger of RCBC and RCBC Savings Bank (RSB), he was designated as Regional Service Head for Central Metro Manila and Rizal Region, a role which he performed from August 2019 to October 2020. At RSB, he was assigned to roles as follows: National Service Head from 2016 to 2019; Regional Service Head from 2012 to 2016; District Service Head from 2010 to 2012; Operations Specialist from 2002 to 2009; and Business Center Control Officer from 1998 to 2002. He was formerly connected with Capitol Bank where he started as a General Bookkeeper in 1994 and later assumed a Branch Accountant function in 1996. His career in the banking industry started in 1994 when he joined Insular Savings Bank as a Corplan Analyst.

He graduated in 1994 at the University of the Philippines in Los Banos with a degree in Bachelor of Science in Economics. He finished the program for Doctor of Jurisprudence in 2009 at the University of Batangas.

Nancy J. Quiogue, 56, Filipino, Senior Vice-President 1, is the Regional Service Head of North Metro Manila. She has thirty three (33) years of banking experience. Prior to assuming her current position, she was the Regional Service Head for North Metro Manila and Central Metro Manila. She was the Regional Service Head for Metro Manila from April 2010 to December 2014 and District Service Head for Metro

Manila from May 2004 to April 2010. She also held various positions at the Bank since 1991. Ms. Quiogue graduated from the Philippine School of Business Administration with a Bachelor of Science degree in Business Administration major in Accounting.

Ismael S. Reyes, 58, Filipino, Senior Vice-President 1, is currently seconded to Rizal Microbank as President effective August 2024. Prior to assuming this role, he was the Head of Marketing and Strategy Segment in Retail Banking Group. He has thirty seven (37) years of banking experience. Prior to assuming his Segment Head role on March 2022, he was assigned as Regional Sales Director for Metro Central Region and Quezon City after serving as Head of Retail Banking Marketing Segment. He was formerly the National Sales Director when he joined the Bank in 2013.

Prior to joining RCBC, he assumed various positions in Philippine Savings Bank as Head of the Loans Operations Group, Branch Banking Group Head, Deputy Branch Banking Group Head and Business Development Unit Head. He worked for iRemit Inc. where he handled roles such as Division Head for Market Management and Deputy Head for the Global Sales and Marketing Division. He also worked with Bank of the Philippine Islands where he was assigned as Operations Manager/Section Head for Funds Transfer Department. His banking career started in Far East Bank in 1987 when he was hired as Staff for International Operations Division. By 1990 he was promoted to a supervisory rank in the same division and as an officer in 1993. He later held the position of Department Head in International Operations and became a Project Officer also for the Remittance Center.

Mr. Reyes earned his Bachelor of Science degree in Commerce major in Economics at the University of Santo Tomas

Maria Evangeline T. Reyes, 56, Filipino, Senior Vice President 1, is currently the Segment Head of Head Office Operations in Operations Group. She has twenty seven (27) years of professional experience. Prior to assuming her current role, she was Division Head for Transaction Banking Services (formerly named Remittance and Payments) from February 2011 to January 2021 and Operations Head of the Contact Center Department from April 2012 to 2011. She was hired by the Bank in February 2011 as a Business Process Management Officer for Retail and Channels Division. Before joining RCBC, she was connected with Banco De Oro Unibank as Backroom Support Head from 2009 to 2011. She had a stint at GE Money Bank where she worked as a Customer Service Leader from 2007 to 2009 and at Citytrust Banking Corporation from 1989 to 1997 as Phonebanking Officer. She had employment stints at non-banking firms such as Globe Telecom where she worked as Call Center head from 2005 to 2007 and Customer Interaction Center Head from 1999 to 2004. She also worked previously with MBF Mastercard as a Customer Service Management Officer from 1997 to 1999. She obtained a degree in Bachelor of Science in Home Economics in 1989 at the University of the Philippines.

Yvonne A. Roque, 59, Filipino, Senior Vice President 1, is currently the Segment Head for Branch Operations and Control in Operations Group. She has thirty seven (37) years of professional experience. Before being appointed to her current role, she was Head of Capital Markets Services Division (2014-2022); Operations Head for Treasury Operations (2011-2014); and Department Head of Treasury Operations (2010-2011). Prior to working with the Bank, she was connected with Deutsche Knowledge Service, Pte. Ltd., as Senior Associate under Service Excellence Division from 2008 to 2011. She had also a longer stint with Citibank, N.A. where she handled positions as follows: Treasury Head-Citifinancial Corporation, Citibank, N.A. (2007-2008); Treasury Analyst-Citibank GCG Treasury Risk Analytics (2005-2007); Foreign Currency Portfolio Manager-GCG Treasury Funds Management Division (1998-2004); Balance Sheet Analyst – Balance Sheet Management Division (1992-1998); Trading Assistant-Treasury Sales Unit (1991- 1992); Administrative Assistant, Consumer Treasury Director's Office (1989-1991); at Jardine Davies, as Inventory Assistant under the Agchem Division (1987-1989).

She graduated from the University of the Philippines in 1987 where she earned a Bachelor of Arts in Economics degree.

Raoul V. Santos, 58, Filipino, Senior Vice-President 1, is currently seconded to RCBC Securities, Inc. as President. He has thirty four (34) years of professional experience. Prior to this current assignment, he was the Head of Trust Investment Segment in Trust and Investments Group and concurrently handled the role of the Head for Institutional Relationship Management Division. He joined RCBC in 2001 as Portfolio Management Section Head before assuming the Investment Services Department Head position in 2008. He also worked for Metropolitan Bank and Trust Company (2000-2001), Solidbank Corporation (1999- 2000), Phinma, Inc. (1991-1999) and SGV & Co. (1990-1991). Mr. Santos obtained his Bachelor of Science degree in Management of Financial Institutions and Bachelor of Arts degree in Asian Studies from the De La Salle University.

Carren T. Saria, 58, Filipino, Senior Vice President 1, is currently a Regional Sales Director of Metro North Regional Office in Retail Banking Group. She has thirty six (36) years of banking experience. She started her banking career when she joined our bank in 1988 as a Marketing Assistant. She was later designated as an Authorized Signer in Binondo branch in 1991. She rose from the ranks until she assumed an Account Manager role from 1996 to 2000. She became a Branch Manager in 2000 and was then assigned at Arranque branch until she was promoted to a District Sales Manager role for Chinatown (Manila) District in 2007. She was reassigned in the same role for Chinese Uptown District from 2009 to 2013 and Chinatown from 2013 to 2015. Her position was then retitled to District Sales Director which she handled from 2016 to 2018 for Midtown and Chinatown Metro. She was promoted to a Regional Sales Director role in 2018 handling West Metro Manila Regional Office. She finished a Bachelor of Arts degree major in Psychology and Bachelor of Science in Commerce major in Marketing Management at De La Salle University in 1988.

Jose Rene Y. Sarmiento, 40, Filipino, Senior Vice President 1, is the Head of Conglomerates & Strategic Corporate Segment in Corporate Banking Group. He has fifteen (15) years of banking experience. Prior to assuming his present role, he was Division Head at the Global Ecozone Segment from 2016 to 2019. He joined RCBC as Head of Credit Business Management in March 2014 and functioned as such up until 2016. He previously worked with Security Bank Corporation as an Enterprise Risk Manager from 2010 to 2012 and at Citibank NA where his banking career started as a Credit Risk Associate from 2009 to 2010. He also previously worked as a Manager at Greenfield Tech Innovations Company from 2007 to 2009.

He is a graduate of Ateneo De Manila University in 2007 where he obtained a degree in Bachelor of Science in Business Management. He obtained his Master of Business Administration degree at the Asian Institute of Management in 2013 and completed an Executive Program in Management at the Columbia Business School (New York USA) in 2019.

Johan C. So 54, Filipino, Senior Vice-President 1, is currently the Head of Division 1 in National Corporate Banking Segment. He has thirty one (31) years of professional experience. Prior to the Group's reorganization, he was designated as Head of Division 1 in Local Corporate Banking Segment. Before assuming the Division 1 Head role, he was the Head of Kaloocan Division from July 2013 to January 2014 and Head of Chinese Banking Division III from June 2008 to June 2013. From August 2005 to May 2008, he worked for Philippine Bank of Communications in which the last position he assumed was as Vice-President/Unit Head of Corporate Banking Group 5. He also worked for Standard Chartered Bank from May 1999 to May 2002, T.A. Bank of the Philippines, Inc. from February 1997 to May 1999 and China Banking Corporation from 1993 to 1997. Mr. So graduated from De La Salle University in 1992 with a degree in Bachelor of Science in Applied Economics and Bachelor of Science in Commerce major in Marketing Management. He obtained his Master of Business Administration degree from the Ateneo Graduate School of Business in 1999.

Elvira D. Soriano, 58, Filipino, Senior Vice President 1, is the Division 4, Team 1 Head of Internal Audit Group. She has thirty six (36) years of experience. Prior to assuming this role in view of the reorganization, she was designated as Segment Head of BLC Audit of Internal Audit Group. She also had a prior assignment to handle the Head Office Audit Segment. Before assuming this role in September 2017, she was an Audit Cluster Head since January 2008. She previously worked with other banks, namely: United Coconut Planters Bank where she performed roles in Audit and Credit Review; PDCP Bank where she was

assigned with roles such as Account Officer, Project Analyst, Accountant and Audit Assistant. She earned a Bachelor of Science degree in Commerce at the University of Bohol in 1986.

Randy B. Torres, 54, Filipino, Senior Vice President 1, is the Housing Loans Business Head in Consumer Lending Group. He has thirty three (33) years of banking experience. He was hired by RCBC Savings in 1991 as a Loan Officer (MLD) and by 2001, he became the Department Head for Direct Marketing. He handled other roles in RCBC as follows: Division Head for Housing Loans from 2021 to 2022; National Product Head for Housing Loans from 2019 to 2021; National Product Head for Consumer Lending Group from 2017 to 2021; Division Head for Housing Loans from 2008 to 2017; Department Head for Direct Mortgage from 2005 to 2017; Department Head for Area Sales 2004 to 2005; Department Head for Retail 1 from 2002 to 2003.

He graduated from the University of Santo Tomas in 1991 where he earned a degree in Bachelor of Science major in Accounting.

Emmanuel Mari K. Valdes, 51, Filipino, Senior Vice President 1, is currently the Division Head of Emerging Affluent & Affluent Market Segment. He has twenty eight (28) years of banking experience. Prior to assuming his current role, he was designated as Head of the Cross-Sell Division in Retail Banking Group. Earlier before handling the role in the said division, he was assigned as Regional Sales Director for Metro East effective March 21, 2022. He held other roles in Retail Banking Group as follows: Head of Customer Acquisition and Retention Division (formerly named as Products and Promotions Division) from July 2017 to March 2022 and Head of Retail Financial Products Division from October 2013 to June 2017. He joined the RCBC in 2010 as Head of Cash Management Services Department and was assigned in 2013 as Financial Center Head under Retail Banking Group. He started his banking career in January 1996 when he joined CityTrust Banking Corporation as a Sales Officer in Retail Banking Branch. He then transferred to Bank of Southeast Asia in 1997 where he handled the same role. He had previous stints thereafter with other banks such as UnionBank of the Philippines where he was Head of Sales Department for Cash Management Services and Standard Chartered where he was a Sales Head also. He graduated from De La Salle University in 1995 with a degree in Bachelor of Science in Commerce, major in Business Management.

Anna Christina M. Vicente, 58, Filipino, Senior Vice President 1 was the Group Head of SME Banking until her resignation effective January 1, 2025. She has thirty eight (38) years of professional experience gained from banking and financial institutions. Prior to her Group Head assignment, she was seconded as President and Chief Executive Officer of RCBC Leasing and Finance Corporation. Prior to her secondment to this subsidiary in June 2021, she was a Segment Head in Small and Medium Enterprises Banking Group and a Division Head for North Metro Manila, a position which she has held since hired in June 2016. She gained her banking experience and acquired competencies in the various roles she handled in her employment with other banks. Her banking stints include the following: Head for Business Banking in Retail Banking Group at Maybank Philippines; Team Head of Metro Manila, Corporate & Commercial Banking Division, Head, Credit Control Division, Department Head, Supervised Credit Division, Account Officer, Institutional Recovery Management Division, Account Officer, Corporate Banking Division at United Coconut Planters Bank; Manager of Branch Banking Group I at Bank of Commerce; Manager for Commercial Loans at UCPB Savings Bank and Staff Assistant, Retail Banking Group-Marketing Division, Loans Assistant, Greenhills Branch, Credit Analyst Trainee, Credit Division and Money Market Trader, Greenhills Branch at Far East Bank and Trust Company.

Ms. Vicente graduated from Ateneo de Manila University in 1986 with a degree in Bachelor of Arts major in Interdisciplinary Studies.

Jean Valen W. Yu, 46, Filipino, Senior Vice President 1, is the Head of Marketing Group. She has twenty four (24) years of experience in consumer insighting, brand building, integrated brand communication and business analysis and strategy development gained from local, regional and global markets. Prior to joining the Bank on December 1, 2024, she was a Marketing Director for Total Nutrition at Abbott Nutrition

Philippines from 2021 to June 2024. She held other Marketing Director roles in the said company for Adult Business in the Philippines and Pediatric Business in Vietnam from July 2017 to 2021 and as Senior Lead for Abbott Nutrition International from September 2015 to July 2017.

Ms. Yu also gained her marketing expertise from other firms such as Kimberly Clark in the United States where she handled roles as follows Senior Trade Marketing Lead, Babycare for US Walmart (July-September 2015), Global Senior Lead, Adultcare Business/ Domain and Geographic Expansion (January 2012- June 2015), International (KCI) Senior Marketing Manager for Adult/ Feminine Business (September 2010- December 2011), and Regional/ Southeast Asia Marketing Manager (December 2007- August 2010); at Mead Johnson Nutritional Phils., Inc where she had roles such as Country Senior Product Manager for Sustagen Child & Adult Franchise Unit (June – December 2007) ; Country Senior Product Manager for Enfa Children/ Vitamins Business (September 2005 - May 2007); Country Product Manager for Enfa Infant Franchise (November 2002 - August 2005) and at Procter and Gamble where she worked as Assistant Brand Manager, BabyCare Malaysia & Singapore (2000 – 2002). She had her first professional experience at SyCIP, Gorres, Velayo & Co. where she was worked as a Junior External Auditor (1999 – 2000).

She graduated with a Bachelor of Science major in Accountancy from De La Salle University in 1998. She passed the CPA licensure examination in the same year.

Paula Fritzie C. Zamora, 54, Filipino, Senior Vice President 1, is the Head of Financial Institutions and Support Segment (formerly named as Financial Institutions Management Segment) in Treasury Group, a role which she has been handling since June 2012. She has thirty two (32) years of banking experience. Prior to assuming her current role, she was the Head of the Derivatives Department and Head of the Financial Engineering Department. She had previous work experience which she gained from other firms like Tokio Marine Malayan Insurance Co. where she was a Finance Officer for the Cash Department and Far East Bank & Trust Company where she was employed as Treasury Trader. She graduated from the Ateneo De Manila University in 1992 with a degree in Bachelor of Science in Management.

Xavier Y. Zialcita, 47, Filipino, is a Senior Vice President 1, for Strategic Initiatives. He has over twenty six (26) years of professional experience with particular focus on investment banking. Prior to joining the Bank, he was Senior Account Officer/Senior Vice President (effective July 2022) for Investment Banking at RCBC Capital Corporation. He was involved in various deals helping clients meet their financial and strategic goals. Other roles he handled include the following in RCBC Capital Corporation and other firms: as Senior Account Officer/First Vice President for Investment Banking from January 2018 to June 2022; Account Officer (Manager to Vice President) from June 2008 to December 2017; Liaison Officer/Assistant Vice President at YGC Corporate Services, Inc. from 2001 to 2007; Staff Associate at SGV & Co from 1999 to 2001; and as Systems Analyst at Joaquin Cunanan & Co. from 1998 to 1999.

He is involved in other pursuits being a non-executive director of DBP Daiwa Corporation, a stock brokerage, as well as RCBC Realty Corporation, a property development and management corporation.

He graduated from Ateneo De Manila University in 1998 with a degree in Bachelor of Science major in Management Information Systems. He earned a Post Graduate Diploma in Strategy and Innovation at the University of Oxford – Said Business School in 2012.

All of the officers identified above are Filipino citizens.

To the knowledge and/or information of the Bank, the present members of the Board of Directors and its executive officers are not, presently or during the last five (5) years, involved or have been involved in any legal proceeding adversely affecting/involving themselves and/or their property before any court of law or administrative body in the Philippines or elsewhere arising from their duties as such. To the knowledge and/or information of the Bank, the said persons have not been convicted by final judgment of any offense punishable by the laws of the Republic of the Philippines or of the laws of any other nation/country.

Item 10. Executive Compensation

Information as to the aggregate compensation paid or accrued during the last three fiscal years of the Bank's Directors, Chief Executive Officer and four other most highly compensated executive officers and all other officers as a group is presented below (in thousand pesos):

RIZAL COMMERCIAL BANKING CORPORATION AND SUBSIDIARIES				
Names	Principal Position	Aggregate Compensation (net of Bonuses)	Bonuses	Fees and Other Compensation *
2025 Estimate				
Eugene S. Acevedo	President & CEO	110,700	36,833	-
Reginaldo Anthony B. Cariaso	EVP			
Richard C. Lim	EVP			
Alberto Magno N. Pedrosa	EVP			
Angelito M. Villanueva	EVP			
2024 Actual				
Eugene S. Acevedo	President & CEO	105,899	34,857	-
Reginaldo Anthony B. Cariaso	EVP			
Richard C. Lim	EVP			
Alberto Magno N. Pedrosa	EVP			
Angelito M. Villanueva	EVP			
2023 Actual				
Eugene S. Acevedo	President & CEO	98,146	33,829	-
Redentor C. Bancod	Senior EVP			
Richard C. Lim	EVP			
Alberto Magno N. Pedrosa	EVP			
Angelito M. Villanueva	EVP			
Officers as a Group Unnamed				
2025 Estimate		4,682,418	1,343,067	-
2024 Actual		4,256,744	1,220,970	-
2023 Actual		4,178,657	1,104,210	-
Directors as a Group Unnamed				
2025 Estimate		-	-	151,044
2024 Actual		-	-	125,624
2023 Actual		-	-	155,118

*Inclusive of per diem of Directors amounting to P14.2 million in 2023, P15.0 million in 2024 and P15.5 million in 2025 (estimate).

Pursuant to Article V of the By-Laws of the Bank, the members of the Board of Directors, the Advisory Board and the Executive Committee are entitled to per diem for every meeting they attended. Directors who hold executive or management position do not receive directors' fees or per diems.

Likewise, Article XI of the By-Laws the Bank entitles the members of the Board of Directors, the Advisory Board and the Executive Committee of the Bank to profit sharing bonus at a maximum of 2% but not less than 1% of the net earnings resulting from the operation of the Bank during the preceding year, after provisions for taxes and after deductions as may be required by law or regulations. For the year 2024, total fees and other compensation of all Directors amounted to P125.6 million, inclusive of P15.0 million representing per diem paid for the meetings they attended during the year.

For the protection and security of its directors and officers, the Bank opted to disclose the annual compensation on aggregate basis.

The above-named executive officers and directors, and all officers and directors as a group, do not hold equity warrants or options as the bank does not have any outstanding equity warrants or options.

Item 11. Security Ownership of Certain Beneficial Owners and Management

(1) Security Ownership of Certain Record and Beneficial Owners

As of December 31, 2024, RCBC knows of no one who beneficially owns in excess of 5% of RCBC's common stock except as set forth in the table below:

(1) Title of Class	(2) Name, address of record owner and relationship with issuer	(3) Name of Beneficial Owner and Relationship with Record Owner	(4) Citizenship	(5) Number of Shares Held	(6) Percent
Common	Pan Malayan Management & Investment Corporation Address: 48/F Yuchengco Tower, RCBC Plaza, 6819 Ayala Ave., Makati City Relationship with Issuer: RCBC is a subsidiary of PMMIC	Pan Malayan Management & Investment Corporation <i>The records in the possession of the Bank show that the beneficial ownership of this company belong to the shareholders of record of said company. The Bank has not been advised otherwise.</i>	Filipino	820,634,773*	33.92%
Common	Sumitomo Mitsui Banking Corporation Address: 1-1-2 Marunouchi, Chiyoda-Ku, Tokyo, Japan 100-0005 Relationship with Issuer: Stockholder		Non-Filipino	483,907,222	20.00%
Common	Cathay Life Insurance Corp. Address: 296 Ren Ai Road Sec4 Taipei 10633 Taiwan R.O.C. Relationship with Issuer: Stockholder		Non-Filipino	452,018,583	18.68%

*Combined Direct and Indirect Shares of PMMIC

(2) Security ownership of management*:

(1) Title of Class	(2) Name of beneficial owner	(3) Amount and nature of record / beneficial ownership		(4) Citizenship	(5) Percent of class (%)	
		Par Amount	Nature			
Directors						
1	Common	Helen Y. Dee	14,923,060	R / B	Filipino	0.06
2	Common	Gil A. Buenaventura	50	B	Filipino	0.00
3	Common	Cesar E.A. Virata	1,384,340	R / B	Filipino	0.01
4	Common	John Law	10	R	French	0.00
5	Common	Gayatri P. Bery	10	R	American	0.00
6	Common	Armando M. Medina	1,950	R	Filipino	0.00
7	Common	Shih-Chiao Lin	10	R	R.O.C. Taiwan	0.00
8	Common	Hiroki Nakatsuka	10	R	Japanese	0.00
9	Common	Katsufumi Uchida	10	R	Japanese	0.00
10	Common	Gabriel S. Claudio	10	R	Filipino	0.00
11	Common	Laurito E. Serrano	10	R	Filipino	0.00
12	Common	Juan B. Santos	50	R	Filipino	0.00
13	Common	Eugene S. Acevedo	3,441,000	R / B	Filipino	0.01
14	Common	Erika Fille T. Legara	50,010	R / B	Filipino	0.00
15	Common	Vaughn F. Montes	50	R	Filipino	0.00
		<i>Sub-total</i>	<i>19,800,580</i>			
Executive Officers						
1	Common	Xavier Y. Zialcita	244,880	B	Filipino	0.00
		<i>Sub-total</i>	<i>244,880</i>			
		TOTAL	20,045,460			0.08

*There are no additional shares which the listed beneficial or record owners have the right to acquire within thirty (30) days, from options, warrants, rights, conversion privilege or similar obligations, or otherwise.

The aggregate number of shares owned of record by all directors and executive officers as a Group named herein as of December 31, 2024 is 2,004,546 common shares equivalent to 20,045,460 at P10.0 per share or approximately 0.08% of the Bank's outstanding common shares.

Other than the above-named persons or groups holding more than 5% of the Bank's outstanding Common stock, there are no other persons that hold more than 5% of any class of stock under a voting trust or similar agreement.

There are also no arrangements, existing or otherwise, which may result in a change in control of the Bank.

Item 12. Certain Relationships and Related Transactions

The Bank and its subsidiaries, in the ordinary course of business, engage in transactions with entities within the YGC. The Bank adheres to the policy that transactions with related parties are conducted at arm's length basis or above board, with any transaction, whether or not a price is charged, in connection with any such transaction being on terms no less favorable to the Bank than terms available to any unconnected third party under the same or similar circumstances. The same has been institutionalized in the Bank's Policy on Related Party Transactions (the Policy).

The Policy adopts an expanded definition of "related parties." Related parties include directors, officers, stockholders and related interests (DOSRI) as defined under the General Banking Law, BSP Circular 895, and other related issuances, as well as members of the Advisory Board of the Bank, entities within the conglomerate of which the Bank is a member, and subsidiaries of related parties. The Bank maintains a database of related parties which is regularly updated to capture organizational and structural changes within the YGC.

Transactions with related parties involving an amount of at least P10.0 million pesos, or significant transactions with related parties requiring Board approval regardless of amount, are reportable to the RPT Board Committee. On the other hand, related party transactions involving amounts below the materiality threshold of P10.0 million pesos are reportable to the RPT Management Committee.

Related parties, through their respective account officers, are enjoined to notify the appropriate RPT Committee of any potential related party transaction as soon as they become aware of it. The RPT Board Committee is composed of at least three members of the Board of Directors, two (2) of whom are independent directors, including the Chairperson. The RPT Management Committee is composed of heads of the Controllershship Group, Operations Group, Risk Management Group, Retail Banking Group, and Corporate Planning Group, or their selected designates.

If a transaction is determined to be a related party transaction, the said transaction and all its relevant details are required to be submitted to the appropriate RPT Committee for evaluation. Once determined to be on arm's length terms, related party transactions evaluated by the RPT Board Committee are thereafter endorsed to the Board of Directors for approval. Transactions reviewed and approved by the RPT Management Committee are presented to the Board of Directors for confirmation. In the event that a member of the Board has an interest in the transaction under evaluation, the said member shall not participate in the discussion and shall abstain from voting on the approval of the related party transaction. Pursuant to BSP Circular No. 895, as amended, and the Bank's Corporate Governance Manual, the Bank's significant transactions with its DOSRI and related parties were confirmed by majority vote of the Bank's stockholders during the last annual stockholders' meeting on June 24, 2024.

The review of related party transactions is part of the compliance testing of the Compliance Office as well as audit work program of the Internal Audit Group.

The Group's significant transactions with its related parties as of end December 2024 include loans and receivables and deposit liabilities. The total amount of loans outstanding was at P28.8 billion (Note 27.2, Notes to Financial Statements) while total deposit liabilities was at P39.9 billion (Note 27.3, Note to Financial Statements) as of December 31, 2024.

The Bank complies with existing BSP regulations on loans, credit accommodations and guarantees to its DOSRI.

In the ordinary course of business, the Group has loan transactions with each other, their other affiliates, and with certain DOSRIs. Under existing policies of the Group, these loans are made substantially on the same terms as loans to other non-related individuals and business of comparable risks.

Under current BSP regulations, the amount of loans to each DOSRI, 70% of which must be secured, should not exceed the amount of his unencumbered deposit and book value of his investment in the Bank. In the aggregate, loans to DOSRIs, generally, should not exceed the total capital funds or 15% of the total loan portfolio of the Bank and/or any of its lending and non-banking financial subsidiaries, whichever is lower. However, non-risk loans are excluded in both individual and aggregate ceiling computations. As of December 31, 2024 and 2023, the Group and the Parent Company are in compliance with these requirements.

The total amount of Group and Parent Company DOSRI loans, excluding loans granted as fringe benefits to officers which are excluded from the individual ceiling were both nil in 2024 and 2023.

Certain of the Bank's major related party transactions are described below:

- *Sale and Purchase of Securities* - The Parent Company and certain subsidiaries engage in the trading of investment securities as counterparties to the transaction. These transactions are priced similar to transactions with other counterparties outside the Group and there are no unsettled transactions as of the end of each reporting period (Note 27.4, Notes to Financial Statements).
- *Retirement Fund* - The Parent Company and certain subsidiaries' retirement funds covered under their post-employment plan maintained for qualified employees are administered and managed by the RCBC Trust Corporation (RTC) in accordance with the respective trust agreements covering the plan (Note 27.5, Notes to Financial Statements).
- *Sale and leaseback of properties to Frame Properties, Inc.* - In 2023, the Parent Company transferred and leased back certain real estate properties to Frame Properties, Inc. for a 100% ownership in the latter, which was subsequently transferred to post-employment defined benefit plan as contribution to the plan assets (Note 27.5, Notes to Financial Statements).
- *Sale of ATYC to ATYCI* - The Parent Company sold a portion of its ATYC bank premises and investment properties to ATYCI and immediately leased back from the latter. In October 2022, the Parent Company entered into a five-year lease agreement with ATYCI. The Parent Company's lease contract is effective until September 30, 2027 (Notes 27.7(a) and 27.7b), Notes to Financial Statements).
- *Lease contracts with RCBC Realty Corp. (RRC) and Sub-lease Agreements with Subsidiaries.* The Parent Company and certain subsidiaries occupy several floors of RCBC Plaza as leaseholders of RRC. The occupancy of some of subsidiaries in RCBC Plaza is covered by sublease agreements with RCBC. RCBC's lease contract with RRC is effective until December 31, 2025. (Note 27.7(b), Notes to Financial Statements).
- *Increase in shareholding of SMBC* - On November 2, 2022, the Bank's BOD approved the increase in shareholding of SMBC, an existing shareholder of 4.99% of the total outstanding common stock of the Bank, to 20% through the combined sale of subscription of an aggregate of 382 common stock to SMBC, partly coming from the reissuance of treasury shares and issuance of new common stock, at the price of P71 per share. The additional capital infusion was made on July 31, 2023. (Notes 27.7(d), Notes to Financial Statements).
- *Donation of Properties from NPHI to RCBC.* On July 7, 2023, NPHI executed a deed of donation transferring to the Parent Bank certain real estate properties with a carrying amount of P2. On November 6, 2023, these properties were subsequently sold by the Parent Bank to PMMIC for a total consideration amounting to P57. (Notes 27.7(e), Notes to Financial Statements).

- *Sale of Tarlac Property to Tarlac Terra Ventures, Inc.* On December 29, 2023, the Parent Company sold a property located in Tarlac with a selling price of P2,673 and a carrying amount of P385 resulting to a P2,288 gain, presented as part of Gain on assets sold – net under Other Operating Income in the 2023 statement of profit or loss. (Notes 27.7(f), Notes to Financial Statements).

Transactions with subsidiaries which are eliminated in the consolidated financial statements are as follows:

- Service Agreement with RCBC Bankard Services Corp. (RBSC). The Parent Company has Service Agreement with RBSC, wherein RBSC shall provide the Parent Company with marketing, distribution, technical, collection and selling assistance and processing services in connection with the operations of the Parent Company's credit card, and personal and salary loans business. (Note 27.7(c), Notes to Financial Statements).
- The Bank has service agreements with RBSC for the in-sourced internal audit services. The Bank provides limited audit services to RBSC, specifically IT audit, operations audit and financial statements review. Also, the Bank has formalized the service agreements for the internal audit services being provided to subsidiaries namely: RCBC Capital Corp., RCBC Securities, Inc., RCBC Forex Brokers Corp., Rizal Microbank, Inc., and RCBC Leasing and Finance Corporation.
- The Bank has a service agreement with RCBC Forex Brokers Corporation (RCBC Forex) for in-sourced services, rendered by the following business units: 1) business and operational risk, 2) compliance, 3) internal audit, 4) information technology, and 5) human resources. The services shall be limited to: compliance with relevant laws, rules and regulations, market, liquidity, and operational risk management, internal audit, information technology, review of salary and processing of payroll on a bi-monthly basis, and implementation of exclusive succession planning, human resources information system and database administration and organization of training programs.
- The Bank has a service agreement with RCBC Forex for the referral of money service business customers to RCBC Forex, to facilitate the purchase and/or sale of foreign currencies. The services to be rendered are relative to account opening and compliance with customer identification regulatory requirements.
- The Bank has a service agreement with RCBC International Finance Limited (RIFL) to facilitate the remittance tie-up and account solicitation arrangement agreement with RIFL which is based in Hongkong.
- The Bank has an agreement with RCBC Rental Corporation for the financing of the lease of 1,600 new ATMs with a term of 60 months.
- The Bank's other transactions with affiliates include service agreements, leasing office premises to subsidiaries which is eliminated during consolidation, accreditation of RCBC Trust agent and of insurance companies, and regular banking transactions (including purchases and sales of trading account securities, securing insurance coverage on loans and property risks and intercompany advances), all of which are at arms' length and conducted in the ordinary course of business.

The Bank does not have any transactions with promoters within the past five (5) years. The Bank does not have transactions with parties that fall outside the definition of related parties under regulations, but with whom the registrants or its related parties have a relationship that enables the parties to negotiate terms of material transactions that may not be available from other, more clearly independent parties on an arm's length basis.

PART IV - EXHIBITS AND SCHEDULES

Item 13. Exhibits and Reports on SEC Form 17-C

(a) Reports on SEC Form 17-C

Reports under SEC Form 17-C (Current Reports) that were filed during the last twelve months covered by this report:

01-29-2024 Other Events

01-29-2024 Change in Directors/Officers

During the January 29, 2024 Regular Meeting of the Board of Directors of the Bank, where a quorum was present and acting throughout, the following were approved:

1. Appointment of LTC Joel M. Ajero as Chief Security Officer, with rank of Vice President, effective February 1, 2024 (subject to BSP/regulatory approvals as may be required).
2. Appointment of SVP1 Jose Jayson L. Mendoza as President of RCBC Leasing and Finance Corporation and RCBC Rental Corporation effective February 1, 2024 (subject to BSP/regulatory approvals as may be required).
3. Appointment of Mr. Reginaldo Anthony B. Cariaso, EVP/ Group Head Designate to Group Head for Operations, replacing SEVP Redentor C. Bancod as Group Head for Operations, who is retiring, effective February 4, 2024 (subject to BSP/regulatory approvals as may be required).
4. Appointment of Mr. Nilo C. Zantua, SVP1/ Chief Technology Officer to Group Head for Information Technology Shared Services, replacing SEVP Redentor C. Bancod as Group Head for Information Technology Shared Services, effective February 4, 2024 (subject to BSP/regulatory approvals as may be required).
5. Interlocking Officership of the following RCBC Officers between the Bank and other YGC Companies (subject to BSP/regulatory approvals as may be required):

NAME	RANK & CURRENT POSITION IN RCBC	POSITION IN YGC COMPANY	NAME OF INSTITUTION	EFFECTIVITY DATE
Xavier Y. Zialcita	SVP 1, Strategic Initiatives	Director	Manila Memorial Park Cemetery, Inc.	January 1, 2024
Reginaldo Anthony B. Cariaso	EVP/ Group Head for Operations (effective February 4, 2024)	Director	Rizal Microbank, Inc. – A Thrift Bank of RCBC	February 4, 2024
Joel M. Ajero	VP, Chief Security Officer/ Head of Security Division (effective February 1, 2024)	Chief Security Officer	Rizal Microbank, Inc. – A Thrift Bank of RCBC	February 1, 2024

02-26-2024 Other Events

During the February 26, 2024 Regular Meeting of the Board of Directors of the Bank, where a quorum was present and acting throughout, the following were approved:

1. The Audited Financial Statements of Rizal Commercial Banking Corporation as of year ended December 31, 2023, as audited by Punongbayan & Araullo, for final approval of the stockholders.
2. Declaration of cash dividends on convertible preferred shares amounting to P0.18641 (US\$0.00331 per share or a total of P49,848.97 (US\$884.87 @ P56.335). The cash dividend is payable to holders of convertible preferred shares as of March 21, 2024 (record date) and payable within 5 trading days from record date. The cash dividend is for unlisted preferred shares.

03-01-2024 Legal Proceedings (Amendment)

The disclosure on the legal case filed by Bangladesh Bank against RCBC and other persons before the Supreme Court of the State of New York, County of New York was amended to update the information regarding the Decision and Order dated February 29, 2024 of the Appellate Division, First Judicial Department of the Supreme Court of the State of New York.

03-25-2024 Other Events

03-25-2024 Declaration of Cash Dividends (PSE Disclosure Form 6-1)

During the March 25, 2024 Regular Meeting of the Board of Directors of the Bank, where a quorum was present and acting throughout, the following were approved:

1. The Audited Financial Statements of RCBC—Trust and Investments Group as of year ended December 31, 2023, as audited by Punongbayan & Araullo, for final approval of the stockholders.
2. Annual Cash Dividend Declaration on Common and Convertible Preferred Shares amounting to P1.014 per share, or a total of approximately P2.45 Billion to holders of Preferred and Common Class shares as of the close of the 10th trading day from Board approval (“record date”) and payable within ten (10) trading days from record date.
3. Initiation of process to surrender the Trust License as part of the spin-off of the Trust and Investments Group into a stand-alone trust corporation – RCBC Trust Corporation.
4. Change in the Bank’s stock transfer agent from RCBC Trust and Investments Group to RCBC Trust Corporation.

04-13-2024 Legal Proceedings (Amendment)

The disclosure on the legal case filed by Bangladesh Bank against RCBC and other persons before the Supreme Court of the State of New York, County of New York was amended to update the information regarding the Bank's request for leave to appeal to the New York Court of Appeals.

04-29-2024 Other Events

04-29-2024 Notice of Annual or Special Stockholders' Meeting (PSE Disclosure Form 7-1)

During the April 29, 2024 Regular Meeting of the Board of Directors of the Bank, where a quorum was present and acting throughout, the following were approved:

1. The 2024 Annual Stockholders' Meeting be conducted virtually, and that the stockholders be allowed to participate and to vote through remote communication or *in absentia*. The meeting is scheduled to be held on June 24, 2024 at 4:00 p.m.
2. Interlocking position of Rafael N. Crucillo, FVP/Legal & Compliance Department Head of the Global Transaction Banking Group as Director of RCBC International Finance Limited (subject to BSP/regulatory approvals as may be required).
3. Appointment of Jacqueline Grace B. Wieneke, SVP 2/Group Head Designate to Group Head of Wealth Management Group, replacing FSVP Jane N. Manago as Group Head of Wealth Management Group, who is retiring, effective May 21, 2024 (subject to BSP/regulatory approvals as may be required).

05-03-2024 Notice of Annual Special Stockholders' Meeting (PSE Disclosure Form 7-1) (Amendment)

The disclosure on the Notice of Annual Stockholders' Meeting was amended to provide the Record Date and other details pertaining to the Annual Stockholders' Meeting and to provide the Notice, Procedure, Proxy Form, Ballot Form, Agenda and Rationale/Explanation for the Agenda Items.

05-27-2024 Other Events

During the May 27, 2024 Regular Meeting of the Board of Directors of the Bank, where a quorum was present and acting throughout, the declaration of cash dividends on convertible preferred shares amounting to P0.18536 (US\$0.00321) per share or a total of P49,377.09 (US\$855.80 @ P57.697). The cash dividend is payable to holders of convertible preferred shares as of June 21, 2024 (record date) and payable within 5 trading days from record date was approved. The cash dividend is for unlisted preferred shares.

06-14-2024 Legal Proceedings (Amendment)

The disclosure on the legal case filed by Bangladesh Bank against RCBC and other persons before the Supreme Court of the State of New York, County of New York was amended to update the information regarding the Order issued by the New York Appellate Division on June 13, 2024.

06-24-2024 Other Events

06-24-2024 Change in Directors/Officers

06-24-2024 Results of Annual Stockholders' Meeting

06-24-2024 Results of Organizational Meeting

Items approved by Stockholders at their Annual meeting and Board of Directors at their regular and organizational meetings respectively held on June 24, 2024.

Regular Meeting of the Board of Directors

1. Promotion/appointment of Officers effective July 1, 2024 (subject to BSP/other regulatory approvals, as may be required):

From Senior Vice President 1 to Senior Vice President 2 Ramil

M. De Villa

Anna Christina M. Vicente

From First Vice President to Senior Vice President 1

Angeluz T. Guerzon

Armi M. Lamberte

Ma. Teresa R. Manotok

Cesaria Aileen R. Mercado

Randy B. Torres

Annual Stockholders' Meeting

1. Election of the following Directors to hold office for a term of one year:

As Regular Directors

Ms. Helen Y. Dee

Mr. Cesar E. A. Virata

Mr. Eugene S. Acevedo

Mr. Gil A. Buenaventura

Mr. Armando M. Medina

Mr. John Law

Mr. Shih-Chiao (Joe) Lin

Ms. Gayatri P. Bery

Mr. Hiroki Nakatsuka

Mr. Katsufumi Uchida

As Independent Directors

Mr. Juan B. Santos

Mr. Gabriel S. Claudio

Mr. Vaughn F. Montes

Mr. Laurito E. Serrano

Ms. Erika Fille T. Legara

2. Approval of the 2023 Annual Report and 2023 Audited Financial Statements
3. Appointment of Punongbayan & Araullo as the Bank's external auditor for the fiscal year 2024

Organizational Board of Directors Meeting:

1. Appointment of Corporate Officers:

Mr. Eugene S. Acevedo - President and Chief Executive Officer Mr.

Alberto Magno N. Pedrosa – Treasurer

Atty. George Gilbert G. dela Cuesta – Corporate Secretary Atty.

Joyce Corine O. Lacson – Assistant Corporate Secretary

Atty. Maria Cecilia V. Chaneco-Lonzon - Assistant Corporate Secretary

Various Officers - SVPs and up

2. Appointment the following as Members of the Advisory Board:

Ms. Yvonne S. Yuchengco

Mr. Francis C. Laurel

Atty. Lilia B. de Lima Mr.

Masayuki Kawakami

3. Appointment of Ms. Helen Y. Dee as Chairperson, and Mr. Cesar E. A. Virata as Corporate Vice-Chairperson.
4. Appointment of Mr. Juan B. Santos as Lead Independent Director
5. Appointment of the following as Chairpersons and Members of the Various Committees:

Committee	<i>Names</i>	<i>Position</i>
Executive Committee	Helen Y. Dee Eugene S. Acevedo Cesar E.A. Virata Armando M. Medina Gil A. Buenaventura Hiroki Nakatsuka	Chairperson Vice Chairperson Member Member Member Member
Audit and Compliance Committee	Laurito E. Serrano Vaughn F. Montes, Ph.D. Erika Fille T. Legara, Ph.D. Shih-Chiao (Joe) Lin Masayuki Kawakami	Chairperson Member Member Observer Observer
Risk Oversight Committee	Vaughn F. Montes, Ph.D. Laurito E. Serrano Gayatri P. Bery Erika Fille T. Legara, Ph.D. Katsufumi Uchida Eugene S. Acevedo John Law	Chairperson Vice Chairperson Member Member Member Observer Observer
Corporate Governance and Nominations Committee	Juan B. Santos Gabriel S. Claudio Erika Fille T. Legara, Ph.D. Shih-Chiao (Joe) Lin Masayuki Kawakami	Chairperson Member Member Advisor Advisor
AML Committee	Gabriel S. Claudio Vaughn F. Montes, Ph.D. John Law Eugene S. Acevedo Masayuki Kawakami	Chairperson Member Member Observer Observer
Related Party Transactions Committee	Gabriel S. Claudio Shih-Chiao (Joe) Lin Erika Fille T. Legara, Ph.D. Masayuki Kawakami	Chairperson Member Member Observer

Technology Committee	Helen Y. Dee Cesar E.A. Virata Eugene S. Acevedo	Chairperson Member Member
	Hiroki Nakatsuka	Observer

07-29-2024 Other Events

07-29-2024 Change in Directors/Officers

During the July 29, 2024 Regular Meeting of the Board of Directors of the Bank, where a quorum was present and acting throughout, the secondment of SVP1 Ismael S. Reyes to Rizal Microbank, Inc. (A Thrift Bank of RCBC) and appointment as President, effective August 16, 2024 (subject to BSP/other regulatory approvals, as may be required) was approved.

08-27-2024 Other Events

During the August 27, 2024 Regular Meeting of the Board of Directors of the Bank, where a quorum was present and acting throughout, the declaration of cash dividends on convertible preferred shares amounting to P0.18573 (US\$0.00318) per share or a total of P49,474.12 (US\$847.67 @ P58.365). The cash dividend is payable to holders of convertible preferred shares as of September 21, 2024 (record date) and payable within 5 trading days from record date was approved. The cash dividend is for unlisted preferred shares.

09-30-2024 Other Events

09-30-2024 Change in Directors/Officers

During the September 30, 2024 Regular Meeting of the Board of Directors of the Bank, where a quorum was present and acting throughout, the following were approved:

1. Appointment of Mr. John Edward F. Alabastro, FVP / Chief Technology Officer & Group Head Designate to Group Head of Information Technology Shared Services, replacing SVP1 Nilo C. Zantua as Group Head of Information Technology Shared Services, effective October 1, 2024 (subject to BSP/regulatory approvals as may be required).
2. Interlocking officerships of Maria Fatima R. Barlaan, AVP/Consumer Banking Compliance Officer as Chief Compliance Officer of Rizal Microban, Inc. – A Thrift Bank of RCBC (subject to BSP/regulatory approvals as may be required).
3. Interlocking officerships of Geril Mark V. Gabriel, AVP/Wholesale Banking Compliance Officer as Chief Compliance Officer of RCBC Leasing and Finance Corporation (subject to BSP/regulatory approvals as may be required).

10-28-2024 Other Events

10-28-2024 Change in Directors/Officers

During the October 28, 2024 Regular Meeting of the Board of Directors of the Bank, where a quorum was present and acting throughout, the following were approved:

1. Increase in the programme size of the Bank's Medium Term Note Programme ("MTN Programme") from USD 3 Billion to USD 4 Billion, appointment of SMBC Nikko as programme arranger, and issuance of foreign currency denominated Senior Notes out of the MTN Programme (subject to market and other conditions).

2. Interlocking Positions of RCBC Officers in RCBC International Finance Limited (IFL) (subject to BSP/other regulatory approvals, as may be required).

Name	Rank & Current Position in RCBC	Position in RCBC IFL
Mr. Rafael G. Triguero	AVP / Special Assistant to the President & CEO	Director
Jahzeel M. Sartillo	VP / Division Head, Consumer Lending Group	Director

11-25-2024 Other Events

11-25-2024 Change in Directors/Officers

During the November 25, 2024 Regular Meeting of the Board of Directors of the Bank, where a quorum was present and acting throughout, the following were approved:

1. Appointment of Ms. Jean Valen W. Yu as Group Head of the Marketing Group with rank of Senior Vice President 1, effective December 2, 2024 (subject to BSP and other regulatory approvals as may be required).
2. Declaration of cash dividends on convertible preferred shares amounting to P0.17071 (US\$0.00294) per share or a total of P45,441.35 (US\$782.12 @ P58.100). The cash dividend is payable to holders of convertible preferred shares as of December 21, 2024 (record date) and payable within 5 trading days from record date. The cash dividend is for unlisted preferred shares.

12-09-2024 Other Events

12-09-2024 Change in Directors/Officers

During the December 9, 2024 Special Meeting of the Board of Directors of the Bank, where a quorum was present and acting throughout, the following were approved:

1. Approval of the proposed 2025 budget
2. Appointment of EVP Reginaldo Anthony B. Cariaso as Deputy Chief Executive Officer, effective January 1, 2025 (subject to BSP/other regulatory approvals, as may be required)
3. Appointment of SVP2 Juan Gabriel R. Tomas IV as Group Head of Operations, effective January 1, 2025 (subject to BSP/other regulatory approvals, as may be required)
4. Appointment of EVP Bennett D. Santiago as Chief Risk Officer and Head of Risk Management Group, effective January 1, 2025 (subject to BSP/other regulatory approvals, as may be required)
5. Appointment of EVP Elizabeth E. Coronel as Group Head of Institutional Banking (which will be comprised of Small and Medium Enterprise Banking Group and Corporate Banking Group), effective January 1, 2025 (subject to BSP/other regulatory approvals, as may be required)
6. Secondment of SVP1 Simplicio B. Dela Cruz, Jr. to Rizal Microbank, Inc. (A Thrift Bank of RCBC) and appointment as President and CEO effective January 1, 2025, (subject to BSP/other regulatory approvals, as may be required)
7. Appointment of SVP1 Sheila Ricca G. Dioso as Chief Compliance Officer and Head of Regulatory Affairs Group, effective January 1, 2025 (subject to BSP/other regulatory approvals, as may be required)

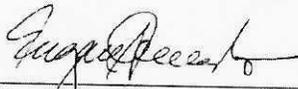
SIGNATURES

Pursuant to the requirements of Section 17 of the Code and Section 141 of the Corporation Code, this report is signed on behalf of the issuer by the undersigned, thereunto duly authorized, in the City of Makati on April 7, 2025.

RIZAL COMMERCIAL BANKING CORPORATION

Issuer

By :



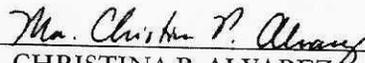
EUGENE S. ACEVEDO
President & Chief Executive Officer



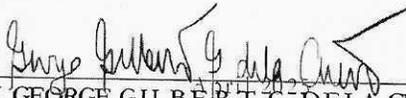
ALBERTO MAGNO N. PEDROSA
EVP, Treasurer & Head – Treasury Group



FLORENTINO M. MADONZA
FSVP, Head – Controllership Group



MA. CHRISTINA P. ALVAREZ
FSVP, Head – Corporate Planning Group

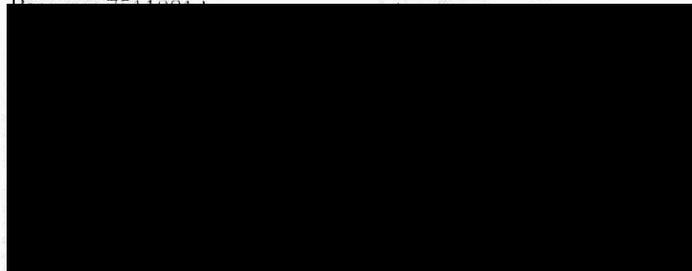


ATTY. GEORGE GILBERT G. DELA CUESTA
FSVP, Corporate Secretary & Head – Legal Affairs & Corporate Secretariat Group

APR 07 2025

SUBSCRIBED AND SWORN to before me this _____, affiants exhibiting to me their competent evidence of identity as follows:

NAMES	ID/NUMBER/ EXPIRY	DATE OF ISSUE	PLACE OF ISSUE
Eugene S. Acevedo			
Alberto Magno N. Pedrosa			
Florentino M. Madonza			
Ma. Christina P. Alvarez			
Atty. George Gilbert G. Dela Cuesta			



DOC No. 481
Page No. 92
Book No. 347
Series of 2025

ATTY. CATALINO VICENTE L. ARABIT
Notary Public for Makati City
Appointment No. 14-027 (2025-2026)
PTR No. 10465653; 01/02/25; Makati City
IBP No. 492612, 01/02/25; Makati City
ROLL NO. 40145
MCLE Compliance No. VIII-00 17518-15 Mar. 2024
21st Floor Yuchengco Tower 2, RCBC Plaza
6819 Ayala Avenue, Makati City



Tristan John Kabigting <takabigting@rcbc.com>

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To: TAKABIGTING@rcbc.com
Cc: takabigting@rcbc.com

Mon, Apr 7, 2025 at 4:20 PM

Hi RIZAL COMMERCIAL BANKING CORPORATION,

Valid files

- EAFS000599760RPTTY122024.pdf
- EAFS000599760AFSTY122024.pdf
- EAFS000599760ITRTY122024.pdf

Invalid file

- <None>

Transaction Code: **AFS-0-7KHJ6BJ80C59G97C6NNX4QZNV0NSMNSTYN**
Submission Date/Time: **Apr 07, 2025 04:20 PM**
Company TIN: **000-599-760**

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- The submitted forms, documents and attachments are complete, truthful and correct based on the personal knowledge and the same are from authentic records;
- The submission is without prejudice to the right of the BIR to require additional document, if any, for completion and verification purposes;
- The hard copies of the documents submitted through this facility shall be submitted when required by the BIR in the event of audit/investigation and/or for any other legal purpose.

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Partners Through Generations

STATEMENT OF MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The management of Rizal Commercial Banking and Subsidiaries (the Group), is responsible for the preparation and fair presentation of the financial statements, including the schedules attached therein, as of and for the year ended December 31, 2024 (including the comparative financial statements as of December 31, 2023 and for the years ended December 31, 2023 and 2022), in accordance with the prescribed financial reporting framework indicated therein, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

The Board of Directors is responsible for overseeing the Group's financial reporting process.

The Board of Directors reviews and approves the financial statements, including the schedules attached therein, and submits the same to the stockholders.

Punongbayan & Araullo, the independent auditors appointed by the stockholders, have audited the financial statements of the Group in accordance with Philippine Standards on Auditing, and in their report to the stockholders, have expressed their opinion on the fairness of presentation upon completion of such audit.



Partners Through Generations

[Signature]
HELEN Y. DEE

Chairperson, Board of Directors

[Signature]
EUGENE S. ACEVEDO

President & Chief Executive Officer

[Signature]

ALBERTO MAGNO N. PEDROSA
EVP, Head – Treasury Group

[Signature]
FLORENTINO M. MADONZA

FSVP, Head – Controllershship Group

SUBSCRIBED AND SWORN TO BEFORE ME, this FEB 24 2025 day of _____, 2025 at Makati City, Philippines, affiants exhibited to me their valid identifications, to wit:

Name

Helen Y. Dee
Eugene S. Acevedo
Alberto Magno N. Pedrosa
Florentino M. Madonza



[Signature]

ATTY CATALINO VICENTE L. ARABIT

Notary Public for Makati City
Appointment No. M-027 (2025-2026)
PTR No. 10465653, 01/02/25; Makati City
IBP No. 492612; 01/02/25; Makati City
ROLL NO. 40145
MCLE Compliance No. VIII-0007518-15 Mar. 2024
21st Floor Yuchengco Tower 2, RCBC Plaza
6819 Ayala Avenue, Makati City



Doc. No. 32;
Page No. 46;
Book No. 243;
Series of 2025



FOR SEC FILING

Financial Statements and
Independent Auditors' Report

Rizal Commercial Banking Corporation

December 31, 2024, 2023 and 2022



Report of Independent Auditors

The Board of Directors and the Stockholders
Rizal Commercial Banking Corporation
Yuchengco Tower, RCBC Plaza
6819 Ayala Avenue cor. Sen. Gil Puyat Avenue
Makati City

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Rizal Commercial Banking Corporation and subsidiaries (together hereinafter referred to as the Group) and of Rizal Commercial Banking Corporation (the Parent Company), which comprise the statements of financial position as at December 31, 2024 and 2023, and the statements of profit or loss, statements of comprehensive income, statements of changes in equity and statements of cash flows for each of the three years in the period ended December 31, 2024, and notes to the financial statements, including material accounting policy information.

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

Basis for Opinion

We conducted our audits in accordance with Philippine Standards on Auditing (PSA). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Group in accordance with the Code of Ethics for Professional Accountants in the Philippines (Code of Ethics) together with the ethical requirements that are relevant to our audits of the financial statements in the Philippines, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

The following are the key audit matters identified in our audit of the financial statements of the Group and of the Parent Company:

(a) Valuation of Loans and Other Receivables (Expected Credit Losses)

Description of the Matter

As at December 31, 2024, the Group's and the Parent Company's expected credit losses (ECL) allowance for loans and receivables amounted to P20,130 million and P18,730 million, respectively, while the carrying amount of loans and receivables amounted to P742,497 million and P736,531 million, respectively (as disclosed in Note 11). We have identified the Group's and the Parent Company's ECL model significant to our audit as this:

- requires significant management judgment on the interpretation and implementation of the requirements of PFRS 9, *Financial Instruments*, in assessing impairment of loans and receivables based on an ECL model that involves segmenting credit risk exposures, defining when does default occur and what constitutes a significant increase in credit risk (SICR) of different exposures;
- involves high degree of estimation uncertainty related to management's use of various inputs and assumptions applied in the ECL model such as credit risk rating and probability of default for corporate loans, flow rates for consumer loans, expected amount and timing of cash flows, including recovery of collaterals for defaulted accounts, and forward-looking macroeconomic information which may be affected by management estimation bias; and,
- requires complex estimation process that entails implementation of internal controls and use of information system in ensuring the completeness and accuracy of data used in the ECL calculation and in the preparation of required disclosures in the financial statements.

In accordance with their policy, the Group and the Parent Company regularly conducts a review of its ECL models to validate the assumptions used for each parameter used, and to determine the accuracy and effectiveness of the ECL methodologies in place. In 2024, the Parent Company incorporated post model adjustments on its ECL models as a result of this review. These adjustments arise from the application of credit analytics and credit judgments, allowing for a more granular segmentation of credit exposures. These also take into account the respective collection behaviors and updates for specific accounts that meet a certain criteria, reflecting recent trends in their performance and key changes in the risk appetite that have not been considered or present yet during the model development in 2023.

The material accounting policy information, significant judgments, including estimation applied by the management, and those related to the credit risk assessment process of the Group and the Parent Company are disclosed in Notes 2, 3 and 4 to the financial statements, respectively.

How the Matter was Addressed in the Audit

We obtained an understanding of the Group's and the Parent Company's accounting policies and methodologies applied, and evaluated whether those: (a) are established and implemented consistent with the underlying principles of PFRS 9; (b) are appropriate in the context of the Group's lending activities and asset portfolio that takes into consideration the different segments of credit exposures and the relevant regulatory framework; and, (c) are supported by pertinent processes and controls, including documentations of the accounting policies that capture in sufficient detail the judgment, including estimation applied in the development of the Group's refreshed ECL model.

We also obtained an understanding of the post model adjustments and the corresponding results, and evaluated whether: (a) any historical and forward-looking information used as inputs are accurate and reliable; (b) the assumptions used are appropriate and properly reflect the current portfolio and credit practices; (c) the underlying theory and any statistical approaches used are appropriate and generally accepted; and (d) the resulting overlays to the ECL model are supported, documented and approved.

With respect to the use of significant judgments, including those involving estimation of inputs and assumptions used in the post model adjustments, we performed the following:

- engaged our Firm specialist to assist in evaluating the appropriateness of methodologies and assumptions used in the ECL calculation, including the changes arising from the Group's post model adjustments;
- assessed the Group's and the Parent Company's segmentation of its credit risk exposures based on homogeneity of credit risk characteristics and past due determination based on portfolio flow rates, and evaluated the appropriateness of the specific model applied for each loan portfolio;
- evaluated both the quantitative and qualitative criteria applied in the definition of default against historical analysis for each segment of loan portfolio and in accordance with credit risk management practices, and tested the criteria in the determination of the SICR, including assignment of a loan or group of loans into different stages of impairment;
- tested the Group's and the Parent Company's application of internal credit risk rating system for selected items of loans, and verified the mapping of the ratings to the ECL calculation;
- for forward-looking information, evaluated management's selection of macro-economic factors, scenarios and probability weightings, and assessed the reasonableness of the forecasted economic indicators by comparing with trusted publicly available information;
- tested loss given default information across various types of loan by inspecting records of historical recoveries and relevant costs, including valuation and cash flows from collateral, and write-offs;
- for post model adjustments, tested the completeness and accuracy of data inputs used as basis for judgments applied, assessed the suitability of the refined segmentation used, and recalculated the impact of recent recoveries to the loss given default for credit card receivables and specific corporate borrowers; and,
- reconciled and tested exposure at default for all outstanding loans against the relevant loan databases, including review of the potential exposures from undrawn commitments against historical drawdown and impact of loan modifications.

As part of our audit of the ECL methodology, we reviewed the completeness and accuracy of the historical and measurement data used in the ECL model through reconciliation of loan data subjected to the ECL calculations, which were prepared by management outside its general ledger system, against the relevant financial reporting applications and other accounting records. Moreover, we tested the stratification of loan data that were disaggregated into various portfolio segments for purposes of ECL calculations. Furthermore, we verified the mathematical formula and the computation logics applied in the calculation of the different inputs in the ECL model and the estimation of the credit losses for all loans and receivables subjected to impairment assessment.

We also evaluated the completeness and appropriateness of the disclosures in the financial statements against the requirements of the relevant financial reporting standards.

(b) Systems Migration for Loans and Other Receivables

Description of the Matter

In 2024, the Parent Company migrated its auto and housing loan products into a new loan management system. The goals of the systems migration are to streamline the consumer lending process, upgrade the existing systems to further support the demands of the consumer loans business, and enhance integration capabilities with other existing solutions and platforms. The implementation of the new system included the migration of existing data, transition of business-as-usual functionalities, and booking of new consumer loan accounts from the old system to the new system.

We have identified that the systems migration is significant to our audit due to the following:

- there is a high degree of inherent risk on loss of integrity of key financial data being migrated, and potential breakdowns in operation or monitoring of IT dependent controls within the consumer lending process, such as loan origination, credit evaluation, underwriting, loan management, booking, disbursement, collateral management and collection, which could lead to financial errors or misstatements and inaccurate financial reporting; and,
- the consumer lending processes, which represents a significant portion of the loans portfolio of the Parent Company, are heavily dependent on the new system, and there is a risk that automated and related manual IT dependent controls are not designed and operating effectively.

The Parent Company has auto and housing loans with outstanding balance, gross of allowance for ECL, amounting to P161,351 million as of December 31, 2024, which are presented as part of Loans and Receivables account in the 2024 statement of financial position (see Note 11).

How the Matter was Addressed in the Audit

In testing the systems migration, we performed the following with the assistance of our Firm's IT specialist:

- examined the governance framework over the Parent Company's IT organization and the general controls over program changes;
- assessed and tested the controls specifically established over the implementation process, and reviewed the processes implemented over the download of data from the old system and the upload of data to the new system;

- tested the completeness and accuracy of the data transfer from the old to the new loan management system, including reconciliation of data to identify any discrepancies between migrated data and source records, transaction history, and customer information;
- conducted tests of certain aspects of the security of the new loan management system including access management and segregation of duties;
- tested IT application controls within the relevant business processes on the new system, including the configurations on automated calculation of amortized cost measurement and interest income, and the automated recording to the general ledger; and,
- assessed and tested the design and operating effectiveness of controls over the continued integrity of both the old and new systems that were relevant to the financial reporting during the year.

Other Information

Management is responsible for the other information. The other information comprises the information included in the Group's and the Parent Company's Securities and Exchange Commission (SEC) Form 20-IS (Definitive Information Statement), SEC Form 17-A and Annual Report for the year ended December 31, 2024, but does not include the financial statements and our auditors' report thereon. The SEC Form 20-IS, SEC Form 17-A and Annual Report for the year ended December 31, 2024 are expected to be made available to us after the date of this auditors' report.

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

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

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

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

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

Those charged with governance are responsible for overseeing the Group's and the Parent Company's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

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

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

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

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

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

Our audits were conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. As discussed in Note 25 to the financial statements, the Parent Company presented the supplementary information required by the Bureau of Internal Revenue (BIR) under Revenue Regulations (RR) No. 15-2010 in a supplementary schedule filed separately from the basic financial statements. RR No. 15-2010 requires the supplementary information to be presented in the notes to financial statements. The supplementary information for the years ended December 31, 2024, 2023 and 2022 required by the Bangko Sentral ng Pilipinas (BSP) as disclosed in Note 33 to the financial statements is presented for purposes of additional analysis. Such supplementary information required by the BIR and BSP are the responsibility of management and are not a required part of the basic financial statements prepared in accordance with PFRS Accounting Standards; it is neither a required disclosure under the Revised Securities Regulation Code Rule 68 of the SEC. The supplementary information have been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

The engagement partner on the audits resulting in this independent auditors' report is Maria Isabel E. Comedia.

PUNONGBAYAN & ARAULLO



By: Maria Isabel E. Comedia
Partner

CPA Reg. No. 0092966
TIN 189-477-563
PTR No. 10465901, January 2, 2025, Makati City
BIR AN 08-002511-021-2022 (until Oct. 13, 2025)
BOA/PRC Cert. of Reg. No. 0002/P-005 (until Aug. 12, 2027)

February 24, 2025

RIZAL COMMERCIAL BANKING CORPORATION AND SUBSIDIARIES
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2024 AND 2023
(Amounts in Millions of Philippine Pesos)

	Notes	GROUP		PARENT COMPANY	
		2024	2023	2024	2023
<u>RESOURCES</u>					
CASH AND OTHER CASH ITEMS	9	P 23,003	P 19,875	P 22,907	P 19,812
DUE FROM BANGKO SENTRAL NG PILIPINAS	9	115,230	151,762	112,763	150,771
DUE FROM OTHER BANKS	9	14,569	14,892	14,433	14,630
LOANS ARISING FROM REVERSE REPURCHASE AGREEMENTS	9	-	35,799	-	34,948
TRADING AND INVESTMENT SECURITIES - Net	10	429,086	330,742	426,866	328,443
LOANS AND RECEIVABLES - Net	11	742,497	649,929	736,531	643,681
INVESTMENTS IN SUBSIDIARIES AND ASSOCIATES - Net	12	600	509	6,720	6,401
BANK PREMISES, FURNITURE, FIXTURES AND EQUIPMENT - Net	13	8,033	9,129	7,060	7,805
INVESTMENT PROPERTIES - Net	14	695	543	695	543
DEFERRED TAX ASSETS - Net	25	6,052	5,775	5,578	5,351
OTHER RESOURCES - Net	15	20,388	19,377	19,599	18,505
TOTAL RESOURCES		P 1,360,153	P 1,238,332	P 1,353,152	P 1,230,890

See Notes to Financial Statements.

	Notes	GROUP		PARENT COMPANY	
		2024	2023	2024	2023
<u>LIABILITIES AND EQUITY</u>					
DEPOSIT LIABILITIES	17	P 1,022,794	P 956,712	P 1,022,737	P 957,369
BILLS PAYABLE	18	86,616	50,858	80,928	43,957
BONDS PAYABLE	19	26,935	34,939	26,935	34,939
ACCRUED INTEREST, TAXES AND OTHER EXPENSES	20	11,667	12,082	11,319	11,786
OTHER LIABILITIES	21	<u>53,650</u>	<u>31,466</u>	<u>52,751</u>	<u>30,573</u>
Total Liabilities		<u>1,201,662</u>	<u>1,086,057</u>	<u>1,194,670</u>	<u>1,078,624</u>
EQUITY	22				
Attributable to:					
Parent Company's Shareholders		158,485	152,269	158,482	152,266
Non-controlling Interests		<u>6</u>	<u>6</u>	<u>-</u>	<u>-</u>
		<u>158,491</u>	<u>152,275</u>	<u>158,482</u>	<u>152,266</u>
TOTAL LIABILITIES AND EQUITY		<u>P 1,360,153</u>	<u>P 1,238,332</u>	<u>P 1,353,152</u>	<u>P 1,230,890</u>

See Notes to Financial Statements.

RIZAL COMMERCIAL BANKING CORPORATION AND SUBSIDIARIES
STATEMENTS OF PROFIT OR LOSS
FOR THE YEARS ENDED DECEMBER 31, 2024, 2023 AND 2022
(Amounts in Millions of Philippine Pesos, Except Per Share Data)

	Notes	GROUP			PARENT COMPANY		
		2024	2023	2022	2024	2023	2022
INTEREST INCOME							
Loans and receivables	11	P 61,051	P 49,407	P 34,970	P 60,270	P 48,569	P 34,367
Trading and investment securities	10	15,965	13,239	9,755	15,904	13,171	9,683
Due from BSP and other banks	9	2,067	3,643	1,110	1,981	3,544	1,077
		<u>79,083</u>	<u>66,289</u>	<u>45,835</u>	<u>78,155</u>	<u>65,284</u>	<u>45,127</u>
INTEREST EXPENSE							
Deposit liabilities	17	31,108	28,035	10,057	31,104	28,056	10,055
Bills payable and other borrowings	13, 18, 19, 21, 23	5,474	4,625	4,562	5,093	4,246	4,173
		<u>36,582</u>	<u>32,660</u>	<u>14,619</u>	<u>36,197</u>	<u>32,302</u>	<u>14,228</u>
NET INTEREST INCOME		<u>42,501</u>	<u>33,629</u>	<u>31,216</u>	<u>41,958</u>	<u>32,982</u>	<u>30,899</u>
IMPAIRMENT LOSSES - Net							
Financial assets	4, 10, 11	8,337	6,677	5,347	8,287	5,864	5,131
Non-financial assets	14, 15	282	211	359	277	210	358
		<u>8,619</u>	<u>6,888</u>	<u>5,706</u>	<u>8,564</u>	<u>6,074</u>	<u>5,489</u>
NET INTEREST INCOME AFTER IMPAIRMENT LOSSES		<u>33,882</u>	<u>26,741</u>	<u>25,510</u>	<u>33,394</u>	<u>26,908</u>	<u>25,410</u>
OTHER OPERATING INCOME							
Service fees and commissions		8,485	6,658	5,469	7,962	6,362	5,112
Foreign exchange gains (losses) - net		(1,976)	(15)	1,567	(1,996)	(22)	1,555
Trading and securities gains (losses) - net	10	1,495	444	(37)	1,533	429	22
Gain on assets sold - net	13, 14, 15	1,352	6,714	3,088	1,342	6,656	2,985
Share in net earnings (losses) of subsidiaries and associates	12	85	92	32	491	(157)	154
Trust fees	26	-	423	415	-	423	415
Gain on disposal of subsidiaries	12	-	243	-	-	243	-
Miscellaneous - net	24	1,466	1,809	2,704	1,161	1,373	2,012
		<u>10,907</u>	<u>16,368</u>	<u>13,238</u>	<u>10,493</u>	<u>15,307</u>	<u>12,255</u>
TOTAL OPERATING INCOME (Forward)		<u>P 44,789</u>	<u>P 43,109</u>	<u>P 38,748</u>	<u>P 43,887</u>	<u>P 42,215</u>	<u>P 37,665</u>

See Notes to Financial Statements.

	Notes	GROUP			PARENT COMPANY		
		2024	2023	2022	2024	2023	2022
TOTAL OPERATING INCOME		P 44,789	P 43,109	P 38,748	P 43,887	P 42,215	P 37,665
OTHER OPERATING EXPENSES							
Employee benefits	23	8,059	7,150	6,563	7,061	6,321	5,794
Taxes and licenses		6,536	6,534	4,645	6,398	6,416	4,508
Occupancy and equipment-related	27, 28	3,892	3,262	2,908	3,790	3,172	2,813
Depreciation and amortization	13, 14, 15	3,379	3,365	3,037	3,113	3,014	2,544
Miscellaneous	24	9,935	9,283	7,947	10,661	9,791	8,408
		<u>31,801</u>	<u>29,594</u>	<u>25,100</u>	<u>31,023</u>	<u>28,714</u>	<u>24,067</u>
PROFIT BEFORE TAX		12,988	13,515	13,648	12,864	13,501	13,598
TAX EXPENSE	25	3,468	1,298	1,568	3,344	1,283	1,518
NET PROFIT		P 9,520	P 12,217	P 12,080	P 9,520	P 12,218	P 12,080
ATTRIBUTABLE TO:							
PARENT COMPANY'S SHAREHOLDERS		P 9,520	P 12,218	P 12,080			
NON-CONTROLLING INTERESTS		<u>-</u>	(<u>1</u>)	<u>-</u>			
		<u>P 9,520</u>	<u>P 12,217</u>	<u>P 12,080</u>			
Earnings Per Share							
Basic and diluted	29	<u>P 3.48</u>	<u>P 5.07</u>	<u>P 5.42</u>			

See Notes to Financial Statements.

RIZAL COMMERCIAL BANKING CORPORATION AND SUBSIDIARIES
STATEMENTS OF COMPREHENSIVE INCOME
FOR THE YEARS ENDED DECEMBER 31, 2024, 2023 AND 2022
(Amounts in Millions of Philippine Pesos)

	Notes	GROUP			PARENT COMPANY		
		2024	2023	2022	2024	2023	2022
NET PROFIT		P 9,520	P 12,217	P 12,080	P 9,520	P 12,218	P 12,080
OTHER COMPREHENSIVE INCOME (LOSS)							
Items that will not be reclassified subsequently to profit or loss							
Actuarial gains (losses) on defined benefit plan	23	371 (	1,366)	782	377 (	1,324)	782
Fair value gains on equity securities at fair value through other comprehensive income (FVOCI)	10, 22	232	263	191	238	276	272
Share in other comprehensive income (losses) of the subsidiaries and associates:							
Actuarial gains (losses) on defined benefit plan	12	7	16	4	1 (	26)	4
Fair value losses on equity securities at FVOCI	12, 22	-	-	-	(5)	(13)	(81)
		<u>610</u> (	<u>1,087</u>)	<u>977</u>	<u>611</u> (	<u>1,087</u>)	<u>977</u>
Items that will be reclassified subsequently to profit or loss							
Fair value gains (losses) on debt securities at FVOCI	10, 22	(372)	1,432	(5,446)	(373)	1,432	(5,446)
Translation adjustments on foreign operations	22	<u>6</u>	-	-	<u>6</u>	-	-
		(<u>366</u>)	<u>1,432</u>	(<u>5,446</u>)	(<u>367</u>)	<u>1,432</u>	(<u>5,446</u>)
Total Other Comprehensive Income (Loss)	22	<u>244</u>	<u>345</u>	(<u>4,469</u>)	<u>244</u>	<u>345</u>	(<u>4,469</u>)
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		<u>P 9,764</u>	<u>P 12,562</u>	<u>P 7,611</u>	<u>P 9,764</u>	<u>P 12,563</u>	<u>P 7,611</u>
ATTRIBUTABLE TO:							
PARENT COMPANY'S SHAREHOLDERS		P 9,764	P 12,563	P 7,611			
NON-CONTROLLING INTERESTS		-	(1)	-			
		<u>P 9,764</u>	<u>P 12,562</u>	<u>P 7,611</u>			

See Notes to Financial Statements.

RIZAL COMMERCIAL BANKING CORPORATION AND SUBSIDIARIES
STATEMENTS OF CHANGES IN EQUITY
FOR THE YEARS ENDED DECEMBER 31, 2024, 2023 AND 2022
(Amounts in Millions of Philippine Pesos)

GROUP

Notes	ATTRIBUTABLE TO PARENT COMPANY'S SHAREHOLDERS											NON-CONTROLLING INTERESTS	TOTAL EQUITY
	COMMON STOCK	PREFERRED STOCK	CAPITAL PAID IN EXCESS OF PAR	HYBRID PERPETUAL SECURITIES	REVALUATION RESERVES	TREASURY SHARES	RESERVE FOR TRUST BUSINESS	OTHER RESERVES	GENERAL LOAN LOSS RESERVE	SURPLUS	TOTAL		
Balance at January 1, 2024	P 24,195	P 3	P 58,228	P 14,463	(P 6,044)	P -	P 551	(P 86)	P 4,599	P 56,360	P 152,269	P 6	P 152,275
Transactions with owners:													
Cash dividends	-	-	-	-	-	-	-	-	-	(3,548)	(3,548)	-	(3,548)
Net profit for the year	-	-	-	-	-	-	-	-	-	9,520	9,520	-	9,520
Other comprehensive income	-	-	-	-	244	-	-	-	-	-	244	-	244
General loan loss appropriation	-	-	-	-	-	-	-	-	965	(965)	-	-	-
Transfer of fair value loss on financial asset at fair value through other comprehensive income (FVOCI) to surplus	-	-	-	-	2	-	-	-	-	(2)	-	-	-
Transfer from reserve for trust business to surplus	-	-	-	-	-	(551)	-	-	-	551	-	-	-
	-	-	-	-	246	-	(551)	-	965	9,104	9,764	-	9,764
Balance at December 31, 2024	P 24,195	P 3	P 58,228	P 14,463	(P 5,798)	P -	P -	(P 86)	P 5,564	P 61,916	P 158,485	P 6	P 158,491
Balance at January 1, 2023	P 22,509	P 3	P 42,493	P 14,463	(P 6,392)	P 9,287	P 532	(P 86)	P 3,824	P 48,294	P 116,353	P 8	P 116,361
Transactions with owners:													
Reissuance of treasury shares	-	-	-	-	-	9,287	-	-	-	-	9,287	-	9,287
Issuance of common stock	1,686	-	15,735	-	-	-	-	-	-	-	17,421	-	17,421
Cash dividends	-	-	-	-	-	-	-	-	-	(3,289)	(3,289)	-	(3,289)
	1,686	-	15,735	-	-	9,287	-	-	-	(3,289)	23,419	-	23,419
Net profit for the year	-	-	-	-	-	-	-	-	-	12,218	12,218	(1)	12,217
Other comprehensive income	-	-	-	-	345	-	-	-	-	-	345	-	345
General loan loss appropriation	-	-	-	-	-	-	-	-	775	(775)	-	-	-
Transfer to fair value loss on financial asset at FVOCI to surplus	-	-	-	-	3	-	-	-	-	(3)	-	-	-
Changes in ownership interest of a subsidiary	-	-	-	-	-	-	-	-	-	(66)	(66)	(1)	(67)
Transfer from surplus to reserve for trust business	-	-	-	-	-	19	-	-	-	(19)	-	-	-
	-	-	-	-	348	-	19	-	775	11,355	12,497	(2)	12,495
Balance at December 31, 2023	P 24,195	P 3	P 58,228	P 14,463	(P 6,044)	P -	P 551	(P 86)	P 4,599	P 56,360	P 152,269	P 6	P 152,275
Balance at January 1, 2022	P 22,509	P 3	P 42,505	P 14,463	(P 1,923)	(P 9,287)	P 508	(P 97)	P 3,617	P 38,764	P 111,062	P 18	P 111,080
Transactions with owners:													
Reissuance of treasury shares	-	-	(12)	-	-	-	-	-	-	-	(12)	-	(12)
Cash dividends	-	-	-	-	-	-	-	-	-	(2,308)	(2,308)	-	(2,308)
	-	-	(12)	-	-	-	-	-	-	(2,308)	(2,320)	-	(2,320)
Net profit for the year	-	-	-	-	-	-	-	-	-	12,080	12,080	-	12,080
Other comprehensive loss	-	-	-	-	(4,469)	-	-	-	-	-	(4,469)	-	(4,469)
General loan loss appropriation	-	-	-	-	-	-	-	-	207	(207)	-	-	-
Changes in ownership interest of a subsidiary	-	-	-	-	-	-	-	-	-	(11)	-	(10)	(10)
Transfer from surplus to reserve for trust business	-	-	-	-	-	-	24	-	-	(24)	-	-	-
	-	-	-	-	(4,469)	-	24	-	11	207	11,838	(10)	7,601
Balance at December 31, 2022	P 22,509	P 3	P 42,493	P 14,463	(P 6,392)	(P 9,287)	P 532	(P 86)	P 3,824	P 48,294	P 116,353	P 8	P 116,361

See Notes to Financial Statements.

		PARENT COMPANY									
Notes	COMMON STOCK	PREFERRED STOCK	CAPITAL PAID IN EXCESS OF PAR	HYBRID PERPETUAL SECURITIES	REVALUATION RESERVES	TREASURY SHARES	RESERVE FOR TRUST BUSINESS	GENERAL LOAN LOSS RESERVE	SURPLUS	TOTAL EQUITY	
	P		P	P	(P	P	P	P	P	P	
Balance at January 1, 2024	24,195	3	58,228	14,463	6,044	-	551	4,589	56,281	152,266	
Transactions with owners:											
Cash dividends	-	-	-	-	-	-	-	-	(3,548)	(3,548)	
Net profit for the year	-	-	-	-	-	-	-	-	9,520	9,520	
Other comprehensive income	-	-	-	-	244	-	-	-	-	244	
General loan loss appropriation	-	-	-	-	-	-	-	948	(948)	-	
Transfer of fair value loss on financial asset at fair value through other comprehensive income (FVOCI) to surplus	-	-	-	-	2	-	-	-	(2)	-	
Transfer from surplus to reserve for trust business	-	-	-	-	-	-	(551)	-	551	-	
	-	-	-	-	246	-	(551)	948	9,121	9,764	
Balance at December 31, 2024	P 24,195	P 3	P 58,228	P 14,463	(P 5,798)	P -	P -	P 5,537	P 61,854	P 158,482	
Balance at January 1, 2023	P 22,509	P 3	P 42,493	14,463	(P 6,392)	(P 9,287)	P 532	P 3,823	P 48,140	P 116,284	
Transactions with owners:											
Reissuance of treasury shares	-	-	-	-	-	9,287	-	-	-	9,287	
Issuance of common stock	1,686	-	15,735	-	-	-	-	-	-	17,421	
Cash dividends	-	-	-	-	-	-	-	-	(3,289)	(3,289)	
	1,686	-	15,735	-	-	9,287	-	-	(3,289)	23,419	
Net profit for the year	-	-	-	-	-	-	-	-	12,218	12,218	
Other comprehensive income	-	-	-	-	345	-	-	-	-	345	
General loan loss appropriation	-	-	-	-	-	-	-	766	(766)	-	
Transfer of fair value loss on financial asset at FVOCI to surplus	-	-	-	-	3	-	-	-	(3)	-	
Transfer from surplus to reserve for trust business	-	-	-	-	-	-	19	-	(19)	-	
	-	-	-	-	348	-	19	766	11,430	12,563	
Balance at December 31, 2023	P 24,195	P 3	P 58,228	P 14,463	(P 6,044)	P -	P 551	P 4,589	P 56,281	P 152,266	
Balance at January 1, 2022	P 22,509	P 3	P 42,505	p 14,463	(P 1,923)	(P 9,287)	P 508	P 3,616	P 38,599	P 110,993	
Transactions with owners:											
Reissuance of treasury shares	-	-	(12)	-	-	-	-	-	-	(12)	
Cash dividends	-	-	-	-	-	-	-	-	(2,308)	(2,308)	
	-	-	(12)	-	-	-	-	-	(2,308)	(2,320)	
Net profit for the year	-	-	-	-	-	-	-	-	12,080	12,080	
Other comprehensive loss	-	-	-	-	(4,469)	-	-	-	-	(4,469)	
General loan loss appropriation	-	-	-	-	-	-	-	207	(207)	-	
Transfer from surplus to reserve for trust business	-	-	-	-	-	-	24	-	(24)	-	
	-	-	-	-	(4,469)	-	24	207	11,849	7,611	
Balance at December 31, 2022	P 22,509	P 3	P 42,493	P 14,463	(P 6,392)	(P 9,287)	P 532	P 3,823	P 48,140	P 116,284	

See Notes to Financial Statements.

RIZAL COMMERCIAL BANKING CORPORATION AND SUBSIDIARIES
STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2024, 2023 AND 2022
(Amounts in Millions of Philippine Pesos)

	Notes	GROUP			PARENT COMPANY		
		2024	2023	2022	2024	2023	2022
CASH FLOWS FROM OPERATING ACTIVITIES							
Profit before tax		P 12,988	P 13,515	P 13,648	P 12,864	P 13,501	P 13,598
Adjustments for:							
Interest income	9, 10, 11	(79,083)	(66,289)	(45,835)	(78,155)	(65,284)	(45,127)
Interest received		64,448	47,718	45,379	59,532	46,932	44,516
Interest paid		(36,633)	(30,830)	(12,577)	(36,249)	(30,476)	(12,145)
Interest expense	17, 18, 19, 21, 23	36,582	32,660	14,619	36,197	32,302	14,228
Impairment losses - net	16	8,619	6,888	5,706	8,564	6,074	5,489
Depreciation and amortization	13, 14, 15	3,379	3,365	3,037	3,113	3,014	2,544
Gain on assets sold - net	13, 14, 15	(1,352)	(6,714)	(3,088)	(1,342)	(6,656)	(2,985)
Dividend income	24	(322)	(318)	(311)	(273)	(252)	(227)
Share in net losses (earnings) of subsidiaries and associates	12	(85)	(92)	(32)	(491)	(157)	(154)
Gain on disposal of subsidiaries	12	-	(243)	-	-	(243)	-
Operating profit (loss) before working capital changes		8,541	(340)	20,546	3,760	(931)	19,737
Decrease (increase) in financial assets at fair value through profit and loss		1,544	(4,741)	(1,174)	1,429	(4,815)	(1,260)
Increase in loans and receivables		(81,428)	(70,302)	(36,129)	(77,672)	(71,114)	(35,938)
Decrease (increase) in investment properties		(236)	2,072	2,093	(235)	1,842	2,009
Decrease (increase) in other resources		(1,302)	(6,100)	180	(1,222)	(6,322)	725
Increase in deposit liabilities		66,082	99,468	184,785	65,368	99,730	183,225
Increase (decrease) in accrued interest, taxes and other expenses		(400)	2,590	256	(475)	2,552	189
Increase (decrease) in other liabilities		27,297	(694)	10,688	27,214	(442)	10,585
Cash generated from operations		20,098	21,953	181,245	18,167	20,500	179,272
Income taxes paid		(3,709)	(4,099)	(2,069)	(3,511)	(3,910)	(1,973)
Net Cash From Operating Activities		16,389	17,854	179,176	14,656	16,590	177,299
CASH FLOWS FROM INVESTING ACTIVITIES							
Acquisition of securities at fair value through other comprehensive income (FVOCI)	10	(391,742)	(442,380)	(131,018)	(391,718)	(442,360)	(130,903)
Disposal of securities at FVOCI	10	315,409	476,584	60,578	315,386	476,576	59,863
Acquisition of investments in securities at amortized cost	4	(26,330)	(16,099)	(149,832)	(24,245)	(14,092)	(148,342)
Proceeds from redemption and maturity of securities at amortized cost	4	2,674	31,956	61,045	629	29,688	59,894
Acquisitions of bank premises, furniture, fixtures, and equipment	13	(1,387)	(3,716)	(1,627)	(1,291)	(1,432)	(1,251)
Proceeds from disposals of bank premises, furniture, fixtures and equipment	13	1,047	9,836	2,487	856	7,401	2,032
Acquisitions of software	15	(519)	(381)	(334)	(518)	(362)	(333)
Cash dividends received	12, 24	322	318	293	280	344	798
Net Cash From (Used in) Investing Activities (Forward)		(P 100,526)	P 56,118	(P 158,408)	(P 100,621)	P 55,763	(P 158,242)

See Notes to Financial Statements.

	Notes	GROUP			PARENT COMPANY		
		2024	2023	2022	2024	2023	2022
CASH FLOWS FROM FINANCING ACTIVITIES							
Proceeds from availments of bills payable	30	P 43,948	P 15,333	P 62,142	P 41,100	P 15,333	P 55,380
Maturity of bonds payable	30	(31,542)	(39,041)	(31,170)	(31,542)	(39,041)	(31,170)
Payments of bills payable	30	(10,232)	(29,767)	(52,865)	(6,171)	(28,399)	(44,867)
Issuance of bonds payable	19, 30	23,138	-	14,756	23,138	-	14,756
Dividends paid	22	(3,548)	(3,289)	(2,308)	(3,548)	(3,289)	(2,308)
Payment of lease liabilities	21, 30	(2,366)	(2,131)	(2,265)	(2,283)	(2,044)	(2,189)
Net proceeds from issuance of shares of stock	22	-	17,421	-	-	17,421	-
Reissuance of treasury shares	22	-	9,287	(12)	-	9,287	(12)
Net Cash From (Used in) Financing Activities		19,398	(32,187)	(11,722)	20,694	(30,732)	(10,410)
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS		(64,739)	41,785	9,046	(65,271)	41,621	8,647
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR							
Cash and other cash items	9	19,875	18,078	14,691	19,812	18,024	14,663
Due from Bangko Sentral ng Pilipinas		151,762	156,664	130,170	150,771	155,340	128,931
Due from other banks		14,892	5,836	12,162	14,630	5,383	11,860
Loans arising from reverse repurchase agreements		35,799	8,724	11,691	34,948	8,552	11,656
Interbank loans receivable		27,780	19,021	30,563	27,780	19,021	30,563
		250,108	208,323	199,277	247,941	206,320	197,673
CASH AND CASH EQUIVALENTS AT END OF YEAR							
Cash and other cash items	9	23,003	19,875	18,078	22,907	19,812	18,024
Due from Bangko Sentral ng Pilipinas		115,230	151,762	156,664	112,763	150,771	155,340
Due from other banks		14,569	14,892	5,836	14,433	14,630	5,383
Loans arising from reverse repurchase agreements		-	35,799	8,724	-	34,948	8,552
Interbank loans receivable		32,567	27,780	19,021	32,567	27,780	19,021
		P 185,369	P 250,108	P 208,323	P 182,670	P 247,941	P 206,320

See Notes to Financial Statements

RIZAL COMMERCIAL BANKING CORPORATION AND SUBSIDIARIES
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024, 2023 AND 2022
(Amounts in Millions of Philippine Pesos, Except Share and Per Share Data or As Indicated)

1. CORPORATE MATTERS

1.1 Incorporation and Operations

Rizal Commercial Banking Corporation (the Parent Company, the Bank or RCBC), a universal bank engaged in all aspects of banking, was originally incorporated on September 23, 1960. The Bank has been granted with perpetual existence by the Securities and Exchange Commission (SEC) on September 30, 2022. It provides products and services related to traditional loans and deposits, trade finance, domestic and foreign fund transfers or remittance, cash management, treasury, and trust and custodianship services. Under relevant authority granted by the Bangko Sentral ng Pilipinas (BSP), the Bank is also licensed to deal in different types of derivative products such as, but not limited, to foreign currency forwards, interest rate swaps and cross currency swaps. The Parent Company and its subsidiaries (together hereinafter referred to as the Group) are engaged in all aspects of traditional banking, investment banking, retail financing (credit cards, auto loans, mortgage/housing and microfinance loans), remittance, leasing and stock brokering.

As a banking institution, the Group's operations are regulated and supervised by the BSP. As such, the Group is required to comply with banking rules and regulations such as those relating to maintenance of reserve requirements on deposit liabilities and deposit substitutes and those relating to the adoption and use of safe and sound banking practices, among others, as promulgated by the BSP. The Group's activities are subject to the provisions of Republic Act (R.A.) No. 8791, the *General Banking Law of 2000*, and other related banking laws.

The Parent Company's common shares are listed in the Philippine Stock Exchange (PSE).

The Group and the Parent Company's banking network within and outside the Philippines as of December 31 follows:

	Group		Parent Company	
	2024	2023	2024	2023
Automated teller machines (ATMs)	1,482	1,460	1,482	1,460
ATM Go	7,947	3,861	7,947	3,861
Branches	453	454	437	438
Extension offices	12	4	2	2

RCBC is a 33.92%-owned subsidiary of Pan Malayan Management and Investment Corporation (PMMIC or Ultimate Parent), a company incorporated and domiciled in the Philippines. PMMIC is the holding company of the flagship institutions of the Yuchengco Group of Companies (YGC), with registered business address at 48th Floor, Yuchengco Tower, RCBC Plaza, 6819 Ayala Avenue cor. Sen. Gil Puyat Avenue, Makati City. As of December 31, 2024 and 2023, Cathay Life Insurance Corporation (Cathay) also owns 18.68% interest in RCBC.

On August 26, 2022 and September 30, 2022, the BSP and Securities and Exchange Commission (SEC), respectively, approved the amendment of Articles of Incorporation (AOI) of the Parent Company to allow foreign ownership to exceed 40% (see Note 22.1).

In 2023, Sumitomo Mitsui Banking Corporation (SMBC) has completed its acquisition of an additional 15.01% equity stake in RCBC resulting in an increase of SMBC's shareholding to 20.00% (see Note 22.2), effectively making RCBC 44.10% foreign-owned. As of December 31, 2024 and 2023, SMBC owns 20.00% interest in RCBC. To comply with constitutional requirements on land ownership, the Bank disposed of its land through the following measures:

- sale and leaseback transaction of bank premises and investment properties with AT Yuchengco Center Inc. (ATYCI) [see Notes 13 and 27.7(a)];
- disposal of 119 Bank-owned real estate properties to a property holding company - Frame Properties Inc. (see Notes 13, 23.2 and 27.5);
- sale of subsidiaries Niyog Property Holdings, Inc. (NPHI) and Cajel Realty Corporation (Cajel) to Filinvest Land Inc. (FLI) (see Notes 12 and 15.1);
- donation and transfer of 19.41% ownership in RCBC-JPL Holding Company, Inc. (RCBC JPL) (see Note 23.2); and,
- disposal of the remaining consolidated properties of the Bank (see Note 15.1).

With the endorsement of the Group's Trust Committee, on November 28, 2022, the Bank's Board of Directors (BOD) approved the spin-off of the trust operations from the Parent Company into a separate corporate entity by establishing a Stand-Alone Trust Corporation in accordance with the Manual of Regulations for Non-Bank Financing Institutions. The BOD approved the capital infusion by the Parent Company equivalent to 40% of the required capital under the capital build-up plan.

On March 27, 2023, the Bank's BOD approved the incorporation of the RCBC Trust Corporation (RTC), where the Bank subscribed to 400,000 shares amounting to P40, equivalent to 40% of the subscribed share capital of RTC. RTC was officially incorporated on June 29, 2023, while its application of Trust License from BSP – Stage 3 was approved on October 10, 2023. RTC started operations on January 2, 2024 (see Notes 12 and 26).

The Parent Company's registered address, which is also its principal office, is at Yuchengco Tower, RCBC Plaza, 6819 Ayala Avenue cor. Sen. Gil Puyat Avenue, Makati City.

1.2 Subsidiaries and Associates

The Parent Company holds ownership interests in the following subsidiaries and associates at the end of 2024 and 2023:

Subsidiaries and Associates	Line of Business	Explanatory Notes	Effective Percentage of Ownership	
			2024	2023
Subsidiaries:				
RCBC Forex Brokers Corporation (RCBC Forex)	Foreign exchange dealing		100.00	100.00
RCBC Telemoney Europe (RCBC Telemoney)	Remittance	(a)	-	100.00
RCBC International Finance Limited (RCBC IFL)	Remittance		100.00	100.00
RCBC Investment Ltd.	Remittance	(b)	100.00	100.00
RCBC Capital Corporation (RCBC Capital)	Investment house		99.96	99.96
RCBC Securities, Inc. (RSI or RCBC Securities)	Securities brokerage and dealing	(c)	99.96	99.96
RCBC Bankard Services Corporation (RBSC)	Credit card management	(c)	99.96	99.96
RCBC JPL	Property holding	(e)	80.00	99.41
Rizal Microbank, Inc. (Rizal Microbank)	Thrift banking and microfinance		100.00	100.00
RCBC Leasing and Finance Corporation (RCBC LFC)	Financial leasing		99.67	99.67
RCBC Rental Corporation (RRC)	Property leasing	(d)	99.67	99.67
Associates:				
YGC Corporate Services, Inc. (YCS)	Support services for YGC		40.00	40.00
RTC	Trust, fiduciary and investment management	(f)	40.00	40.00
Luisita Industrial Park Co. (LIPC)	Real estate buying, developing, selling and rental		35.00	35.00
Honda Cars Phils., Inc. (HCPI)	Sale of motor vehicles		12.88	12.88

Except for RCBC Telemoney (Italy), RCBC IFL (Hongkong) and RCBC Investment Ltd. (Hongkong), all other subsidiaries and associates are incorporated and conducting their businesses in the Philippines.

Explanatory Notes:

- (a) Operational only until March 1, 2016 and liquidated in 2024.
- (b) A wholly-owned subsidiary of RCBC IFL.
- (c) Wholly-owned subsidiaries of RCBC Capital.
- (d) A wholly-owned subsidiary of RCBC LFC.
- (e) In 2024, 19.41% ownership on RCBC JPL was donated and transferred to the Bank's retirement fund.
- (f) In 2023, the Bank subscribed to 400 thousand shares equivalent to 40% of subscribed share capital of RTC (see Note 1.1).

1.3 Approval of Financial Statements

The consolidated financial statements of the Group and the separate financial statements of RCBC as of and for the year ended December 31, 2024 (including the comparative financial statements as of December 31, 2023 and for the years ended December 31, 2023 and 2022) were approved and authorized for issue by the BOD of the Parent Company on February 24, 2025.

2. MATERIAL ACCOUNTING POLICY INFORMATION

The material accounting policies that have been used in the preparation of these financial statements are summarized below. The accounting policies have been consistently applied to all the years presented, except when otherwise indicated.

2.1 Basis of Preparation of Financial Statements

(a) Statement of Compliance with Philippine Financial Reporting Standards

The consolidated financial statements of the Group and the separate financial statements of the Parent Company have been prepared in accordance with Philippine Financial Reporting Standards (PFRS Accounting Standards). PFRS Accounting Standards are adopted by the Financial and Sustainability Reporting Standards Council (FSRSC) from the pronouncements issued by the International Accounting Standards Board, and approved by Philippine Board of Accountancy.

These financial statements have been prepared using the measurement bases specified by PFRS Accounting Standards for each type of resource, liability, income and expense. The measurement bases are more fully described in the accounting policies that follow.

(b) Presentation of Financial Statements

The financial statements are presented in accordance with Philippine Accounting Standards (PAS) 1, *Presentation of Financial Statements*. The Group presents all items of income and expenses in two statements: a “statement of profit or loss” and a “statement of comprehensive income”.

The Group presents a third statement of financial position as of the beginning of the preceding period when it applies an accounting policy retrospectively, or makes a retrospective restatement or reclassification of items that have a material effect on the information in the statement of financial position at the beginning of the preceding period. The related notes to the third statement of financial position are not required to be disclosed.

(c) Functional and Presentation Currency

These financial statements are presented in Philippine pesos, the Group’s functional and presentation currency (see Note 2.10). All amounts are in millions, except share and per share data or when otherwise indicated.

Items included in the financial statements of the Group are measured using its functional currency. Functional currency is the currency of the primary economic environment in which the Group operates. The financial statements of the Group's foreign currency deposit unit (FCDU), which is reported in United States (US) dollar, are translated to Philippine peso based on Philippine Dealing System closing rates (PDSCR) at the end of reporting period for the statement of financial position accounts and at the average PDS rate for the period for the profit and loss accounts.

2.2 *Adoption of Amended PFRS Accounting Standards*

(a) *Effective in 2024 that are Relevant to the Group and Parent Company*

The Group adopted for the first time the following amendments to PFRS Accounting Standards, which are mandatorily effective for annual periods beginning on or after January 1, 2024:

PAS 1 (Amendments)	:	Presentation of Financial Statements – Classification of Liabilities as Current or Non-current, and Non-current Liabilities with Covenants
PFRS 16 (Amendments)	:	Leases – Lease Liability in a Sale and Leaseback
PAS 7 and PFRS 7 (Amendments)	:	Statement of Cash Flows, and Financial Instruments: Disclosures – Supplier Finance Arrangements

Discussed below are the relevant information about these pronouncements.

- (i) PAS 1 (Amendments), *Presentation of Financial Statements – Classification of Liabilities as Current or Non-current*. The amendments provide guidance on whether a liability should be classified as either current or non-current. The amendments clarify that the classification of liabilities as current or non-current should be based on rights that are in existence at the end of the reporting period and that the classification is unaffected by expectations about whether an entity will exercise its right to defer settlement of a liability. The application of these amendments had no significant impact on the Group and Parent Company's financial statements.
- (ii) PAS 1 (Amendments), *Presentation of Financial Statements – Non-current Liabilities with Covenants*. The amendments specify that if the right to defer settlement for at least 12 months is subject to an entity complying with conditions after the reporting period, then those conditions would not affect whether the right to defer settlement exists at the end of the reporting period for the purposes of classifying a liability as current or non-current. For non-current liabilities subject to conditions, an entity is required to disclose information about the conditions, whether the entity would comply with the conditions based on its circumstances at the reporting date and whether and how the entity expects to comply with the conditions by the date on which they are contractually required to be tested. The application of these amendments had no significant impact on the Group and Parent Company's financial statements.

- (iii) PFRS 16, *Lease Liability in a Sale and Leaseback*. The amendments require a seller-lessee to subsequently measure lease liabilities arising from a leaseback in a way that it does not recognize any amount of the gain or loss that relates to the right of use it retains. The application of these amendments had no significant impact on the Group and Parent Company's financial statements.
- (iv) PAS 7 and PFRS 7 (Amendments), *Statement of Cash Flows, Financial Instruments: Disclosures – Supplier Finance Arrangements*. The amendments add a disclosure objective to PAS 7 stating that an entity is required to disclose information about its supplier finance arrangements that enables users of financial statements to assess the effects of those arrangements on the entity's liabilities and cash flows. In addition, PFRS 7 is amended to add supplier finance arrangements as an example within the requirements to disclose information about an entity's exposure to concentration of liquidity risk. The application of these amendments had no significant impact on the Group and Parent Company's financial statements.

(b) *Effective Subsequent to 2024 but not Adopted Early*

There are new standards and amendments to existing standards effective for annual periods subsequent to 2024, which are adopted by the FSRSC. Management will adopt the following relevant pronouncements below in accordance with their transitional provisions; and, unless otherwise stated, none of these are expected to have significant impact on the Group and Parent Company's financial statements:

- (i) PAS 21 (Amendments), *The Effects of Changes in Foreign Exchange Rates – Lack of Exchangeability* (effective from January 1, 2025)
- (ii) PFRS 9 and PFRS 7 (Amendments), *Financial Instruments, and Financial Instruments: Disclosures – Amendments to the Classification and Measurement of Financial Instruments* (effective from January 1, 2026)
- (iii) PFRS 18, *Presentation and Disclosure in Financial Statements* (effective from January 1, 2027). The new standard impacts the classification of profit or loss items (i.e., into operating, investing and financing categories) and the presentation of subtotals in the statement of profit or loss (i.e., operating profit and profit before financing and income taxes). The new standard also changes the aggregation and disaggregation of information presented in the primary financial statements and in the notes. It also introduces required disclosures about management-defined performance measures. The amendments, however, do not affect how an entity recognizes and measures its financial condition, financial performance and cash flows.
- (iv) PFRS 10 and PAS 28 (Amendments), *Consolidated Financial Statements and Investments in Associates and Joint Ventures – Sale or Contribution of Assets between an Investor and its Associate or Joint Venture* (effective date deferred indefinitely)

2.3 Basis of Consolidation and Accounting for Investments in Subsidiaries and Associates in the Separate Financial Statements

The Parent Company's investments in subsidiaries are initially recognized at cost and subsequently accounted for in its separate financial statements using the equity method.

The Parent Company reassesses whether or not it controls an entity if facts and circumstances indicate that there are changes to one or more of the three elements of controls. Accordingly, entities are deconsolidated from the date that control ceases.

Acquired subsidiaries are subject to either of the following relevant policies:

- (i) *Purchase method* – is applicable if the business combination does not involve entities under common control. The method involves the revaluation at fair value of all identifiable assets and liabilities, including contingent liabilities of a subsidiary, at the acquisition date, regardless of whether or not they were recorded in the financial statements of a subsidiary prior to acquisition.
- (ii) *Pooling of interest method* – is applicable for business combinations involving entities under common control. On initial recognition, the assets and liabilities of a subsidiary are included in the consolidated statement of financial position at their book values. Adjustments, if any, are recorded to achieve uniform accounting policies. The combining entities' results and financial positions are presented in the consolidated financial statements as if they had always been combined.

No goodwill or negative goodwill is recognized. Any difference between the cost of the investment and the subsidiary's identifiable net assets is recognized on consolidation in Capital Paid in Excess of Par account in equity.

Acquired investments in associates are subject to purchase method of accounting as described above. However, any goodwill that represents the excess of identifiable net assets of the acquiree at the date of acquisition or fair value adjustment attributable to the Group's share in the associate is included in the amount recognized as investments in associates.

The Group reassesses whether or not an entity qualifies as an associate in the occurrence of changes to facts and circumstances surrounding its ability to exert significant influence.

2.4 Financial Instruments

(a) Financial Assets

(i) Classification and Measurement of Financial Assets

The Group's financial assets include financial assets at amortized cost, at fair value through other comprehensive income (FVOCI) and at fair value through profit or loss (FVTPL).

Financial Assets at Amortized Cost

Where the business model is to hold assets to collect contractual cash flows, the Group assesses whether the financial instruments' cash flows represent solely payments of principal and interest (SPPI). In making this assessment, the Group considers whether the contractual cash flows are consistent with basic lending arrangements, i.e., interest includes only consideration for the time value of money, credit risk, other basic lending risks and a profit margin. Where the contractual terms introduce exposure to risk or volatility that are inconsistent with basic lending arrangements, the related financial asset is classified and measured at FVTPL.

The Group may irrevocably elect at initial recognition to classify a financial asset that meets the amortized cost criteria as at FVTPL if that designation eliminates or significantly reduces an accounting mismatch had the financial asset been measured at amortized cost.

Financial Assets at Fair Value Through Other Comprehensive Income

At initial recognition, the Group can make an irrevocable election (on an instrument-by-instrument basis) to designate equity investments as at FVOCI; however, such designation is not permitted if the equity investment is held by the Group for trading or a contingent consideration recognized arising from a business combination. The Group has made irrevocable designation of equity instruments not held for trading into this category.

Financial Assets at Fair Value Through Profit or Loss

The Group can only reclassify financial assets if the objective of its business model for managing those financial assets changes. Accordingly, the Group is required to reclassify financial assets: (i) from amortized cost to FVTPL, if the objective of the business model changes so that the amortized cost criteria are no longer met; and, (ii) from FVTPL to amortized cost, if the objective of the business model changes so that the amortized cost criteria start to be met and the characteristic of the instrument's contractual cash flows meet the amortized cost criteria.

A change in the objective of the Group's business model will be effected only at the beginning of the next reporting period following the change in the business model.

(ii) *Effective Interest Rate Method and Interest Income*

Interest income on financial assets measured at amortized cost and all interest-bearing debt financial assets classified as at FVTPL, or at FVOCI, is recognized using the effective interest rate method.

The effective interest rate is calculated by taking into account any discount or premium on acquisition, fees and costs that are an integral part of effective interest rate. The Group recognizes interest income using a rate of return that represents the best estimate of a constant rate of return over the expected life of the instrument; hence, it recognizes the effect of potentially different interest rates charged at various stages, and other characteristics of the product life cycle (including prepayments, penalty interest and charges).

If expectations regarding the cash flows on the financial asset are revised for reasons other than credit risk, the adjustment is booked as a positive or negative adjustment to the carrying amount of the asset with an increase or reduction in interest income. The Group calculates interest income by applying the effective interest rate to the gross carrying amount of the financial assets, except for those that are subsequently identified as credit-impaired and or are purchased or originated credit-impaired assets.

For financial assets that have become credit-impaired subsequent to initial recognition, interest income is calculated by applying the effective interest rate to the net carrying amount of the financial assets (after deduction of the loss allowance). If the asset is no longer credit-impaired, the calculation of interest income reverts to gross basis. For financial assets that were credit-impaired on initial recognition, interest income is calculated by applying a credit-adjusted effective interest rate to the amortized cost of the asset. The calculation of interest income does not revert to a gross basis even if the credit risk of the asset subsequently improves.

(iii) Impairment of Financial Assets

The Group's expected credit loss (ECL) model follows a three-stage impairment approach, which guide in the determination of the loss allowance to be recognized in the financial statements. The staging of financial assets and definition of default for purposes of determining ECL are further discussed in Note 4.4.

ECL is a function of the probability of default (PD), loss-given default (LGD), and exposure-at-default (EAD), with the timing of the loss also considered, and is estimated by incorporating forward-looking economic information and through the use of experienced credit judgement. These elements are discussed more fully in Note 4.4.

The Group calculates ECL either on an individual or a collective basis. For consumer loans which were carried out on a collective basis, the financial instruments are grouped on the basis of shared credit risk characteristics, such as but not limited to instrument type, credit risk rating, collateral type, product type, historical net charge-offs, industry type, and geographical locations of the borrowers or counterparties. The Group calculates ECL for corporate loans, finance lease receivables, and investment securities at amortized cost on an individual basis.

The Group applies a simplified ECL approach for its accounts receivables and other risk assets wherein the Group uses a provision matrix that considers historical changes in the behavior of the portfolio of credit exposures based on internally collected data to predict conditions over the span of a given observation period. These receivables include claims from various counterparties, which are not originated through the Group's lending activities. For these instruments, the Group measures the loss allowance at an amount equal to lifetime ECL.

The Group recognizes an impairment loss in profit or loss for all financial instruments subjected to ECL impairment assessment with a corresponding adjustment to their carrying amount through a loss allowance account. With respect to investments in debt securities that are measured at FVOCI, the related loss allowance account is recognized in other comprehensive income and accumulated in the Revaluation Reserves account, and does not reduce the carrying amount of the financial asset in the statement of financial position.

For loan commitments, the loss allowance is recognized as provisions (presented and included as part of Other Liabilities account in the statement of financial position). Where a financial instrument includes a drawn and undrawn component, and the Group cannot identify the ECL on the loan commitment component separately from those on the drawn commitment; the Group presents a combined allowance for ECL for both components. The combined amount is presented as a deduction from the gross carrying amount of the drawn component. Any excess of the loss allowance over the gross amount of the drawn component is presented as provisions.

If the Group retains substantially all the risks and rewards of ownership of a transferred financial asset, the Group continues to recognize the financial asset and also recognizes a collateralized borrowing for the proceeds received.

(iv) Modification of Loans

When the Group renegotiates or otherwise modifies the contractual cash flows of loans to customers, the Group assesses whether or not the new terms are substantially different to the original terms of the instrument.

In making such assessment, the Group considers, among others:

- If the borrower is in financial difficulty, whether the modification merely reduces the contractual cash flows to amounts the borrower is expected to be able to pay;
- Whether any substantial new terms are introduced that will affect the risk profile of the loan;
- Significant extension of the loan term when the borrower is not in financial difficulty;
- Significant change in the interest rate;
- Change in the currency the loan is denominated in; and/or,
- Insertion of collateral, other security or credit enhancements that will significantly affect the credit risk associated with the loan.

If the terms are substantially different, the Group derecognizes the original financial asset and recognizes a “new” asset at fair value and recalculates a new effective interest rate for the asset. The date of renegotiation is consequently considered to be the date of initial recognition for impairment calculation, including for the purpose of determining whether significant increase in credit risk (SICR) has occurred.

However, the Group also assesses whether the new financial asset recognized is deemed to be credit-impaired at initial recognition, especially in circumstances where the renegotiation was driven by the debtor being unable to make the originally agreed payments. Differences in the carrying amount between the old financial asset derecognized and the fair value of the new financial asset are recognized in profit or loss as either gain or loss on derecognition of financial assets.

As to the impact on ECL measurement, the expected fair value of the “new” financial asset is treated as the final cash flow from the existing financial asset at the date of derecognition. Such amount is included in the calculation of cash shortfalls from the existing financial asset that are discounted from the expected date of derecognition to the reporting date using the original effective interest rate of the existing financial asset.

If the terms are not substantially different, the renegotiation or modification does not result in derecognition, and the Group recalculates the gross carrying amount based on the revised cash flows of the financial asset and recognizes the gain or loss arising from the modification in profit or loss.

The new gross carrying amount is recalculated by discounting the modified cash flows of the original effective interest rate (or credit-adjusted effective interest rate for purchased or originated credit-impaired financial assets).

As to the impact on ECL measurement, the derecognition of the existing financial asset will result in the expected cash flows arising from the modified financial asset to be included in the calculation of cash shortfalls from the existing financial asset.

(b) Financial Liabilities

Financial liabilities including deposit liabilities, bills payable, bonds payable, accrued interest and other expenses, and other liabilities (except derivatives with negative fair value, tax-related payables, post-employment defined benefit obligation and deferred income)

(c) Financial Guarantees and Undrawn Loan Commitments

The Group issues financial guarantees and loan commitments. Financial guarantees are those issued by the Group to creditors as allowed under existing rules and regulations whereby it guarantees third party obligations by signing as guarantor in the contract or agreement. Undrawn loan commitments and letters of credit are commitments under which, over the duration of the commitment, the Group is required to provide a loan with pre-specified terms to the customer. The ECL related to financial guarantees and loan commitments without outstanding drawn amounts is recognized under Other Liabilities account in the statement of financial position.

(d) Derivative Financial Instruments

The Group enters into a variety of derivative financial instruments some of which are held for trading while others are held to manage its exposure to interest rate risk. Derivatives held include foreign currency short-term forwards, interest rate swaps, cross currency swaps, debt warrants and options. Further details of derivative financial instruments are disclosed in Note 10.

Derivatives are initially recognized at fair value at the date a derivative contract is entered into and are subsequently remeasured to the fair value at each reporting date.

(e) Hedge Accounting

The Group has approved certain assets and liabilities as hedged items for interest rate risk exposures: fixed rate bonds, loans receivable and loans payable, floating rate bonds, loans receivable and loans payable, and fixed/floating rate highly probable bonds.

The Group also designates certain derivatives as hedging instruments in respect of interest rate risk in fair value hedges, or cash flow hedges, as appropriate. The Group applies PFRS 9 hedge accounting rules in full for these derivatives.

At the inception of the hedge relationship, the Group documents the relationship between the hedging instrument and the hedged item, along with its risk management objectives and its strategy for undertaking various hedge transactions. Furthermore, at the inception of the hedge and on an ongoing basis, the Group documents whether the hedging instrument is effective in offsetting changes in fair values or cash flows of the hedged item attributable to the hedged risk, which is when the hedging relationships meet all of the following hedge effectiveness requirements:

- there is an economic relationship between the hedged item and the hedging instrument;
- the effect of credit risk does not dominate the value changes that result from that economic relationship; and
- the hedge ratio of the hedging relationship is the same as that resulting from the quantity of the hedged item that the Group actually hedges and the quantity of the hedging instrument that the Group actually uses to hedge that quantity of hedged item.

The Group uses both qualitative and quantitative assessment to determine whether there is an economic relationship between the hedged item and the hedging instrument. The conclusion that an economic relationship exists may be purely qualitative when the critical terms of the hedging instrument and the hedged item are matched. In cases when the critical terms are not aligned, it will be necessary to perform a quantitative assessment to establish that there is an economic relationship and that this source of ineffectiveness is not material. These assessments may be through critical matching, by identifying critical terms in both the hedged item or the derivative that may be a source of ineffectiveness, or regression analysis, when the critical terms of the hedging instrument and hedged item are not closely aligned, and there is increased uncertainty about the extent of offset, such that the hedge effectiveness is more difficult to predict.

The Group shall perform effectiveness assessment on an ongoing basis, whether a hedging relationship continue to meet the hedge effectiveness requirements. In measuring ineffectiveness, the Group constructs a hypothetical derivative that represents a hedge for the hedged risk of the hedged item, and assesses the impact of credit risk.

Hedge ineffectiveness can arise from the following:

- counterparties' credit risk differently affecting the fair value movements of the hedging instrument and hedged item; and
- Any subsequent changes in the contractual terms of the hedged item or hedging instrument may create potential source of ineffectiveness.

The results of the effectiveness assessment shall determine whether the hedge needs to be rebalanced or discontinued. Discontinuation may apply to only part of the hedging relationship. For example, the hedge ratio might be adjusted in such a way that some of the volume of the hedged item is no longer part of a hedging relationship, hence hedge accounting is discontinued only for the volume of the hedged item that is no longer part of the hedging relationship. If a hedging relationship ceases to meet the hedge effectiveness requirement relating to the hedge ratio but the risk management objective for that designated hedging relationship remains the same, the Group adjusts the hedge ratio of the hedging relationship (i.e., rebalances the hedge) so that it meets the qualifying criteria again.

The fair value change on qualifying hedging instruments is recognized in profit or loss except when the hedging instrument hedges an equity instrument designated at FVOCI in which case it is recognized in OCI. The Group has not designated fair value hedge relationships where the hedging instrument hedges an equity instrument designated at FVOCI. The carrying amount of a hedged item not already measured at fair value is adjusted for the fair value change attributable to the hedged risk with a corresponding entry in profit or loss.

Where hedging gains or losses are recognized in profit or loss, they are recognized in the same line as the hedged item. The Group discontinues hedge accounting only when the hedging relationship (or a part thereof) ceases to meet the qualifying criteria (after rebalancing, if applicable). This includes instances when the hedging instrument expires or is sold, terminated or exercised. The discontinuation is accounted for prospectively. The fair value adjustment to the carrying amount of hedged items for which the EIR method is used (i.e. debt instruments measured at amortized cost or at FVOCI) arising from the hedged risk is amortized to profit or loss commencing no later than the date when hedge accounting is discontinued.

Note 4.3 sets out the details of the fair values of the derivative instruments used for hedging purposes.

2.5 Bank Premises, Furniture, Fixtures and Equipment

All bank premises, furniture, fixtures and equipment are carried at cost less accumulated depreciation, amortization and any impairment in value.

Depreciation is computed using the straight-line method over the estimated useful lives of the depreciable assets as follows:

Buildings	20 to 50 years
Furniture, fixtures and equipment	3 to 15 years

Leasehold rights and improvements are amortized over the term of the lease or the estimated useful lives of the improvements of 1 to 12 years, whichever is shorter.

2.6 Investment Properties

Investment properties pertain to buildings or condominium units acquired by the Group, in settlement of loans from defaulting borrowers through foreclosure or dacion in payment, which are either held by the Group for sale in the next 12 months or being used in the rendering of services or for administrative purposes, or held for rental. In 2024, the Bank ceased to acquire investment properties through dacion in payment, as a result of the change in capital structure of the Bank.

Investment properties are stated at cost, less accumulated depreciation and any impairment losses (see Note 2.11).

Transfers from other accounts (such as bank premises, furniture, fixtures and equipment) are made to investment properties when and only when, there is a change in use, evidenced by ending of owner-occupation or commencement of an operating lease to another party or holding the property for capital appreciation, while transfers from investment properties are made when, and only when, there is a change in use, evidenced by commencement of owner-occupation or commencement of development with a view to sell. In isolation, a change in management's intentions for the use of a property does not provide evidence of a change in use.

Investment properties, except land, are depreciated on a straight-line basis over a period of 10 years.

2.7 Intangible Assets

Intangible assets include goodwill, branch licenses, trading right, and computer software licenses which are accounted for under cost model and are reported under Other Resources account in the statement of financial position.

Goodwill represents the excess of the cost of acquisition over the fair value of the identifiable net assets acquired at the date of acquisition (see Note 2.3).

Branch licenses represent the rights given by the BSP to the Group to establish a certain number of branches in various areas in the country.

Goodwill and branch licenses are classified as intangible assets with indefinite useful life and, thus, not subject to amortization but are tested annually for impairment (see Note 2.11). After initial recognition, goodwill and branch licenses are subsequently carried at cost less any accumulated impairment losses. Goodwill is allocated to cash-generating units for the purpose of impairment testing. Each of those generating units is represented by each primary reporting segment.

Trading right, included as part of Miscellaneous under Other Resources account, represents the right given to RSI, a subsidiary engaged in stock brokerage, to preserve its access to the trading facilities and to transact business at the PSE. Trading right is assessed as having an indefinite useful life. It is carried at the amount allocated from the original cost of the exchange membership seat (after a corresponding allocation was made to the value of the PSE shares) less allowance for impairment, if any. The trading right is tested annually for any impairment in value (see Note 2.11).

Acquired computer software licenses are amortized on a straight line basis over the expected useful lives of the software of three to 10 years.

Computer software development costs recognized as assets are amortized using the straight-line method over their useful lives (not exceeding 10 years).

2.8 Other Income and Expense Recognition

The Group assesses its revenue arrangements against specific criteria to determine if it is acting as a principal or agent. The Group concluded that it is acting as a principal in all its revenue arrangements except for certain brokerage transactions.

For revenues arising from various services which are to be accounted for under PFRS 15, *Revenue from Contracts from Customers*, the following provides information about the nature and timing of satisfaction of performance obligations in contracts with customers, including significant payment terms, and the related revenue recognition policies:

(a) *Service fees and Commissions*

The following service fees and commissions are recognized as follows:

- (i) *Commissions and fees* – these income arising from loans, deposits, and other banking and brokerage transactions are recognized as income based on agreed terms and conditions with customers, which are generally when the services have been performed.
- (ii) *Annual membership fees* – pertain to annual fees charged to credit cardholders. Revenues from membership fees are recognized over time from the date of renewal of the credit card until the validity date covered by the said renewal, usually termed as the expiry date of the issued cards. The credit card's validity period is deemed to be the servicing period.
- (iii) *Interchange fees, net of interchange costs* – are recognized as income upon presentation by member establishments of charges arising from RBSC and non-RBSC (associated with MasterCard, JCB, VISA and China UnionPay labels) credit card availments passing through the Point of Sale (POS) terminals of the Parent Company. These discounts are computed based on agreed rates and are deducted from the amounts remitted to member establishments. Interchange costs pertain to the other credit card companies' share in RBSC's merchant discounts whenever their issued credit cards transact in the Parent Company's POS terminals.

The Parent Company operates a rewards program related to its deposit, loan, and credit card operations, allowing cardholders to accumulate non-expiring loyalty points that can be redeemed for free products, including travel airmiles, shopping vouchers, gift certificates and rewards credits. These loyalty points create a separate performance obligation, as they provide a material right to the cardholder.

The rewards liability of the Parent Company represents the best estimate of the cost associated with the loyalty points earned that are expected to be redeemed by cardholders. Specifically, the Bank calculates the expected breakage which is the proportion of rewards that will not be redeemed by its customers, and recognizes the liability associated with its loyalty programs by accounting for this expected breakage. This model considers the historical data and trends in cardholder behavior, including the effects of short-term and long-term promotional campaigns, to establish the best estimate of the rewards liability expected to be settled in the future. This estimate assumes that the vast majority of all points earned will ultimately be redeemed.

Accordingly, the Parent Company allocates a portion of the interchange fee billed to participating merchants to the loyalty points granted to cardholders, based on their relative stand-alone selling price. A liability equivalent to the estimated loyalty points is recognized until these points are redeemed. Revenue is recognized upon actual redemption by the cardholder.

- (iv) *Loan syndication fees* – are recognized as revenue when the syndication has been completed and the Group retained no part of the loan package for itself or retained a part at the same effective interest rate for the other participants.

(v) *Underwriting and arrangers fees* – are fees arising from negotiating, or participating in the negotiation of a transaction for a third party such as arrangement of the acquisition of shares or other securities or the purchase or sale of businesses, are recognized at the completion of the underlying transaction and where there are no further obligations to perform under the agreement.

(b) *Trust Fees*

These pertain to service fees earned in 2023 and prior years in reference to the net asset value of the funds managed and deducted from the customer's account balance on a monthly basis which are recognized over time as the asset management services are provided. These are also applicable for wealth management and asset custody services that are continuously provided over an extended period of time. No trust fees were earned in 2024 due to the spin-off of the trust operations from the Parent Company into RTC (see Note 1.1).

For other income outside the scope of PFRS 15, the following provides information about the nature and the related revenue recognition policies:

(a) *Trading and Securities Gains (Losses)*

These are recognized when the ownership of the securities is transferred to the buyer and is computed as the difference between the selling price and the carrying amount of the securities disposed of. These also include trading gains and losses as a result of the mark-to-market valuation of investment securities classified as FVTPL.

(b) *Gain on Assets Sold*

Gain on assets sold arise from the disposals of bank premises, furniture, fixtures and equipment, investment properties, real estate properties for sale, and assets held-for-sale. The Group recognizes the gain on sale at the time the control of the assets is transferred to the buyer, when the Group does not retain either continuing managerial involvement to the degree usually associated with ownership, or effective control over the assets sold, and when the collectability of the entire sales price is reasonably assured. Gain on assets sold are included as part of Other Operating Income account in the statement of profit or loss.

(c) *Dividend Income*

Dividend income is recognized when the Group and Parent Company's right to receive payment is established.

(d) *Recoveries from Assets Written Off*

These are income recognized from the increase in carrying amount of assets previously written off. The amount of reversal does not exceed the amount of impairment loss previously recognized for the related asset.

Collections from accounts, which did not qualify for revenue recognition are treated as customers' deposit included as part of Accounts payable under Other Liabilities account in the statement of financial position.

2.9 Leases

The Group accounts for its leases as follows:

(a) *Group as Lessee*

The Group has elected to account for short-term leases and leases of low-value assets using the practical expedients. Instead of recognizing a right-of-use asset and lease liability, the payments in relation to these are recognized as an expense in profit or loss on a straight-line basis over the lease term.

(b) *Group as Lessor*

The Group applies judgment in determining whether a lease contract is a finance or operating lease (see Note 3.1).

(c) *Sale and Leaseback Transaction*

As a seller-lessee, the Group measures the right-of-use asset arising from the leaseback at the proportion of the previous carrying amount of the asset that relates to the right of use retained by the Group. Accordingly, the Group recognizes only the amount of any gain or loss that relates to the rights transferred to the buyer-lessor.

2.10 Foreign Currency Transactions and Translations

Except for the foreign subsidiaries and accounts of the Parent Company's FCDU, the accounting records of the Group are maintained in Philippine pesos. Foreign currency transactions during the period are translated into the functional currency at exchange rates which approximate those prevailing at transaction dates. Resources and liabilities denominated in U.S. dollars are translated to Philippine pesos at the prevailing PDSCR at the end of the reporting period.

For financial reporting purposes, the accounts of the FCDU are translated into their equivalents in Philippine pesos based on the prevailing PDSCR at the end of each reporting period (for resources and liabilities) and at the weighted average PDSCR for the period (for income and expenses). Any foreign exchange difference is recognized in profit or loss.

The translation of the financial statements into Philippine peso should not be construed as a representation that the amounts stated in currencies other than the Philippine peso could be converted in Philippine peso amounts at the translation rates or at any other rates of exchange.

2.11 Impairment of Non-financial Assets

Investments in subsidiaries and associates, bank premises, furniture, fixtures and equipment (including right-of-use assets), investment properties, and other resources (including intangible assets and assets held for sale and disposal group) and other non-financial assets are subject to impairment testing.

For purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows [cash-generating units (CGU)]. As a result, some assets are tested for impairment either individually or at the CGU level. Except for intangible assets with an indefinite useful life (i.e., goodwill, branch licenses and trading right) or those not yet available for use, individual assets or CGU are tested for impairment whenever events or changes in circumstances indicate that their carrying amount may not be recoverable.

All assets, except for intangible assets with indefinite useful life, are subsequently reassessed for indications that an impairment loss previously recognized may no longer exist. An impairment loss is reversed if the asset's or CGU's recoverable amount exceeds its carrying amount.

2.12 Employee Benefits

The Group provides post-employment benefits to employees through a defined benefit plan and defined contribution plans, and other employee benefits.

The Group's defined benefit post-employment plan covers all regular full-time employees. The pension plan is tax-qualified, non-contributory and administered by a trustee.

The defined benefit obligation is calculated annually by independent actuaries using the projected unit credit method.

3. SIGNIFICANT ACCOUNTING JUDGMENTS AND ESTIMATES

The preparation of the Group and Parent Company's financial statements in accordance with PFRS Accounting Standards requires management to make judgments and estimates that affect the amounts reported in the financial statements and related notes. Judgments and estimates are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Actual results may ultimately vary from these estimates.

3.1 Critical Management Judgments in Applying Accounting Policies

In the process of applying the Group and Parent Company's accounting policies, management has made the following judgments, apart from those involving estimation, which have the most significant effect on the amounts recognized in the financial statements:

(a) Application of ECL to Financial Assets at Amortized Cost and Financial Assets at FVOCI

The Group uses the general approach to calculate ECL for all debt instruments carried at amortized cost and FVOCI, together with loan commitments and financial guarantee contracts. The allowance for impairment is based on the ECL associated with the probability of default of a financial instrument in the next 12 months, unless there has been a significant increase in credit risk since origination of the financial instrument, in such case, a lifetime ECL for the instrument is recognized.

The Group has established a policy to perform an assessment, at the end of each reporting period, whether a financial instrument's credit risk has increased significantly since initial recognition, by considering the change in the risk of default occurring over the remaining life of the financial instrument.

(b) Evaluation of Business Models Applied in Managing Financial Instruments

The Group manages its financial assets based on business models that maintain adequate level of financial assets to match its expected cash outflows, largely, its core deposit funding arising from customers' withdrawals and continuing loan disbursements to borrowers, while maintaining a strategic portfolio of financial assets for trading activities consistent with its risk appetite.

The Group's business models reflect how it manages its portfolio of financial instruments. The Group's business models need not be assessed at entity level or as a whole but applied at the level of a portfolio of financial instruments (i.e., group of financial instruments that are managed together by the Group) and not on an instrument-by-instrument basis (i.e., not based on intention or specific characteristics of individual financial instrument).

In determining the classification of a financial instrument, the Group evaluates in which business model a financial instrument or a portfolio of financial instruments belongs to taking into consideration the objectives of each business model established by the Group (e.g., held-for-trading, generating accrual income, direct matching to a specific liability) as those relate to the Group's investment, trading and lending strategies.

If more than an infrequent sale is made out of a portfolio of financial assets carried at amortized cost, an entity should assess whether and how such sales are consistent with the objective of collecting contractual cash flows. In making this judgment, the Group considers certain circumstances documented in its business model manual to assess that an increase in the frequency or value of sales of financial instruments in a particular period is not necessarily inconsistent with the HTC business model if the Group can explain the reasons for those sales and why those sales do not reflect a change in the Group's objective for the business model.

There is no disposal of HTC investments in 2024 and 2023.

The Parent Company is currently performing an evaluation of its business models for HTC and FVOCI investments as a result of internal changes on how it manages these financial assets. Such changes are determined by senior management as significant to the Parent Company's operations wherein it implemented adjustments to its portfolio strategies in light of the revised long-term outlook following the pandemic and other global developments. Revisions in the business models may result in reclassifications in the categories of portfolio investments to be effected only at the beginning of the next reporting period following the change in business model. As of December 31, 2024, the Parent Company is yet to complete its assessment.

(c) *Testing the Cash Flow Characteristics of Financial Assets and Continuing Evaluation of the Business Model*

In determining the classification of financial assets, the Group assesses whether the contractual terms of the financial assets give rise on specified dates to cash flows that are SPPI on the principal outstanding, with interest representing time value of money and credit risk associated with the principal amount outstanding. The assessment as to whether the cash flows meet the test is made in the currency in which the financial asset is denominated. Any other contractual term that changes the timing or amount of cash flows (unless it is a variable interest rate that represents time value of money and credit risk) does not meet the amortized cost criteria. In cases where the relationship between the passage of time and the interest rate of the financial instrument may be imperfect, known as modified time value of money, the Group assesses the modified time value of money feature to determine whether the financial instrument still meets the SPPI criterion. The objective of the assessment is to determine how different the undiscounted contractual cash flows could be from the undiscounted cash flows that would arise if the time value of money element was not modified (the benchmark cash flows). If the resulting difference is significant, the SPPI criterion is not met. In view of this, the Group considers the effect of the modified time value of money element in each reporting period and cumulatively over the life of the financial instrument.

(d) *Determination of Timing of Satisfaction of Performance Obligation*

The Group determines that its revenue shall be recognized at a point in time for loan syndication and underwriting fees and commission. In making its judgment, the Group considers the timing of receipt and consumption of benefits provided by the Group to the customers. The services provided by the Group would need substantial reperformance from other entities. This demonstrates that the customers do not simultaneously receive and consume the benefits provided by the Group.

For the revenues from services related to credit card membership and account management, the Group determines that its revenues shall be recognized over time. In making its judgment, the Group considers the timing of receipt and consumption of benefits provided to the customers. As the work is performed, the Group becomes entitled to payments. This demonstrates that the customers simultaneously receive and consume the benefits of the Group's rendering of these services as it performs.

(e) *Determination of Lease Term of Contracts with Renewal and Termination Options*

In determining the lease term, management considers all relevant factors and circumstances that create an economic incentive to exercise a renewal option or not exercise a termination option. Renewal options and/or periods after termination options are only included in the lease term if the lease is reasonably certain to be extended or not terminated.

For leases of offices, branches, and equipment, the factors that are normally the most relevant are (a) if there are significant penalties should the Group pre-terminate the contract, and (b) if any leasehold improvements are expected to have a significant remaining value, the Group is reasonably certain to extend and not to terminate the lease contract.

The Group did not include renewal options as part of the lease term as the terms are renewable upon mutual agreement.

The lease term is reassessed if an option is actually exercised or not exercised or the Group becomes obliged to exercise or not exercise it. The assessment of reasonable certainty is only revised if a significant event or a significant change in circumstances occurs, which affects this assessment, and that is within the control of the Group.

(f) *Distinction Between Investment Properties and Owner-occupied Properties*

The Group determines whether a property qualifies as an investment property. In making its judgment, the Group considers whether the property generates cash flows largely independent of the other assets held by the Group. Owner-occupied properties generate cash flows that are attributable not only to property but also to other assets used in the production, supply process, and in the Group's banking operation.

Some properties comprise a portion that is held to earn rental or for capital appreciation and another portion that is held for use for administrative purposes. If these portions can be sold separately (or leased out separately under finance lease) then these portions can be accounted for separately. If the portions cannot be sold separately, the property is accounted for as investment property only if an insignificant portion is held for use in operations or for administrative purposes. Judgment is applied in determining whether ancillary services are so significant that a property does not qualify as investment property.

(g) *Determination of the Classification of Assets/Liabilities under Assets Held-for-Sale and Disposal Group*

The Group classifies an asset (or disposal group) as held-for-sale if its carrying amount will be recovered principally through a sale transaction rather than through continuing use. In determining whether reclassification is in order, the asset (or disposal group) must be available for immediate sale in its present condition subject to usual terms and the same must be highly probable, evidenced by a commitment to a plan to sell the asset, and an active program to locate a buyer and complete the plan must have been initiated. Further, the asset (or disposal group) must be actively marketed for sale at a price that is reasonable in relation to its current fair value. In addition, the sale should be expected to qualify for recognition as a completed sale within one year from the date of classification, except if a delay will be caused by events or circumstances beyond the Group's control and there is sufficient evidence that the Group remains committed to its plan to sell the asset (or disposal group).

(h) *Distinction Between Operating and Finance Leases where the Group is the Lessor*

The Group has entered into various lease agreements as a lessor. Judgment was exercised by management to distinguish each lease agreement as either an operating or finance lease by looking at the transfer or retention of significant risk and rewards of ownership of the properties covered by the agreements. Failure to make the right judgment will result in either overstatement or understatement of assets or liabilities (see Note 2.9).

In determining whether the lease arrangements of the Parent Company and RCBC LFC qualify as a finance lease, the following factors have been considered:

- (i) the lease provides the lessee an option to purchase the asset; or,
- (ii) the lease transfers ownership of the property at the end of the lease and the related lease terms approximate the estimate useful life of the asset being leased.

(i) *Classification and Determination of Fair Value of Acquired Properties*

The Group classifies its acquired properties as Bank Premises, Furniture, Fixtures and Equipment if used in operations, as Assets held-for-sale and disposal group presented under Other Resources account if the Group expects that the assets will be sold within one year from the date of recognition, or as Investment Properties if held for rental or for currently undetermined future use and is regarded as held for capital appreciation, or as financial assets. At initial recognition, the Group determines the fair value of acquired properties through internal and external appraisal depending on the Group's threshold policy. The appraised value is determined based on the current economic and market conditions, as well as the physical condition of the property.

The Group's methodology in determining the fair value of Investment Properties are further discussed in Note 7.4.

(j) *Assessment of Significant Influence on HCPI in which the Group and the Parent Company Holds Less than 20% Ownership*

The management considers that the Group and the Parent Company have significant influence on HCPI even though it holds less than 20% of the outstanding ordinary shares of the latter. In making this judgment, management considered the Group's and the Parent Company's agreement with another stockholder of HCPI to commit and undertake to vote, and to regulate the conduct of voting and the relationship between them with respect to their exercise of their voting rights (see Note 12.1).

(k) *Recognition of Provisions and Contingencies*

Judgment is exercised by management to distinguish between provisions and contingencies. Provisions are recognized when present obligations will probably lead to an outflow of economic resources, and they can be estimated reliably even if the timing or amount of the outflow may still be uncertain.

Where the possible outflow of economic resource as a result of present obligations is considered improbable or remote, or the amount to be provided for cannot be measured reliably, no liability is recognized in the financial statements. Similarly, possible inflows of economic benefits to the Group that do not yet meet the recognition criteria of an asset are considered contingent assets; hence, are not recognized in the financial statements. On the other hand, any reimbursement that the Group can be virtually certain to collect from a third party with respect to the obligation is recognized as a separate asset not exceeding the amount of the related provision.

In dealing with the Group's various legal proceedings, the Group's estimate of the probable costs that may arise from claims and contingencies has been developed in consultation and coordination with the Group's internal and outside counsels acting in defense for the Group and the Parent Company's legal cases and are based upon the analysis of probable results.

Although the Group does not believe that its on-going proceedings, as disclosed in Note 28, will have material adverse effect on the Group's financial position, it is possible that future results of operations could be materially affected by changes in the estimates or in the effectiveness of the strategies conducted relating to those proceedings.

3.2 Key Sources of Estimation Uncertainty

The key assumptions concerning the future, and other key sources of estimation uncertainty at the end of each reporting period, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period are described below and in the succeeding pages.

(a) Estimation of Expected Credit Loss on Financial Assets

When measuring allowance for ECL for relevant categories of financial assets, management applies judgment in defining the criteria in assessing whether a financial asset has experienced SICR since initial recognition, and in the estimation of the contractual cash flows due from counterparty and those that the Group would expect to receive, taking into account the cash flows from the realization of collateral and integral credit enhancements. The Group's ECL calculations are outputs of complex models with a number of underlying assumptions about future economic conditions and credit behavior of counterparties (e.g., the likelihood of counterparties defaulting and the resulting losses). The computation of the ECL also considers the use of reasonable and supportable forward-looking information, which is based on assumptions for the future movement of different economic drivers and how these drivers will affect each other that may result in different levels of loss allowance.

Significant factors affecting the estimates on the ECL model include:

- internal rating matrix which determines the PD to be assigned to a financial asset;
- criteria for assessing if there has been an SICR and when a financial asset will be transferred between the three stages;
- the Group's definition of default for different segments of credit exposures that considers the regulatory requirements;
- establishing groups of similar financial assets (i.e., segmentation) for the purposes of measuring ECL on a collective basis;
- establishment of LGD parameters based on historical recovery rates of claims against defaulted counterparties across different group of financial instruments; and,
- establishing the number and relative weightings of forward-looking scenarios for each type of product/market and the associated ECL.

The explanation of inputs, assumptions and estimation techniques used in measuring ECL and the analysis of the allowance for ECL on various groups of financial instruments is further discussed in Note 4.4.

(b) Fair Value Measurement for Financial Assets at FVTPL and at FVOCI

The Group carries certain financial assets at fair value which requires judgment and extensive use of accounting estimates. In cases when active market quotes are not available, fair value is determined by reference to the current market value of another financial instrument which is substantially the same or is calculated based on the expected cash flows of the underlying net base of the instrument or other more appropriated valuation techniques (see Note 7.2).

The amount of changes in fair value would differ if the Group had utilized different valuation methods and assumptions. Any change in fair value of the financial assets and financial liabilities would affect profit or loss or other comprehensive income. The fair value of derivative financial instruments that are not quoted in an active market is determined through valuation techniques such as net asset value method, or market-based approach (price-to-book value method) (see Note 7.2).

The carrying values of the Group's and the Parent Company's trading and investment securities and the amounts of fair value changes recognized on those financial assets are disclosed in Note 10.

(c) *Estimation of Useful Lives of Bank Premises, Furniture, Fixtures and Equipment, Right-of-use Assets, Investment Properties, Computer Software, Goodwill, Branch Licenses and Trading Right*

The Group estimates the useful lives of bank premises, furniture, fixtures and equipment, including right-of-use assets, investment properties and computer software based on the period over which the assets are expected to be available for use. The estimated useful lives of these assets are reviewed periodically and are updated if expectations differ from previous estimates due to physical wear and tear, technical or commercial obsolescence and legal or other limits on the use of the assets.

The Group's goodwill, branch licenses and trading right were regarded as having indefinite useful lives considering there is no foreseeable limit to the period over which such assets are expected to generate net cash inflows for the Group. The assessment of having indefinite useful lives is reviewed periodically and is updated whether events and circumstances such as the period of control over these assets and legal or similar limits on the use of these assets continue to support such assessment.

The carrying amounts of bank premises, furniture, fixtures and equipment, including right-of-use assets, investment properties and computer software are analyzed in Notes 13, 14 and 15, respectively, while the carrying amounts of goodwill, branch licenses and trading right are analyzed in Note 15. Based on management's assessment as of December 31, 2024 and 2023, there are no changes in the useful lives of these assets.

(d) *Determination of Realizable Amount of Deferred Tax Assets*

The Group reviews its deferred tax assets at the end of each reporting period and reduces the carrying amount to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilized. Significant judgment is applied by management to determine the amount of deferred tax assets that can be recognized based on the likely timing and level of the Group's future taxable income together with its future tax planning strategies. The Group assessed its projected performance in determining the sufficiency of the future taxable income to support the recognition of deferred tax assets.

The carrying values of recognized and unrecognized deferred tax assets as of December 31, 2024 and 2023 are disclosed in Note 25.1.

(e) *Estimation of Impairment Losses of Non-financial Assets*

Except for intangible assets with indefinite useful lives, PFRS requires that an impairment review be performed when certain impairment indications are present. The Group's policy on estimating the impairment of non-financial assets is discussed in detail in Note 2.11.

The Group assesses impairment on these non-financial assets and considers the following important indicators:

- significant changes in asset usage;
- significant decline in assets' market value;
- obsolescence or physical damage of an asset;
- significant underperformance relative to expected historical or projected future operating results;
- significant changes in the manner of usage of the acquired assets or the strategy for the Group's overall business; and,
- significant negative industry or economic trends.

If such indications are present and where the carrying amount of the asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount. Though management believes that the assumptions used in the estimation of fair values of non-financial assets are appropriate and reasonable, significant changes in these assumptions may materially affect the assessment of recoverable values and any resulting impairment loss could have a material adverse effect on the results of operations.

(f) *Determination of Fair Value of Investment Properties*

The Group's investment properties are composed of buildings and condominium units which are measured using cost model. The estimated fair value of investment properties disclosed in Note 7.4 is determined by either an independent or internal appraiser on the basis of current appraised values of the properties or similar properties in the same location and condition.

For investment properties with appraisal conducted prior to the end of the current reporting period, management determines whether there are significant circumstances during the intervening period that may require adjustments or changes in the disclosure of fair value of those properties.

A significant change in key inputs and sources of information used in the determination of the fair value disclosed for those assets may result in adjustment in the carrying amount of the assets reported in the financial statements if their fair value will indicate evidence of impairment.

(g) *Determination of Appropriate Discount Rate in Measuring Lease Liabilities*

The Group measures its lease liabilities at present value of the lease payments that are not paid at the commencement date of the lease contract. The lease payments were discounted using a reasonable rate deemed by management equal to the Group's incremental borrowing rate. In determining a reasonable discount rate, management considers the term of the leases, the underlying asset and the economic environment.

(h) *Recognition of Reward Points*

The Group has a reward program related to its deposits, loans and credit card operations, which allows its cardholders to accumulate award credits or loyalty points that can be redeemed for free products.

The Group allocated a portion of the interchange fee billed to participating merchants to the loyalty points granted to cardholders based on relative stand-alone selling price and recognizes liability equivalent to the estimated loyalty points until these are redeemed.

(i) *Valuation of Post-employment Defined Benefits*

The determination of the Group's obligation and cost of post-employment defined benefits is dependent on the selection of certain assumptions used by actuaries in calculating such amounts. Those assumptions include, among others, discount rates, and salary increase rate. A significant change in any of these actuarial assumptions may generally affect the recognized expense, other comprehensive income or loss, and the carrying amount of the post-employment benefit obligation in the next reporting period.

The amounts of post-employment benefit obligation and related income or expense, and an analysis of the movements in the estimated present value of post-employment benefit obligation, as well as the significant assumptions used in estimating such obligation, are presented in Note 23.2.

(j) *Determination of Recoverable Amount of Assets Held-for-Sale*

In determining the recoverable amount of assets the Group's assets held-for-sale, the estimated fair value less cost to sell are determined by an independent appraiser or internal appraiser based on current appraised values of the properties or similar properties in the same location and condition.

The amount of assets classified as held-for sale by the Group, its impairment and recovery are presented in Notes 15.1 and 16, respectively.

4. **RISK MANAGEMENT POLICIES AND OBJECTIVES**

The Group is exposed to risks in relation to its operating, investing, and financing activities, and the business environment in which it operates. The Group's objectives in risk management are to ensure that it identifies, measures, monitors, and controls the various risks that arise from its business activities, and that it adheres strictly to the policies, procedures, and control systems which are established to address these risks.

A committee system is a fundamental part of the Group's process of managing risk. The following five committees of the Parent Company's BOD are relevant in this context:

- The Executive Committee, which meets weekly, has the power to act and pass upon such matters as the BOD may entrust to it for action in between BOD meetings. It may also consider and approve loans and other credit related matters, investments, purchase of shares of stock, bonds, securities and other commercial papers for the Bank's portfolio. The Executive Committee also has the power to review an asset or loan to ensure timely resolution and recognition of losses of impaired assets.
- The Risk Oversight Committee (ROC), which meets monthly, carries out the BOD's oversight responsibility for Group's capital adequacy and risk management strategy and actions covering credit, market and operational risks under Pillar I of the Basel framework; as well as the management of other material risks determined under Pillar II and the Internal Capital Adequacy Assessment Process (ICAAP) (see Note 5.2). Risk limits are reviewed and approved by the ROC.

- The Audit and Compliance Committee (ACC), which meets monthly, reviews the results of the Internal Audit examinations and recommends remedial actions to the BOD as appropriate. The ACC also performs oversight functions over the Regulatory Affairs Group on matters such as compliance risk assessment, annual testing work plan, compliance breaches, and other regulatory issues.
- The Related Party Transactions (RPT) Committee, which meets monthly and as necessary, reviews proposed material RPTs to ensure that they are conducted in the regular course of business and not undertaken on more favorable economic terms (e.g. price, commissions, interest rates, fees, tenor, collateral requirement) to such related parties than similar transactions with non-related parties under similar circumstances and that no corporate or business resources of the Bank are misappropriated or misapplied, and to determine any potential reputational risk issues that may arise as a result of or in connection with the transactions. On favorable review, the RPT Committee endorses material RPTs to the BOD for approval.
- The Anti-Money Laundering (AML) Board Committee, which meets monthly, oversees the implementation of the Bank's Money Laundering and Terrorist Financing Prevention Program (MTPP) and ensures that Money Laundering/Terrorist Financing risks are effectively managed. The AML Board Committee also ensures that infractions are immediately corrected, issues are addressed and AML training of directors, officers, and staff are regularly conducted.

Four senior management committees also provide a regular forum to take up risk issues.

- The Credit and Collection Committee (CRECOL), chaired by the Chief Executive Officer (CEO) and composed of the heads of credit risk-taking business units and the head of credit management group, meets weekly to review and approve credit exposures within its authority. It also reviews plans and progress on the resolution of problem loan accounts.
- The Asset/Liability Committee (ALCO), chaired by the Treasurer of the Parent Company and with the participation of the CEO and key business and support unit heads meets weekly to appraise market trends, and economic and political developments. It provides direction in the management of interest rate risk, liquidity risk, foreign currency risk, and trading and investment portfolio decisions. It sets prices or rates for various asset and liability, and trading products, in light of funding costs and competitive and other market conditions. It receives confirmation that market risk limits (as described in the succeeding pages) are not breached; or if breached, it provides guidance on the handling of the relevant risk exposure in between ROC meetings.
- The Related Party Transactions Management Committee (RPT ManCom), composed of the Group Heads of the business units as specified in the charter or their respective designates. It meets monthly to review and approve proposed non-material RPTs or those that do not require Board approval to ensure that the said RPTs are conducted in the regular course of business and not undertaken on more favorable economic terms (e.g. price, commissions, interest rates, fees, tenor, collateral requirement) to such related parties than similar transactions with non-related parties under similar circumstances. On favorable review, the RPT ManCom approves the non-material RPT and submits the same to the BOD for confirmation.

- The Anti-Money Laundering Management Committee (AML ManCom), which meets weekly, evaluates the unusual/suspicious transaction reported by the different bank units, RCBC Business Centers, alerts that are generated by the Bank's Screening System (Accuity), Transaction Monitoring System (Predator) and other referrals from relevant Regulators to determine the filing of Suspicious Transaction Reports (STRs) to the Anti-Money Laundering Council (AMLC).

The AML ManCom is composed of the Chief Compliance Officer as the Chairperson and Presiding Officer and the Heads of Operations Group, Retail Banking Group, Controllership Group, Legal Affairs Group, Risk Management Group or their duly appointed designates, as members, and Investigators from the Compliance Operations Division (COD) as the Rapporteur. The AML Monitoring and Reporting Division (AMRD), through the Chief Compliance Officer, reports to the AML Board Committee its monthly activities including the results of the AML ManCom meetings.

The Parent Company established a Risk Management Group (RMG), headed by the Chief Risk Officer, to ensure that consistent implementation of the objectives of risk identification, measurement and/or assessment, mitigation, and monitoring are pursued via practices commensurate with the group-wide risk profile.

In addition to established risk management systems and controls, the Group holds capital commensurate with the levels of risk it undertakes (see Note 5), in accordance with regulatory capital standards and internal benchmarks set by the Parent Company's BOD.

4.1 Group's Strategy in Using Financial Instruments

It is the Group's intent to generate returns mainly from the traditional financial intermediation and service-provision activities, augmented by returns from positions based on views on the financial markets. The main source of risk, therefore, remains to be that arising from credit risk exposures. Nevertheless, within BSP regulatory constraints, and subject to limits and parameters established by the BOD and/or the ROC, the Group is exposed to liquidity risk and interest rate risk inherent in the Group's operations, and other market risks, which include foreign exchange risk.

In the course of performing financial intermediation function, the Group accepts deposits from customers at fixed and floating rates, and for various periods, and seeks to earn interest margins by investing these funds in high-quality assets. The conventional strategy to enhance net interest margin is the investment of short-term funds in longer-term assets, such as fixed-income securities. While, in doing so, the Group maintains liquidity at prudent levels to meet all claims that fall due, the Group fully recognizes the consequent interest rate risk exposure.

The Group's investment portfolio is composed mainly of marketable, sovereign and corporate debt instruments.

The Parent Company was granted by the BSP additional derivatives authorities effective January 2011. Products approved under the Limited Dealer Authority (Type 2) are foreign currency forwards, non-deliverable forwards, interest rate and cross currency swaps while credit-linked notes and bond options were approved under the Limited User Authority (Type 3). In February 2012, bond forwards, non-deliverable swaps and foreign exchange options have been included under the same Type 3 license. In June 2013, the Parent Company was granted a Type 2 license non-deliverable swaps, foreign currency options, bond and interest rate options, and asset swaps. During the same period, additional Type 3 licenses for foreign exchange-option and bond-option linked notes were likewise approved. The Parent Company's derivatives portfolio consists mostly of short-term currency forward contracts and swaps, and interest rate swaps and futures.

In relation to the adoption of hedge accounting in accordance with PFRS 9, the Bank maintains an overall risk management strategy that incorporates the use of derivative instruments to reduce certain risks related to interest rate. By hedging interest rate risk exposures, the Group manages the impact of interest rate movements on interest accruals and by extension, capital. The ability to manage interest rate risk through hedging gives the Group more flexibility in its choice of funding sources, in providing competitive pricing and in managing the balance sheet. Interest rate exposures are identified and hedged on an instrument-by-instrument basis. Hedging transactions are evaluated and executed by the Treasury Group within the boundaries set by interest rate risk limits and hedging product limits. Hedging decisions may also be initiated by the appropriate senior management committees.

In 2024, the Group hedges the benchmark interest rate risk component of the bonds payable which is an observable and reliably measurable component of interest rate risk. Specifically, the Group has designated fair value hedge relationships to hedge against the movements in a benchmark rate. The Group applied hedge accounting for economic hedge relationships that meet the hedge accounting criteria (see Note 2.4).

4.2 Liquidity Risk

Liquidity risk refers to current and prospective risk to earnings or capital arising from a bank's inability to meet its obligations when they come due without incurring unacceptable losses or costs. Liquidity risk includes the inability to manage unplanned decreases or changes in funding sources. The Group manages liquidity risk by limiting the maturity mismatch between assets and liabilities, and by holding sufficient liquid assets of appropriate quality and marketability.

The Group recognizes the liquidity risk inherent in its activities, and identifies, measures, monitors and controls the liquidity risk inherent to the members of the Group which are financial intermediaries.

The Group's liquidity policy is to manage its operations to ensure that funds available are more than adequate to meet demands of its customers and to enable deposits to be repaid on maturity. The Group's liquidity policies and procedures are set out in its funding and liquidity plan which contains certain funding requirements based on assumptions and uses resources and liability maturity gap analysis.

The Group uses Maximum Cumulative Outflow (MCO) model to measure liquidity risk arising from mismatches of assets and liabilities. MCO is a liquidity gap tool to project cash flow expectations on a status quo condition. The MCO is generated by distributing the cash flows of the Group's assets, liabilities and off-balance sheet items to time buckets based cash flow expectations such as contractual maturity, nature of the account, behavioral patterns, projections on business strategies, and/or optionality of certain products.

The incorporation of behavioral cash flow assumptions and business projections or targets results in a dynamic gap report which realistically captures the behavior of the products and creates a forward-looking cash flow projection.

The Group monitors MCO regularly to ensure that it remains within the set limits. The Parent Company generates and monitors daily its MCO. The subsidiaries generate at least monthly their respective MCO reports. The liquidity profile of the Group is reported monthly to the Parent Company's ROC. To supplement the status quo scenario parameters reflected in the MCO report, the Group also conducts liquidity stress testing to determine the impact of extreme factors, scenarios and events to the Group's liquidity profile.

The gap analyses as of December 31, 2024 and 2023 are presented below and in the succeeding pages.

	Group					Total
	One to three Months	Three months to one year	One to Five Years	More than five years	Non- maturity	
<i>(Amounts in PHP)</i>						
Resources:						
Cash and cash equivalents	117,757	742	1,855	15,474	49,541	185,369
Investments - net	110,320	12,674	122,724	181,941	1,427	429,086
Loans and receivables - net	39,475	31,072	185,464	170,919	283,000	709,930
Other resources - net	8,225	6,894	1,675	820	18,154	35,768
Total resources	275,777	51,382	311,718	369,154	352,122	1,360,153
Liabilities:						
Deposit liabilities	224,180	15,023	30,570	289,649	463,372	1,022,794
Bills payable	57,801	9,073	17,022	648	2,072	86,616
Bonds payable	-	-	26,935	-	-	26,935
Other liabilities	12,850	38,798	1,093	-	12,576	65,317
Total liabilities	294,831	62,894	75,620	290,297	478,020	1,201,662
Equity	-	14,463	-	-	144,028	158,491
Total liabilities and equity	294,831	77,357	75,620	290,297	622,048	1,360,153
On-book gap	(19,054)	(25,975)	236,098	78,857	(269,926)	-
Cumulative on-book gap	(19,054)	(45,029)	191,069	269,926	-	-
Contingent resources	59,188	12,687	-	28,995	-	100,870
Contingent liabilities	85,349	12,944	-	29,478	-	127,771
Off-book gap	(26,161)	(257)	-	(483)	-	(26,901)
Cumulative off-book gap	(26,161)	(26,418)	(26,418)	(26,901)	(26,901)	-
Periodic gap	(45,215)	(26,232)	236,098	78,374	(269,926)	26,901
Cumulative total gap	(45,215)	(71,447)	164,651	243,025	(26,901)	-

	Group					Total
	One to three Months	Three months to one year	One to Five Years	More than five years	Non- maturity	
<i>(Amounts in PHP)</i>						
Resources:						
Cash and cash equivalents	190,847	1,502	1,727	1	56,031	250,108
Investments - net	9,989	3,818	112,095	201,914	2,926	330,742
Loans and receivables - net	38,995	29,486	153,155	151,395	249,118	622,149
Other resources - net	<u>7,716</u>	<u>6,507</u>	<u>1,100</u>	<u>1,354</u>	<u>18,656</u>	<u>35,333</u>
Total resources	<u>247,547</u>	<u>41,313</u>	<u>268,077</u>	<u>354,664</u>	<u>326,731</u>	<u>1,238,332</u>
Liabilities:						
Deposit liabilities	184,137	15,725	22,859	7	733,984	956,712
Bills payable	42,698	2,293	4,349	396	1,122	50,858
Bonds payable	-	30,809	4,130	-	-	34,939
Other liabilities	<u>12,833</u>	<u>16,507</u>	<u>297</u>	<u>411</u>	<u>13,500</u>	<u>43,548</u>
Total liabilities	239,668	65,334	31,635	814	748,606	1,086,057
Equity	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>152,275</u>	<u>152,275</u>
Total liabilities and equity	<u>239,668</u>	<u>65,334</u>	<u>31,635</u>	<u>814</u>	<u>900,881</u>	<u>1,238,332</u>
On-book gap	<u>7,879</u>	<u>(24,021)</u>	<u>236,442</u>	<u>353,850</u>	<u>(574,150)</u>	<u>-</u>
Cumulative on-book gap	<u>7,879</u>	<u>(16,142)</u>	<u>220,300</u>	<u>574,150</u>	<u>-</u>	<u>-</u>
Contingent resources	53,274	6,091	-	-	-	59,365
Contingent liabilities	<u>71,752</u>	<u>6,140</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>77,892</u>
Off-book gap	<u>(18,478)</u>	<u>(49)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>18,527</u>
Cumulative off-book gap	<u>(18,478)</u>	<u>(18,527)</u>	<u>(18,527)</u>	<u>(18,527)</u>	<u>(18,527)</u>	<u>-</u>
Periodic gap	<u>(10,599)</u>	<u>(24,070)</u>	<u>236,442</u>	<u>353,850</u>	<u>(574,150)</u>	<u>18,527</u>
Cumulative total gap	<u>(10,599)</u>	<u>(34,669)</u>	<u>201,773</u>	<u>555,623</u>	<u>(18,527)</u>	<u>-</u>

Parent Company						
2024						
	One to three Months	Three months to one year	One to Five Years	More than five years	Non- maturity	Total
<i>(Amounts in PHP)</i>						
Resources:						
Cash and cash equivalents	116,255	204	1,370	15,474	49,367	182,670
Investments - net	108,777	12,674	122,724	181,941	750	426,866
Loans and receivables - net	38,817	30,513	180,789	170,898	282,947	703,964
Other resources - net	8,115	6,893	1,675	820	22,149	39,652
Total resources	<u>271,964</u>	<u>50,284</u>	<u>306,558</u>	<u>369,133</u>	<u>355,213</u>	<u>1,353,152</u>
Liabilities:						
Deposit liabilities	223,743	14,814	30,569	290,110	463,501	1,022,737
Bills payable	57,435	7,977	14,870	646	-	80,928
Bonds payable	-	-	26,935	-	-	26,935
Other liabilities	12,612	38,770	1,093	-	11,595	64,070
Total liabilities	293,790	61,561	73,467	290,756	475,096	1,194,670
Equity	-	14,463	-	-	144,019	158,482
Total liabilities and equity	<u>293,790</u>	<u>76,024</u>	<u>73,467</u>	<u>290,756</u>	<u>619,115</u>	<u>1,353,152</u>
On-book gap	<u>(21,826)</u>	<u>(25,740)</u>	<u>233,091</u>	<u>78,377</u>	<u>(263,902)</u>	<u>-</u>
Cumulative on-book gap	<u>(21,826)</u>	<u>(47,566)</u>	<u>185,525</u>	<u>263,902</u>	<u>-</u>	<u>-</u>
Contingent resources	59,180	12,687	-	28,995	-	100,862
Contingent liabilities	85,345	12,944	-	29,478	-	127,767
Off-book gap	<u>(26,165)</u>	<u>(257)</u>	<u>-</u>	<u>(483)</u>	<u>-</u>	<u>(26,905)</u>
Cumulative off-book gap	<u>(26,165)</u>	<u>(26,422)</u>	<u>(26,422)</u>	<u>(26,905)</u>	<u>(26,905)</u>	<u>-</u>
Periodic gap	<u>(47,991)</u>	<u>(25,997)</u>	<u>233,091</u>	<u>77,894</u>	<u>(263,902)</u>	<u>26,905</u>
Cumulative total gap	<u>(47,991)</u>	<u>(73,988)</u>	<u>159,103</u>	<u>236,997</u>	<u>(26,905)</u>	<u>-</u>

	Parent Company					Total
	2023					
	One to three Months	Three months to one year	One to Five Years	More than five years	Non-maturity	
<i>(Amounts in PHP)</i>						
Resources:						
Cash and cash equivalents	170,128	20,756	1,118	1	55,938	247,941
Investments - net	10,134	408	112,095	203,726	2,080	328,443
Loans and receivables - net	38,525	28,726	148,270	151,286	249,094	615,901
Other resources - net	7,630	6,350	1,100	1,499	22,026	38,605
Total resources	226,417	56,240	262,583	356,512	329,138	1,230,890
Liabilities:						
Deposit liabilities	183,600	15,579	22,856	8	735,326	957,369
Bills payable	42,314	-	1,247	396	-	43,957
Bonds payable	-	30,809	4,130	-	-	34,939
Other liabilities	11,853	16,483	297	1,275	12,451	42,359
Total liabilities	237,767	62,871	28,530	1,679	747,777	1,078,624
Equity	-	-	-	-	152,266	152,266
Total liabilities and equity	237,767	62,871	28,530	1,679	900,043	1,230,890
On-book gap	(11,350)	(6,631)	234,053	354,833	(570,905)	-
Cumulative on-book gap	(11,350)	(17,981)	216,072	570,905	-	-
Contingent resources	53,269	6,091	-	-	-	59,360
Contingent liabilities	71,752	6,140	-	-	-	77,892
Off-book gap	(18,483)	(49)	-	-	-	(18,532)
Cumulative off-book gap	(18,483)	(18,532)	(18,532)	(18,532)	(18,532)	-
Periodic gap	(29,833)	(6,680)	234,053	354,833	(570,905)	18,532
Cumulative total gap	(29,833)	(36,513)	197,540	552,373	(18,532)	-

Pursuant to applicable BSP regulations, the Group is required to maintain reserves against deposit liabilities which are based on certain percentages of deposits. The required reserves against deposit liabilities shall be kept in the form of deposits placed in the Group's demand deposit accounts with the BSP. The BSP also requires the Parent Company to maintain asset cover of 100% for foreign currency-denominated liabilities of its FCDO.

4.2.1 Foreign Currency Liquidity Management

The liquidity risk management policies and objectives described also apply to the management of any foreign currency to which the Group maintains significant exposure. Specifically, the Group ensures that its measurement, monitoring, and control systems account for these exposures as well. The Group sets and regularly reviews limits on the size of the cash flow mismatches for each significant individual currency and in aggregate over appropriate time horizons. The Group also assesses its access to foreign exchange markets when setting up its risk limits.

Following MORB Section 130 and Appendices 94, 95, and 96 on ICAAP, the Group likewise calculates and maintains a level of capital needed to support unexpected losses attributable to liquidity risk (see Note 5.2).

4.2.2 Liquidity Risk Stress

To augment the effectiveness of the Group's gap analysis, the Group regularly assesses liquidity risk based on behavioral and hypothetical assumptions under stress conditions. Survivability and resilience of the Group are assessed for a minimum stress period of 30 days for all crisis scenarios enumerated in MORB Section 145 and Appendix 71: *Guidelines on Liquidity Risk Management*. The results of these liquidity stress simulations are reported monthly to ALCO and ROC.

4.3 Market Risk

The Group's exposure to market risk is the potential diminution of earnings arising from the adverse movement of market interest rates and foreign exchange rates, as well as the potential loss of market value, primarily of its holdings of foreign exchange currencies, debt securities and derivatives.

The market risks of the Group are: (a) foreign exchange risk, (b) interest rate risk and (c) equity price risk. The Group manages these risks via a process of identifying, analyzing, measuring and controlling relevant market risk factors, and establishing appropriate limits for the various exposures. The market risk metrics in use, each of which has a corresponding limit, include the following:

- Nominal Position – an open risk position that is held as of any point in time expressed in terms of the nominal amount of the exposure.
- Dollar Value of 01 (DV01) – an estimate of the price impact due to a one-basis point change in the yield of fixed income securities. It effectively captures both the nominal size of the portfolio as well as its duration. A given DV01 limit accommodates various combinations of portfolio nominal size and duration, thus providing a degree of flexibility to the trading/risk taking function, but at the same time represents a ceiling to the rate sensitivity of the exposure according to the Group's risk appetite.
- Value-at-Risk (VaR) – an estimate of the amount of loss that a given risk exposure is unlikely to exceed during a given time period, at a given level of statistical confidence. Analytically, VaR is the product of: (a) the sensitivity of the market value of the position to movements of the relevant market risk factors, and (b) the volatility of the market risk factor for the given time horizon at a specified level of statistical confidence. Typically, the Group uses a 99% confidence level for this measurement. VaR is used as a risk measure for trading positions, which are marked-to-market (as opposed to exposures resulting from banking, or accrual, book resources and liabilities). Foreign Exchange Position VaR uses a one-day holding period, while Fixed Income VaR uses a defeasance period assessed periodically as appropriate to allow an orderly unwinding of the position. VaR models are back-tested to ensure that results remain consistent with the expectations based on the chosen statistical confidence level. The Bank employs appropriate back-testing methodology to perform a "reality check" on the models used. More specifically, the current back-test procedure employs the "hypothetical P&L" method where the daily position from which the VaR was computed is marked-to-market using the closing price of that day and the closing price of the next trading day. Any change in value in excess of the day's VaR is treated as an exception.

The Parent Company uses VaR as an important tool for measuring market risk, they are cognizant of its limitations, notably the following:

- The use of historical data as a basis for determining the possible range of future outcomes may not always cover all possible scenarios, especially those of an exceptional nature.
- VaR is based on historical volatility. Future volatility may be different due to either random, one-time events or structural changes (including changes in correlation). VaR may be unable to capture volatility due to either of these.
- The holding period assumption may not be valid in all cases, such as during periods of extremely stressed market liquidity.
- VaR is, by definition, an estimate at a specified level of confidence. Losses may occur beyond VaR. A 99% VaR implies that losses can exceed VaR 1% of the time.
- In cases where a parametric distribution is assumed to calculate VaR, the assumed distribution may not fit the actual distribution well.
- VaR assumes a static position over the holding period. In reality, trading positions change, even during the trading day.

In addition to the limits corresponding to the above measurements, the following are also in place:

- Loss Limit – represents a ceiling on accumulated month-to-date and year-to-date losses. For trading positions, a Management Action Trigger (MAT) is also usually defined to be at 50% of the Loss Limit. When MAT is breached, the risk-taking unit must consult with ALCO for approval of a course of action moving forward.
- Product Limit – the nominal position exposure for certain specific financial instruments is established.

Stress Testing, which uses more severe rate/price volatility and/or holding period assumptions, (relative to those used for VaR) is applied to marked-to-market positions to arrive at “worst case” loss estimates. This supplements the VaR measure, in recognition of its limitations mentioned above.

A summary of the VaR position of the trading portfolios at December 31 is as follows:

	Group and Parent Company			
	At December 31	Average	Maximum	Minimum
<i>(Amounts in PHP)</i>				
2024				
Foreign currency risk	61	86	167	22
Interest rate risk	443	595	754	405
Overall	504	681	921	427
2023				
Foreign currency risk	45	77	215	14
Interest rate risk	417	398	640	289
Overall	462	475	855	303

	Group and Parent Company			
	At December 31	Average	Maximum	Minimum
2022				
Foreign currency risk	54	56	106	27
Interest rate risk	639	435	639	376
Overall	693	491	745	403

4.3.1 Foreign Exchange Risk

Foreign exchange risk is the risk to earnings or capital arising from changes in foreign exchange rates. The net foreign exchange exposure, or the difference between foreign currency denominated assets and foreign currency denominated liabilities, is capped by current BSP regulations. Compliance with this ceiling by the Group and the respective foreign currency positions of its subsidiaries are reported to the BSP on a daily basis as required. Beyond this constraint, the Group manages its foreign exchange exposure by limiting it within the conservative levels justifiable from a return/risk perspective. In addition, the Group regularly calculates VaR for each currency position, which is incorporated in the foregoing market risk management discussion.

The following table sets forth the impact of reasonably possible changes in the USD exchange rate and other currencies per Philippine peso on pre-tax income and equity of the Group and Parent Company:

	2024			2023		
	Change in currency rate in %	Effect on profit before tax	Effect on equity	Change in currency rate in %	Effect on profit before tax	Effect on equity
<i>(Amounts in PHP)</i>						
Currency:						
USD	+1.00%	2	2	+1.00%	(P 4)	(P 4)
	-1.00%	(2)	(2)	-1.00%	4	4
EUR	+1.00%	(9)	(9)	+1.00%	(4)	(4)
	-1.00%	9	9	-1.00%	4	4
GBP	+1.00%	-	-	+1.00%	2	2
	-1.00%	-	-	-1.00%	(2)	(2)
Others	+1.00%	(14)	(14)	+1.00%	7	7
	-1.00%	14	14	-1.00%	(7)	(7)

Closing exchange rates and weighted average rates (WAR) of USD to Philippine peso as of and for each of the year ended December 31 are as follows:

	2024	2023	2022
<i>(Amounts in PHP)</i>			
Closing	57.85	55.37	55.76
WAR	58.31	55.51	55.58

The breakdown of the financial resources and financial liabilities as to foreign and Philippine peso-denominated balances, after elimination of intercompany accounts or transactions, as of December 31 follows:

	Group		Total
	Foreign Currencies	Philippine Pesos	
<i>(Amounts in PHP)</i>			
2024			
<u>Resources:</u>			
Cash and other cash items	1,155	21,848	23,003
Due from BSP	-	115,230	115,230
Due from other banks	13,563	1,006	14,569
Financial assets at FVTPL	10,010	224	10,234
Financial assets at FVOCI	61,704	96,926	158,630
Investment securities			
at amortized cost - net	97,506	162,716	260,222
Loans and receivables - net	97,981	644,516	742,497
Other resources - net	41	1,647	1,688
	281,960	1,044,113	1,326,073
<u>Liabilities:</u>			
Deposit liabilities	189,457	833,337	1,022,794
Bills payable	80,928	5,688	86,616
Bonds payable	16,053	10,882	26,935
Accrued interest			
and other expenses	29	10,337	10,366
Other liabilities	1,610	48,702	50,312
	288,077	908,946	1,197,023
2023			
<u>Resources:</u>			
Cash and other cash items	1,146	18,729	19,875
Due from BSP	-	151,762	151,762
Due from other banks	13,836	1,056	14,892
Loans arising from reverse			
repurchase agreements	-	35,799	35,799
Financial assets at FVTPL	3,788	7,990	11,778
Financial assets at FVOCI	17,582	64,855	82,437
Investment securities			
at amortized cost - net	87,444	149,083	236,527
Loans and receivables - net	85,639	564,290	649,929
Other resources - net	40	1,419	1,459
	209,475	994,983	1,204,458
<u>Liabilities:</u>			
Deposit liabilities	189,457	767,255	956,712
Bills payable	43,957	6,901	50,858
Bonds payable	16,053	18,886	34,939
Accrued interest			
and other expenses	29	10,716	10,745
Other liabilities	1,610	25,380	26,990
	251,106	829,138	1,080,244

	Parent Company		
	Foreign Currencies	Philippine Pesos	Total
<i>(Amounts in PHP)</i>			
2024			
<u>Resources:</u>			
Cash and other cash items	1,155	21,752	22,907
Due from BSP	-	112,763	112,763
Due from other banks	13,548	885	14,433
Financial assets at FVTPL	5,012	4,513	9,525
Financial assets at FVOCI	61,701	96,253	157,954
Investment securities			
at amortized cost - net	97,506	161,881	259,387
Loans and receivables - net	97,981	638,550	736,531
Other resources - net	41	1,628	1,669
	276,944	1,038,225	1,315,169
<u>Liabilities:</u>			
Deposit liabilities	189,457	833,280	1,022,737
Bills payable	80,928	-	80,928
Bonds payable	16,053	10,882	26,935
Accrued interest			
and other expenses	29	11,283	11,312
Other liabilities	1,610	47,827	49,437
	288,077	903,272	1,191,349
2023			
<u>Resources:</u>			
Cash and other cash items	1,146	18,666	19,812
Due from BSP	-	150,771	150,771
Due from other banks	13,819	811	14,630
Loans arising from reverse			
repurchase agreements	-	34,948	34,948
Financial assets at FVTPL	3,788	7,166	10,954
Financial assets at FVOCI	17,576	64,181	81,757
Investment securities			
at amortized cost - net	87,444	148,288	235,732
Loans and receivables - net	85,639	558,042	643,681
Other resources - net	40	1,417	1,457
	209,452	984,290	1,193,742
<u>Liabilities:</u>			
Deposit liabilities	189,457	767,912	957,369
Bills payable	43,957	-	43,957
Bonds payable	16,053	18,886	34,939
Accrued interest			
and other expenses	29	10,446	10,475
Other liabilities	1,610	24,608	26,218
	251,106	821,852	1,072,958

4.3.2 Interest Rate Risk in the Banking Book (IRRBB)

The interest rate risk inherent in the Group's financial statements arises from re-pricing mismatches between financial assets and financial liabilities. The IRRBB Management Framework details the Group's policy on managing its assets and liabilities to ensure that exposure to fluctuations in interest rates are kept within acceptable limits.

To aid the Group in managing IRRBB, the following measurement techniques are used. These are prepared and reported to ALCO and ROC, on a monthly basis.

Technique	Description
Interest Rate Gap or Re-pricing Gap	<p><i>Contractual Gap</i> Measures the sensitivity of assets, liabilities and off-balance sheet items towards changes in the market interest rates based on the re-pricing frequency of each item.</p> <p><i>Behavioral Gap</i> Behavioral assumption (BeA) is applied to the contractual cash flows to reflect sensitivity to market conditions or behavioral characteristics (i.e., early redemption of deposits, prepayment of loans, etc.).</p>
Earnings Approach Net Interest Income at Risk	Measures the sensitivity of earnings to market interest rates movements over a short- and medium-term horizon. Interest rate volatility is based on the maximum volatility of the 1-mo, 3-mo, 6-mo and 1-yr tenors over a 260-day look back.
Economic Value Approach Earnings-at-Risk	Measures the sensitivity of capital to market interest rates given the resulting Net Interest Income (NII)-at-Risk and fair value through profit and loss portfolio value-at-risk (FVTPL VaR).
Capital-at-Risk	Measures the sensitivity of capital to market interest rates given the resulting EaR and fair value through other comprehensive income value-at-risk (FVOCI VaR).
Economic Value of Equity (EVE)	Measures the sensitivity of economic value of all non-trading book assets, liabilities and interest rate sensitive off-balance sheet products to interest rate movements over a longer time horizon.
Stress Test	<p>Assesses the ability to withstand such changes, usually in relation to the capacity of its capital and earnings to absorb potentially significant losses. Stress testing, which includes both scenario and sensitivity analysis, is an integral part of IRR management. Scenario analysis estimates possible outcomes given an event or series of events, while sensitivity analysis estimates the impact of change in one or only a few of model's significant parameters.</p> <p><i>Earnings approach:</i> NII-at-Risk Stress Test assumes gradual increase in Peso and USD interest rates to 400bps and 300bps, respectively. These are based on past local and global market events.</p> <p><i>Economic Value approach:</i> The EVE Stress Test uses Basel's six interest rate scenarios to capture parallel and non-parallel gap risks. The standardized scenarios are as follows: 1) parallel shock up; 2) parallel shock down; 3) steeper shock (short rates down and long rates up); 4) flattener shock (short rates up and long rates down); 5) short rates shock up; and, 6) short rates shock down.</p>

The interest rate gap analyses of financial assets and financial liabilities as of end of the reporting period based on re-pricing maturities are shown in the succeeding pages. It should be noted that such interest rate gap analyses are based on the following key assumptions:

- Loans and time deposits are subject to re-pricing on their contractual maturity dates. Non-performing loans (NPL), however, are not re-priced;
- Debt securities at amortized cost are bucketed based on their re-pricing profile;
- Held-for-trading securities and derivatives are considered as non-rate sensitive; and,
- For financial assets and financial liabilities with no definite re-pricing schedule or maturity, slotting is based on the Group's empirical assumptions.

These assumptions are reviewed on a regular basis. Similarly, other assumptions and behavioral models used in the preparation of other IRRBB metrics are also being reviewed, annually, at the minimum.

	Group					Total
	One to Three Months	Three Months to One Year	One to Five Years	More than Five Years	Non-rate Sensitive	
<i>(Amounts in PHP)</i>						
Resources:						
Cash and cash equivalents	132,755	1,279	16,080	12,174	23,081	185,369
Investments - net	100,739	12,129	124,105	181,688	10,425	429,086
Loans and receivables - net	259,297	60,125	152,442	100,835	137,231	709,930
Other resources - net	8,225	1,231	1,842	887	23,583	35,768
Total resources	<u>501,016</u>	<u>74,764</u>	<u>294,469</u>	<u>295,584</u>	<u>194,320</u>	<u>1,360,153</u>
Liabilities:						
Deposit liabilities	498,020	33,608	259,331	231,537	298	1,022,794
Bills payable	72,671	9,073	2,152	648	2,072	86,616
Bonds payable	-	-	26,935	-	-	26,935
Other liabilities	598	256	841	2	63,620	65,317
Total liabilities	<u>571,289</u>	<u>42,937</u>	<u>289,259</u>	<u>232,187</u>	<u>65,990</u>	<u>1,201,662</u>
Equity	<u>-</u>	<u>14,463</u>	<u>-</u>	<u>-</u>	<u>144,028</u>	<u>158,491</u>
Total liabilities and equity	<u>571,289</u>	<u>57,400</u>	<u>289,259</u>	<u>232,187</u>	<u>210,018</u>	<u>1,360,153</u>
On-book gap	<u>(70,273)</u>	<u>17,364</u>	<u>5,210</u>	<u>63,397</u>	<u>(15,698)</u>	<u>-</u>
Cumulative on-book gap	<u>(70,273)</u>	<u>(52,909)</u>	<u>(47,699)</u>	<u>15,698</u>	<u>-</u>	<u>-</u>
Contingent resources	59,188	12,687	-	28,995	-	100,870
Contingent liabilities	85,349	12,944	-	29,478	-	127,771
Off-book gap	<u>(26,161)</u>	<u>(257)</u>	<u>-</u>	<u>(483)</u>	<u>-</u>	<u>(26,901)</u>
Cumulative off-book gap	<u>(26,161)</u>	<u>(26,418)</u>	<u>(26,418)</u>	<u>(26,901)</u>	<u>(26,901)</u>	<u>-</u>
Periodic gap	<u>(96,434)</u>	<u>17,107</u>	<u>5,210</u>	<u>62,914</u>	<u>(15,698)</u>	<u>26,901</u>
Cumulative total gap	<u>(96,434)</u>	<u>(79,327)</u>	<u>(74,117)</u>	<u>(11,203)</u>	<u>(26,901)</u>	<u>-</u>

	Group 2023					Total
	One to Three Months	Three Months to One Year	One to Five Years	More than Five Years	Non-rate Sensitive	
<i>(Amounts in PHP)</i>						
<u>Resources:</u>						
Cash and cash equivalents	166,452	2,103	29,153	32,376	20,024	250,108
Investments - net	1,822	3,286	69,910	243,158	12,566	330,742
Loans and receivables - net	391,011	58,068	132,177	5,557	35,336	622,149
Other resources - net	<u>7,772</u>	<u>988</u>	<u>1,113</u>	<u>1,693</u>	<u>23,767</u>	<u>35,333</u>
Total resources	<u>567,057</u>	<u>64,445</u>	<u>232,353</u>	<u>282,784</u>	<u>91,693</u>	<u>1,238,332</u>
<u>Liabilities:</u>						
Deposit liabilities	458,990	44,396	237,728	215,292	306	956,712
Bills payable	42,698	2,293	4,349	396	1,122	50,858
Bonds payable	-	30,809	4,130	-	-	34,939
Other liabilities	<u>55</u>	<u>223</u>	<u>44</u>	<u>1,574</u>	<u>41,652</u>	<u>43,548</u>
Total liabilities	<u>501,743</u>	<u>77,721</u>	<u>246,251</u>	<u>217,262</u>	<u>43,080</u>	<u>1,086,057</u>
<u>Equity</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>152,275</u>	<u>152,275</u>
Total liabilities and equity	<u>501,743</u>	<u>77,721</u>	<u>246,251</u>	<u>217,262</u>	<u>195,355</u>	<u>1,238,332</u>
On-book gap	<u>65,314</u>	<u>(13,276)</u>	<u>(13,898)</u>	<u>65,522</u>	<u>(103,662)</u>	<u>-</u>
Cumulative on-book gap	<u>65,314</u>	<u>52,038</u>	<u>38,140</u>	<u>103,662</u>	<u>-</u>	<u>-</u>
Contingent resources	53,274	6,091	-	-	-	59,365
Contingent liabilities	<u>71,752</u>	<u>6,140</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>77,892</u>
Off-book gap	<u>(18,478)</u>	<u>(49)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(18,527)</u>
Cumulative off-book gap	<u>(18,478)</u>	<u>(18,527)</u>	<u>(18,527)</u>	<u>(18,527)</u>	<u>(18,527)</u>	<u>-</u>
Periodic gap	<u>46,836</u>	<u>(13,325)</u>	<u>(13,898)</u>	<u>65,522</u>	<u>(103,662)</u>	<u>18,527</u>
Cumulative total gap	<u>46,836</u>	<u>33,511</u>	<u>19,613</u>	<u>85,135</u>	<u>(18,527)</u>	<u>-</u>

Parent Company						
2024						
	One to Three Months	Three Months to One Year	One to Five Years	More than Five Years	Non-rate Sensitive	Total
<i>(Amounts in PHP)</i>						
Resources:						
Cash and cash equivalents	131,253	740	15,595	12,174	22,908	182,670
Investments - net	99,196	12,129	124,105	181,688	9,748	426,866
Loans and receivables - net	258,639	59,566	147,768	100,814	137,177	703,964
Other resources - net	8,115	1,231	1,842	887	27,577	39,652
Total resources	497,203	73,666	289,310	295,563	197,410	1,353,152
Liabilities:						
Deposit liabilities	497,583	33,400	259,961	231,793	-	1,022,737
Bills payable	72,305	7,977	-	646	-	80,928
Bonds payable	-	-	26,935	-	-	26,935
Other liabilities	-	229	841	2	62,998	64,070
Total liabilities	569,888	41,606	287,737	232,441	62,998	1,194,670
Equity	-	14,463	-	-	144,019	158,482
Total liabilities and equity	569,888	56,069	287,737	232,441	207,017	1,353,152
On-book gap	(72,685)	17,597	1,573	63,122	(9,607)	-
Cumulative on-book gap	(72,685)	(55,088)	(53,515)	9,607	-	-
Contingent resources	59,180	12,687	-	28,995	-	100,862
Contingent liabilities	85,345	12,944	-	29,478	-	127,767
Off-book gap	(26,165)	(257)	-	(483)	-	(26,905)
Cumulative off-book gap	(26,165)	(26,422)	(26,422)	(26,905)	(26,905)	-
Periodic gap	(98,850)	17,340	1,573	62,639	(9,607)	26,905
Cumulative total gap	(98,850)	(81,510)	(79,937)	(17,298)	(26,905)	-

	Parent Company					Total
	2023					
	One to Three Months	Three Months to One Year	One to Five Years	More than Five Years	Non-rate Sensitive	
<i>(Amounts in PHP)</i>						
Resources:						
Cash and cash equivalents	126,153	1,547	28,545	71,884	19,812	247,941
Investments - net	282	3,286	112,230	195,089	17,556	328,443
Loans and receivables - net	425,330	57,308	98,344	5,538	29,381	615,901
Other resources - net	15,137	988	1,061	115	21,304	38,605
Total resources	566,902	63,129	240,180	272,626	88,053	1,230,890
Liabilities:						
Deposit liabilities	458,452	44,250	238,758	215,909	-	957,369
Bills payable	42,314	-	1,247	396	-	43,957
Bonds payable	-	30,809	4,130	-	-	34,939
Other liabilities	-	199	44	1,273	40,843	42,359
Total liabilities	500,766	75,258	244,179	217,578	40,843	1,078,624
Equity	-	-	-	-	152,266	152,266
Total liabilities and equity	500,766	75,258	244,179	217,578	193,109	1,230,890
On-book gap	66,136	(12,129)	(3,999)	55,048	(105,056)	-
Cumulative on-book gap	66,136	54,007	50,008	105,056	-	-
Contingent resources	53,269	6,091	-	-	-	59,360
Contingent liabilities	71,752	6,140	-	-	-	77,892
Off-book gap	(18,483)	(49)	-	-	-	(18,532)
Cumulative off-book gap	(18,483)	(18,532)	(18,532)	(18,532)	(18,532)	-
Periodic gap	47,653	(12,178)	(3,999)	55,048	(105,056)	(18,532)
Cumulative total gap	47,653	35,475	31,476	86,524	(18,532)	-

The table below summarizes the potential impact on the Group and the Parent Company's annual interest income of parallel rate shifts using the re-pricing.

	Changes in Interest Rates (in basis points)			
	-100	-200	+100	+200
<i>(Amounts in PHP)</i>				
December 31, 2024				
Group	493	986	(493)	(986)
Parent Company	518	1,037	(518)	(1,037)
December 31, 2023				
Group	(517)	(1,033)	517	1,033
Parent Company	(529)	(1,058)	529	1,058

In 2024, the Group also entered into interest rate swap contracts which are accounted for under hedge accounting, under which the Group agreed to exchange the difference between fixed and floating rate interest amounts calculated on contracted notional principal amounts. Such contracts enable the Group to mitigate the risk of changing interest rates on the fair value of issued fixed rate debt issued. The fair value of interest rate swaps as at December 31, 2024 is determined by discounting the future cash flows using the interest rate curves at the reporting date adjusted for the credit risk inherent in the contract. The average interest rate is based on the outstanding balances at the end of the financial year (see Note 10.6).

The interest rate swaps settle on a quarterly basis and the floating rate on the interest rate swaps is based on SOFR. The pay fixed interest rate swap contracts exchanging fixed rate interest for floating rate interest are designated and effective as fair value hedges in respect of interest rates on the Group's fixed rate bonds. In 2024, the derivatives were highly effective in hedging the fair value exposure to interest rate movements and as a result the carrying amount of the hedged bonds were adjusted by P204, which was included in profit or loss at the same time that the fair value of the interest rate swap was included in profit or loss.

4.3.3 Equity Price Risk

The Group's exposure to price risk on equity securities held and classified in the statement of financial position as financial assets at FVTPL or financial assets at FVOCI (under Trading and Investment Securities account) as of December 31, 2024 and 2023 is managed through diversification of portfolio and monitoring of changes in market prices. Diversification of the portfolio is done in accordance with the limits set by the Group.

Moreover, RCBC Capital and RSI estimate the potential loss and determine the market and position risk requirement on equity securities at FVTPL in the computation of the market and position risk requirement for all equity positions.

RCBC Capital uses the delta-normal approach as its VaR model to estimate the daily potential loss that can be incurred from equity securities held for trading. VaR is a key measure in the management of market price risk. RCBC Capital uses a 99% confidence level and a minimum 260-day observation period in VaR calculation. In addition, RSI computes its market and position risk for all equity positions, if any, in conjunction with the Risk Based Capital Adequacy ratio required to be maintained. Market and position risk requirement is calculated using position risk factor multiplied by mark-to-market value security.

4.4 Credit Risk

Credit risk is the risk that the counterparty in a transaction may default, and arises from lending, trade finance, treasury, derivatives and other activities undertaken by the Group. The Group manages credit risk through a system of policies and authorities that govern the processes and practices of all credit-originating and borrowing relationship management units.

The Enterprise Risk Division of RMG assists senior management: (a) in establishing risk concentration limits at the portfolio level; and (b) in the continuous monitoring of the actual credit risk portfolio from the perspective of those limits and other risk management objectives. The Credit Management Group (CMG), on the other hand, is responsible for: (a) the development of credit policies relating to account management; (b) the financial evaluation and credit risk rating of borrowers; and, (c) asset quality review.

At the individual borrower level, exposure to credit risk is managed via adherence to a set of policies, the most notable features of which, in this context, are: (a) credit approving authority, except as noted below, is not exercised by a single individual but rather, through a hierarchy of limits that is effectively exercised collectively; (b) business center (BC) managers have limited approval authority only for credit exposure related to deposit-taking operations in the form of bills purchase, acceptance of second endorsed checks and 1:1 loan accommodations; (c) an independent credit risk assessment by the CMG of large corporate and middle-market borrowers, summarized into a borrower risk rating, is provided as input to the credit decision-making process; and, (d) borrower credit analysis is performed at origination and at least annually thereafter or co-terminus with the renewal of the credit line. In addition, adverse economic and market conditions that may impact a certain borrower or a group of borrowers may trigger the Group to conduct a special credit review prior to expiry of credit line.

CMG also identifies homogenous target market and design Credit Programs that will accelerate credit processing of accounts without sacrificing underwriting quality, and, set up enhanced data framework that would deepen the Bank's ability to identify potential problem accounts earlier.

In 2023, the Bank engaged an independent consultant to conduct an independent validation and refresh of the Bank's ECL model parameters, assumptions, design, and calibration. As a result of this refresh, the Bank made the following adjustments to its model:

- accounts with 1 to 30 days past due (DPD) are classified as Stage 1 instead of Stage 2 (see Note 4.4.3);
- a 12-month performance window is observed to consider the probability of an account defaulting in the future (see Note 4.4.5);
- periods affected by the COVID-19 were excluded from the computation of default rates to exclude abnormally high default rates during the pandemic period considering the full recovery from the impact of COVID-19;
- a mean reversion approach was used for consumer loans to project the macroeconomic variables (MEVs) influencing the associated credit risk of the borrowers (Note 4.4.5); and
- the Vasicek equation was used to transform through-the-cycle PDs into point-in-time PDs (Note 4.4.5).

The updated ECL framework of the Bank was approved by ROC on January 19, 2024.

In 2024, the Bank made post model adjustments on the ECL models arising from the use of credit analytics and credit judgments, to consider the effects of the following:

- more granular level of segmentation of credit exposures for auto loans and credit cards based on customer segment, payment behavior, and credit score, among others;
- the respective collection behaviors on auto loan accounts and credit card receivables considering accounts that do not flow to further delinquencies, and accounts previously provided with 100% LGD but had subsequent recoveries; and
- account updates for specific corporate borrowers arising from regular credit monitoring activities

Post model adjustments made in estimating the reported ECL as at December 31, 2024 are set in the following table:

	Group and Parent Company		
	BAU Model	Post Model Overlays	Final ECL
<i>(Amounts in PHP)</i>			
Loans and discounts:			
Corporate	11,083	(1,140)	9,943
Consumer	2,406	(209)	2,197
Credit card receivables	5,392	(963)	4,429
	<u>18,881</u>	<u>(2,312)</u>	<u>16,569</u>

Based on the Bank's policy, a model validation shall be conducted when significant changes are made to the models, to ensure that the models are suitable for their proposed usage on an ongoing basis. The Bank plans to conduct another independent validation of its ECL models in the next reporting period.

4.4.1 Concentrations of Credit Risk

Credit risk concentration in the context of banking generally denotes the risk arising from an uneven distribution of counterparties in credit or in any other business relationships, or from a concentration in business sectors or geographic regions which is capable of generating losses large enough to jeopardize an institution's solvency. The Group monitors concentrations of credit risk by sector.

An analysis of concentrations of credit risk of the loan portfolio at the end of the reporting period is shown in Note 33.

In the course of the Group's implementation of ICAAP (see Note 5.2), it adopts a quantification of credit risk concentration following frameworks prescribed by some of the more advanced European central banks as well as established concentration metrics. Using sector distribution as a tool, the Group performs a straightforward application of the Herfindahl-Hirshman Index (HHI) to determine the existence of credit risk concentration. The Group supplements this methodology with the use of the Comprehensive Concentration Index (CCI) to monitor and analyze name concentration.

The Group, however, recognizes the inherent limitations of the use of HHI and CCI to assess credit concentration risk. To augment this measure and to appropriately manage said risk, the Group performs an in-depth analysis of its large borrowing groups. To ensure the independence of this process, the review and analysis are done during the ROC meetings.

4.4.2 Credit Risk Assessment

The Group's credit risk assessment is performed based on the different segments of financial asset portfolio such as (a) corporate, which generally include corporate banking group loans, commercial and small-medium size segment loans, lease contract and finance receivables, and unquoted debt securities classified as loan (UDSCL), (b) retail, which include housing, auto, credit cards, and microfinance lending; and, (c) treasury, which covers credit exposures on debt securities under the Group's HTC portfolio and financial assets at FVOCI. The Group also established credit risk assessment procedures for sales contract receivables and other risk assets including accounts receivables.

i. Corporate Loans

Loans, regardless if the accounts have been fully paid, extended or renewed in subsequent period, are subjected to evaluation for possible losses. The Group's estimation of credit exposure for risk management purposes is complex and requires the use of models, as the exposure varies with changes in market conditions (or industry performance), expected cash flows, and the passage of time. The assessment of credit risk of a portfolio of assets requires further estimations as to the PDs occurring, of the associated loss ratios, and of default correlations between counterparties; accordingly, such credit risk is measured using PD, LGD, and EAD, for purposes of measuring ECL.

The Group uses its internal credit risk rating system (ICRRS) to determine any evidence of potential deterioration in the quality of an instrument that takes into consideration both quantitative and qualitative criteria. The rating system classifies performing accounts from a scale of AAA indicating an extremely strong capacity of the counterparty to meet financial commitments down to ratings lower than CCC demonstrating weakness in the counterparty's economic and financial condition that could lead to payment default on financial commitments.

Past due accounts, accounts identified for phase-out and those that exhibit the characteristics of classified loans shall be risk-rated following the guidelines on credit classification per BSP Manual of Regulations for Banks and under the BSP Circular No. 1011, i.e., Especially Mentioned, Substandard, Doubtful or Loss. These guidelines are used by the Group to assign the individually assessed loan or a group of loans within a particular portfolio segment to a specific stage category under the PFRS 9 loan impairment standards (i.e., Stage 1, 2, 3).

The ICRRS is established by the Group in congruence with and with reference to the credit risk rating methodology used by Standard & Poor's (S&P) in measuring the creditworthiness of an individual borrower, whether the related borrowing is still performing or current in status. The risk ratings determined by the Group for its portfolio of loans and receivables at a given review date is updated to consider the possible shift in the economy or business environment or circumstances affecting the industry and the entity or borrower, in particular.

Accordingly, a periodic assessment of credit quality may improve the borrower's rating or it could lead to one or more rating downgrades over time; hence, could lead to the transfer of credit exposure in different stages of impairment. The credit risk ratings in ICRRS are calibrated such that the risk of default increases exponentially at each higher risk rating (e.g., a difference in the PD between a risk rating of A and A- is lower than the difference in the PD between a B and B- risk rating).

In the process of applying the Group's ICRRS in determining the credit quality of loans and receivables, the Group analyzes the credit quality of the borrowers and counterparties through a set of criteria and rating scale classified into the following:

<u>Rating Scale</u>	<u>Rating Description/Criteria</u>
AAA	Extremely strong capacity to meet financial commitments.
AA*	Very strong capacity to meet financial commitments.
A*	Strong capacity to meet financial commitments, but somewhat susceptible to adverse economic conditions and changes in circumstances.
BBB*	Adequate capacity to meet financial commitments, but more subject to adverse economic conditions.
BB*	Less vulnerable in the near-term but faces major ongoing uncertainties to adverse business, financial and economic conditions.
B*	More vulnerable to adverse business, financial and economic conditions but currently has the capacity to meet financial commitments.
CCC and below*	Not at risk of loss at the moment and the borrower has the financial capacity to meet its obligations but its exposure to adverse business, financial or economic conditions has weakened it and, unless present trends are reversed, could eventually lead to losses.
Especially Mentioned	Has potential weaknesses that deserve management's close attention and if left uncorrected, these weaknesses may affect the repayment of the loan.
Substandard	Have well-defined weakness(es), that may jeopardize repayment/liquidation in full, either in respect of the business, cash flow or financial position, which may include adverse trends or developments that affect willingness or repayment ability of the borrower.
Doubtful	Loans and credit accommodations that exhibit more severe weaknesses than those classified as "Substandard", whose characteristics on the basis of currently known facts, conditions and values make collection or liquidation highly improbable.
Loss	Loans considered absolutely uncollectible or worthless.

** Ratings from AA to CCC are modified by a plus (+) or minus (-) sign to show relative standing within the rating categories.*

As part of credit risk assessment documentation and reporting, the Group includes financial instruments rated as AAA to B- under the “Pass” classification, while instruments rated CCC+ and below are grouped under the Watchlisted classification. Generally, “Pass” classification includes loans and other credit accommodations that do not have a greater-than-normal credit risk and do not possess the characteristics of classified loans. These are credits that have the apparent ability and willingness to satisfy their obligations in full and therefore, no loss in ultimate collection is anticipated. On the other hand, watchlisted counterparties are characterized by the following:

- those that belong to an unfavorable industry or has company-specific risk factors which represent a concern;
- the operating performance and financial strength may be marginal and it is uncertain if borrower can attract alternative course of finance;
- borrower finds it hard to cope with any significant economic downturn and a default in such a case is more than a possibility; and,
- borrower incurs net losses and has salient financial weaknesses, reflected on their financial statements, specifically in profitability.

Split classification/rating may apply for non-performing secured loans and other credit accommodations, depending on the recoverability and liquidity of the collateral. The secured portion may be classified as “substandard” or “doubtful”, as appropriate, while the unsecured portion shall be classified “loss” if there is no other source of payment other than the collateral.

In the case of syndicated loans, the Group shall maintain credit information on the borrower, and grade and make provision for its portion of the syndicated loan in accordance with its policy. The lead financial institution or bank shall provide participating financial institutions with the credit information on the borrower upon request by the participating financial institutions and inform the latter if the loan will be classified so as to achieve uniform classification of the syndicated loan.

(ii) Retail and Other Products

CMG is tasked to measure, control and manage credit risk on the consumer loans business of the Group through the performance of regular monitoring, reporting and recommendation of risk mitigation measures of the actual credit risk portfolio to the CRECOL and ROC, as well as accomplishment of the corresponding review and development of credit policies and guidelines to sustain asset quality.

For consumer loans, risk assessment is performed on an individual borrower through the use of a credit application scorecard for Housing, Auto and Personal Loans while for Corporate Salary Loans, rule-based credit criteria on company accreditation and borrower evaluation has been established. The credit application scorecard makes use of customer, loan and collateral characteristics which have been assigned weights based on their predictive power in determining the propensity of an account to default or maintain a satisfactory credit performance. Credit decisions are based on recommended score cut-offs.

Asset quality of the Group is monitored through a regular portfolio performance review including customer segmentation and loan concentration risk assessment to identify sources of risk and to determine risk mitigation on segments that drive delinquency or manifests triggers for default. Likewise, close monitoring and review of industry performance, economic changes and market conditions that may affect the consumer loans business is also taken into consideration to establish a holistic risk assessment process.

For the credit card portfolio of the Group, credit risk assessment is performed through segmentation process to diversify the portfolio risk into different homogeneous populations or segments. Over-all account distribution is analyzed for three different snapshots with respect to month-on-month DPD to see consistency in the portfolio.

For microfinance and small business loans, regardless if the accounts have been fully paid, extended or renewed in subsequent period, are subjected to evaluation for possible losses. Credit risk assessment is performed based on groups of loan portfolio segmented by product type such as (a) credit accommodations to small-medium size borrowers; and, (b) agricultural and microfinance loans.

The Group classifies the consumer, microfinance and small business loans based on days past due following the categories that are consistent with the manner applied under the Group's internal credit risk assessment and regulatory reporting as follows:

<u>Bucket</u>	<u>Classification</u>	<u>Secured</u>	<u>Unsecured</u>
Current	Unclassified	Unclassified	Unclassified
One to 30 days	Especially Mentioned	Unclassified	Especially Mentioned
31 to 60 days	Especially Mentioned	Especially Mentioned	Especially Mentioned
61 to 90 days	Substandard	Especially Mentioned	Substandard
91 to 180 days	Substandard	Substandard	Substandard
181 to 365 days	Doubtful	Doubtful	Doubtful
More than 365 days	Loss	Loss	Loss

The Group assigns consumer, microfinance and small business loans based on classification into stages of impairment as follows:

<u>Classification</u>	<u>Stage</u>
Unclassified	1
Especially Mentioned	2
Defaulted	3

For purposes of the information disclosed for credit risk exposures, 'defaulted' accounts include those which are classified as Substandard, Doubtful, and Loss.

The groupings of financial instruments into a pool of shared credit quality are subject to the regular review by the Group's CMG in order to ensure that credit exposures within a particular group remain appropriately homogenous.

(iii) Debt Securities at Amortized Cost and at FVOCI

For debt securities, the Group adopts similar credit risk ratings published by reputable external rating agency (e.g., S&P). These ratings are continuously monitored and updated. The PD associated with each rating is determined based on realized default rates over the previous 12 months, as published by the rating agency.

4.4.3 Assessment of SICR

In assessing whether the credit risk on a financial instrument has increased significantly since initial recognition, the Group assesses the change in the risk of a default occurring over the remaining life of the financial instrument. In making this assessment, the Group assesses on a periodic basis both quantitative and qualitative information that is reasonable and supportable, including historical experience and forward-looking information as appropriate. These may include macroeconomic conditions, economic sector and geographical region relevant to the counterparty or borrower and other factors that are counterparty-specific. As the Group holds various arrays of financial instruments, the extent of assessment may depend on the materiality of the financial instrument or the complexity of the portfolio being assessed.

The Group ECL model follows a three-stage impairment approach in determining the loss allowance to be recognized in the financial statements:

- (i) Stage 1 – comprises of all credit exposures that are considered ‘performing’ and with no observed SICR since initial recognition. These include those financial instruments with low credit risk. For these financial instruments, the loss allowance is determined based on a 12-month ECL. PFRS 9 provides a rebuttable presumption that credit risk is considered to have significantly increased since initial recognition if the contractual payment is more than 30 days past due. The rebuttal must be in consideration of a reasonable and supportable information that is available without undue cost or effort.
- (ii) Stage 2 – comprises of all financial instruments assessed to have SICR since initial recognition based on the Group’s quantitative and qualitative criteria, though not yet deemed to be credit-impaired. Using the Group’s ICRRS, Stage 2 includes credit exposures that are considered ‘under-performing’ in which risk ratings were downgraded by at least three notches and/or downgraded to CCC+ to Especially Mentioned. Stage 2 financial instruments may also include those facilities where the credit risk has improved and have been reclassified from Stage 3 subject to the Group’s observation period on the creditworthiness of the counterparty. A lifetime ECL is recognized for these financial instruments.
- (iii) Stage 3 – comprises credit exposures which are assessed as ‘credit-impaired’, thus considered by the Group as ‘non-performing’, which is assessed consistently with the Group’s definition of default. Generally, this includes accounts classified as Substandard, Doubtful and Loss. The Group recognizes a lifetime ECL for all credit-impaired financial assets.

The Group considers low credit risk for listed debt security when its credit risk rating is equivalent to a globally understood definition of ‘investment grade’ (which should be from at least one major rating agency); other debt securities are considered to be low credit risk when they have a low risk of default and the issuer has a strong capacity to meet its contractual cash flow obligations in the near term.

Financial assets that are credit-impaired on initial recognition are classified as purchased or originated credit-impaired assets. ECL is only recognized or released to the extent that there is a subsequent change in the ECLs.

The criteria for determining whether credit risk has increased significantly vary by portfolio and include quantitative changes in probabilities of default and qualitative factors, including a backstop based on delinquency. The credit risk of a particular exposure is deemed to have increased significantly since initial recognition if, based on the Group's internal credit assessment, the borrower or counterparty is determined to have well-defined credit weaknesses. Under the Group's ICRRS, these are exposures rated at least Especially Mentioned. For exposures with no internal credit risk rating performed, if contractual payments are more than a specified days past due threshold, the credit risk is deemed to have increased significantly since initial recognition. Depending on the number of days past due which differ across the various retail products of the Group, a credit exposure may be transferred to Stage 2 or Stage 3. Days past due are determined by counting the number of days since the earliest elapsed due date in respect of which full payment has not been received. In subsequent reporting periods, if the credit risk of the financial instrument improves such that there is no longer a SICR since initial recognition, the Group shall revert to recognizing a 12-month ECL.

As a general rule, an upgrade or transfer of credit exposure from Stage 3 to Stage 1 is allowed when there is sufficient evidence to support that full collection of principal and interest is probable, consistent with the Group's definition of curing period which is 6 months of satisfactory performance before an account is moved from Stage 3 to Stage 2 and another 6 months from Stage 2 to Stage 1.

For portfolios in respect of which the Group has limited historical data, external benchmark information (e.g., Basel LGD) is used to supplement the internally available data. The portfolios for which external benchmark information represents a significant input into measurement of ECL include exposures to foreign borrowers and low default borrower segments.

4.4.4 Definition of Default and Credit-impaired Assets

i. Loans and Receivables

The Group defines a loan instrument as in default, which is aligned with the definition of credit-impaired, when the borrower is more than 90 days past due on its contractual payments, except for the 30 days past due threshold for retail loans of the Group and one day past due for microfinance loan portfolio of Rizal Microbank. As part of a qualitative assessment of whether a customer is in default, the Group also considers a variety of instances and factors that may indicate unlikeliness to pay which may include (a) significant financial difficulty of the issuer or borrower; (b) the restructuring of a loan by the Group, for economic or legal reasons relating to the borrower's financial difficulty, on terms that the Group would not consider otherwise; or (c) it becoming probable that the borrower will enter bankruptcy or other financial reorganization. When such events occur, the Group carefully considers whether the event should result in treating the customer as defaulted.

A loan that has been renegotiated due to a deterioration in the borrower's condition is usually considered to be credit-impaired unless there is evidence that the risk of not receiving contractual cash flows has reduced significantly and there are no other indicators of impairment.

An instrument is considered to be no longer in default or have cured when the borrower is able to repay the installments in arrears and the account no longer meets any of the default criteria for a consecutive period of 180 days observation period, within which the borrower shall make consecutive payments.

The definitions of default and observation period have been aligned with the definition used for regulatory capital purposes. Definitions of default and cure period can be rebutted and the rebuttal will be monitored and reviewed by the CMG on annual basis to ensure definitions remains appropriate.

These criteria are consistent with the definition of default used for internal credit risk management purposes that is aligned with the default criteria used for regulatory capital purposes. Such definition is consistently applied in determining PD, LGD, and EAD for each loan portfolio segment and throughout the ECL calculations of the Group.

ii. Investments in Debt Securities

Investments in debt securities is assessed as credit-impaired and impairment losses are incurred if, and only if, there is objective evidence of impairment as a result of an event that occurred after the initial recognition of the security (a “loss event”) and that loss event has impact on the estimated future cash flows of the securities. Losses expected as a result of future events, shall also be considered in estimating the ECL.

Objective evidence that the security is impaired includes observable data that comes to the attention of the holder of the security about the following loss events:

- significant financial difficulty of the issuer or obligor;
- breach of contract, such as a default or delinquency in interest or principal payments;
- the financial institution, for economic or legal reasons relating to the issuer’s financial difficulty, granting to the issuer a concession that the financial institution would not otherwise consider;
- it becoming probable that the issuer will enter bankruptcy or other financial reorganization;
- the disappearance of an active market for that security because of financial difficulties; or,
- observable data indicating that there is a measurable decrease in the estimated future cash flows from a portfolio of securities since the initial recognition of those assets, although the decrease cannot yet be identified with the individual securities in the portfolio, including adverse change in the payment status of issuers in the portfolio; or national or local economic conditions that correlate with defaults on the securities in the portfolio.

The disappearance of an active market because a financial institution’s held securities are no longer publicly traded is not evidence of impairment. A downgrade of an issuer’s credit rating is not, by itself, evidence of impairment, although it may be evidence of impairment when considered with other available information. A decline in the fair value of a security below its cost or amortized cost is not necessarily evidence of impairment (for example, a decline in fair value of an investment in debt security that results from an increase in the risk-free interest rate).

In making an assessment of whether an investment in sovereign debt is credit-impaired, the Group considers the following factors:

- the market's assessment of creditworthiness as reflected in the bond yields;
- the rating agencies' assessment of credit-worthiness;
- the country's ability to access the capital markets for new debt issuance;
- the probability of debt being restructured, resulting in holders suffering losses through voluntary or mandatory debt forgiveness; or,
- the internal support mechanism in place to provide the necessary support as 'lender of last resort' to that country, as well as the intention, reflected in public statements, of governments and agencies to use those mechanisms. This includes an assessment of the depth of those mechanisms and, irrespective of the political intent, whether there is the capacity to fulfill the required criteria.

4.4.5 ECL Measurement Inputs

Integral in the Group's established policies in measuring and calculating ECL on financial instrument is the use of appropriate model for each segment of financial asset that applies relevant inputs and assumptions, including forward-looking information as appropriate.

(a) Key Inputs and Assumptions in the ECL Model

The ECL is determined by projecting the PD, LGD and EAD for each future month and for each individual exposure or collective segment.

- (i) PD represents an estimate of likelihood of a borrower defaulting on its financial obligation over a given time horizon, either over the next 12 months (12-month PD) or over the remaining lifetime (lifetime PD) of the obligation. PD is calculated based on statistical rating models, and assessed using rating tools tailored to the various categories of counterparties and exposures which considers both quantitative and qualitative factors. In determining PD, the Group performed segmentation of its credit exposures based on homogenous characteristics [including corporate loan and retail loan (including credit-card and microfinance)] and developed a systematic PD methodology for each portfolio. Generally, if a counterparty or exposure migrates between rating classes, this will lead to a change in the estimate of the associated PD.
- (ii) LGD pertains to estimate of loss related to the amount that may not be recovered after the borrower defaults. The Group estimates LGD parameters based on historical recovery rates of claims against defaulted counterparties, which takes into consideration the realization of any collateral that is integral to the financial asset. For secured credit exposure, the determination of LGD is dependent on the Group's collateral data which are available at the origination of the instrument which takes into account the amount and timing of the cash inflows (actual recovery) and outflows (actual expenses) and on the time value of money. Recoveries are calculated on a discounted cash flows basis using the effective interest rate as the discounting factor.

(iii) EAD represents the gross carrying amount of the exposure in the event of default which include the amortized cost amount of an instrument and any accrued interest receivable. For lending commitments, the EAD includes the amount of drawn and undrawn irrevocable loan commitments under the contract, which are estimated based on historical observations and forward-looking forecast. For some financial assets (e.g., credit card lending), EAD is determined by modelling the range of possible exposure outcomes at various points in time using scenario and statistical technique which considers the ability of borrowers to increase its exposure from the time of ECL calculation to the time of default (i.e., credit conversion factor).

These three components are multiplied together and adjusted for the likelihood of survival (i.e., the exposure has not been prepaid or defaulted in an earlier month). This effectively calculates an ECL for each future month, which is then discounted back to and summed at the end of the reporting period. The discount rate used in the ECL calculation is the original effective interest rate or the relevant fund transfer pricing rate, whichever is more applicable.

The lifetime PD is developed by applying a maturity profile to the current 12-month PD. The maturity profile looks at how defaults develop on a portfolio from the point of initial recognition throughout the life of the instrument. The maturity profile is based on historical observed data and is assumed to be the same across all assets within a portfolio and credit grade band. Such profile is supported by a historical analysis (i.e., an observation period of five years) which uses, among others the number of rated accounts and ratings of bad accounts at the time of default. Bad accounts are defaulted accounts classified into three classes such as the non-performing loans, accounts classified as Substandard, Doubtful or Loss, and real past due accounts.

For consumer loans, the PD models are used to compute a through-the-cycle (TTC) PD, which are PDs neutral to changes in conditions over the economic cycle covering the lifetime of the exposure. These TTC PDs are adjusted using a single factor Vasicek model to reflect the impact of macroeconomic factors to arrive at forward-looking Point-In-Time (PIT) PDs to consider the probability of default in current economic conditions in accordance with PFRS 9.

In a risk rating model applied by the Group for corporate loans, a better rating or score denotes less probability of default than those of a worse rating. Identifying the counterparty default is done through a computation of the portfolio's observed default rate (ODR). In cases when ODR method and the data to be used is limited, the Group may also employ the implied probability of default frequency (IPD) and the application of overlay factors in the PD.

Using the historical defaults under the Group's ICRRS based on S&P scale, ODR is calculated for each rating bucket as the ratio of the total number of defaults in next 12 months divided by the total count of accounts. On the other hand, unrated accounts are distributed to existing S&P rating classes using normal distribution assumption.

The 12-month and lifetime EADs are determined based on the expected payment profile, which varies by product type.

For loans with periodic amortization and one-time full payment at end of the term, EAD is based on the contractual repayments owed by the borrower over a 12-month or lifetime basis. This will also be adjusted for any expected overpayments made by a borrower. Early repayment or refinancing assumptions are also incorporated into the calculation.

For revolving products (such as credit cards and credit line facilities), EAD is determined by taking current drawn balance and adding a “credit conversion factor” which allows for the expected drawdown of the remaining limit by the time of default. These assumptions vary by product type and current limit utilization band, based on analysis of the Group’s recent default data.

The 12-month and lifetime LGDs are determined based on the factors which impact the recoveries made post default, and may vary by product type. For secured products, this is primarily based on collateral type and projected collateral values, historical discounts to market or book values due to forced sales, time to repossession and recovery costs observed. For unsecured products, LGD is typically set at product level due to the limited differentiation in recoveries achieved across different borrowers. The LGD is influenced by collection strategies.

For cash and cash equivalents and debt securities, the Group applies the low credit risk simplification. The probability of default and loss given defaults are publicly available and are considered to be low credit risk investments. It is the Group’s policy to measure ECL on such instruments on a 12-month basis. However, when there has been a SICR since origination, the allowance will be based on the lifetime ECL. The Group uses the ratings from S&P to determine whether the debt instrument has significantly increased in credit risk and to estimate ECL.

The assumptions underlying the ECL calculation are monitored and reviewed on an annual basis. With the changes in the current economic condition and granular behavior analysis of customers, the management has enhanced its existing ECL model in 2022 to reflect the continuing impact of the COVID-19 pandemic and the Group’s and Parent Company’s financial support program to its customers on a reasonable and supportable basis. In 2023, the Bank conducted an independent model validation which encompasses comprehensive model testing to assess model robustness. A refresh is applied to update the ECL model to ensure it remains relevant and effective in estimating credit losses. The Bank further applied post model adjustments in 2024 to consider the results of its ongoing review of customer segmentation recovery updates (see Note 4.4).

The determination of the 12-month and lifetime PD, LGD, and EAD includes the overlay of forward-looking economic information discussed below.

(b) Overlay of Forward-looking Information

The Group incorporates forward-looking information (FLI) in its calculation of ECL. The Group has performed historical analysis and has identified the key MEVs impacting credit risk associated with its borrowers and/or counterparties and the ECL for relevant portfolio of debt instruments.

The MEVs and their associated impact on the PD, LGD and EAD vary by financial instrument. For corporate loans, a multivariate analysis in the context of Vector Autoregressive (VAR) model is used to assess the effect of macroeconomic factors as historical and deterministic regressors to the portfolios PD. To determine the MEV, all possible combinations of the time series and considered lags with NPL ratio were considered and evaluated based on the soundness of economic theory, goodness of fit, and in accordance with the assumptions of VAR. For consumer loans, to project the MEVs for the full remaining life of each financial instrument, a mean reversion approach has been used for consumer loans, which means that MEVs tend to converge to either a long run average rate (e.g., for unemployment) or a long run average growth rate [e.g., Gross Domestic Product (GDP)] over a period of two to five years.

The impact of these economic variables on the PD, LGD and EAD has been determined by performing statistical regression analysis to understand the impact changes in these variables have had historically on default rates and on the components of LGD and EAD.

The MEVs considered by the Group include economic data and forecasts published by government bodies (e.g., BSP and Philippine Statistics Authority), international organizations (e.g., International Monetary Fund), and certain reputable private and academic organizations involved in forecasting. Accordingly, the Group has identified key drivers for credit risk for its corporate loans portfolio, which include among others, GDP growth rate, inflation rate, unemployment rate, interest rate (i.e., based on 91-day T-bill Yield), household consumption expenditure growth, OFW remittances, and foreign currency exchange rates.

On the other hand, the key drivers for the Group's retail and consumer loans portfolio include unemployment rate, GDP growth rate, consumer price index (CPI), foreign currency exchange rates, inflation rate, and bank lending rates. Using an analysis of historical data, the Group has estimated relationships between MEVs and credit risk and credit losses.

As with any economic forecasts, the projections and likelihoods of occurrence are subject to a high degree of inherent uncertainty, and therefore, the actual outcomes may be significantly different to those projections. The Group considers these forecasts to represent its best estimate of the possible outcomes.

Management has also considered other FLI not incorporated within the above economic scenarios, such as any regulatory, legislative, or political changes, but are not deemed to have a significant impact on the calculation of ECL. Management reviews and monitors the appropriateness of FLIs on a regular basis and additional factors may be incorporated from time to time as deemed appropriate.

4.4.6 Credit Risk Exposures

An analysis of the maximum credit risk exposure relating to receivables from customers is shown below:

	Group			
	Gross Maximum Exposure	Fair Value of Collaterals	Net Exposure	Financial Effect Of Collaterals
<i>(Amounts in PHP)</i>				
2024				
Loans and discounts:				
Corporate	421,744	477,408	-	421,744
Consumer*	174,873	143,253	31,620	143,253
Credit card receivables	110,453	-	110,453	-
Leasing and finance	2,401	5,677	-	2,401
Microfinance and small business	1,163	4,148	-	1,163
Other receivables	51,993	4,332	47,661	4,332
	762,627	634,818	189,734	572,893
2023				
Loans and discounts:				
Corporate	414,311	356,230	58,081	356,230
Consumer*	128,867	145,505	2,777	126,090
Credit card receivables	74,667	-	74,667	-
Leasing and finance	2,801	3,900	-	2,801
Microfinance and small business	1,276	5,978	-	1,276
Other receivables	45,402	5,504	39,898	5,504
	667,324	517,117	175,423	491,901

**The net exposure balance includes unsecured personal and salary loans*

	Parent Company			
	Gross Maximum Exposure	Fair Value of Collaterals	Net Exposure	Financial Effect Of Collaterals
<i>(Amounts in PHP)</i>				
2024				
Loans and discounts:				
Corporate	419,085	477,408	-	419,085
Consumer*	174,873	143,253	31,620	143,253
Credit card receivables	110,453	-	110,453	-
Other receivables	50,850	4,332	46,518	4,332
	755,261	624,993	188,591	566,670
2023				
Loans and discounts:				
Corporate	411,706	351,499	60,207	351,499
Consumer*	128,867	145,505	2,777	126,090
Credit card receivables	74,667	-	74,667	-
Other receivables	44,462	5,504	38,958	5,504
	659,702	502,508	176,609	483,093

*The net exposure balance includes unsecured personal and salary loans

The table below sets out the gross carrying amounts of the exposures to credit risk on financial assets with low credit risk measured at amortized cost and debt securities at FVOCI as of December 31.

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Cash and cash equivalents	185,369	250,108	182,670	247,941
Debt securities:				
At amortized cost	260,344	236,688	259,419	235,803
At FVOCI	154,488	78,533	154,376	78,417
	600,201	565,329	596,465	562,161

Cash and cash equivalents include loans and advances to banks [i.e., Due from BSP, Due from Other Banks, Loans Arising from Repurchase Agreements, and Interbank Loans Receivables (see Note 9)]. Debt securities includes government and corporate bonds and bills. These are held with the central bank, financial institutions and other counterparties that are reputable and with low credit risk; corresponding allowance for ECL is shown in the succeeding pages.

The information about the credit exposures on the above financial assets as well as on loan commitments by stages of impairment as of December 31, 2024 and 2023, shown at their gross carrying amounts with the corresponding allowance for ECL are shown in the succeeding pages. All instruments, which were not assessed by the Group for ECL based on individual credit risk rating were evaluated on a collective basis, applying applicable PD and LGD based on the segment of instrument.

The maximum exposure to credit risks for other financial assets is limited to their carrying values as of December 31, 2024 and 2023.

a) *Loans and receivables*

	Group				Total
	Stage 1	Stage 2	Stage 3	Purchased credit-impaired*	
<i>(Amounts in PHP)</i>					
2024					
Corporate loans					
Pass					
AAA to BBB	3,936	-	-	-	3,936
BBB- to B-	360,442	162	227	-	360,831
Watchlisted	31,530	200	1,352	-	33,082
Especially mentioned	-	6,921	7,854	-	14,775
Substandard	-	-	8,458	-	8,458
Defaulted	-	-	579	20	599
Unrated	63	-	-	-	63
	395,971	7,283	18,470	20	421,744
Allowance for ECL	(957)	(472)	(8,352)	(16)	(9,797)
Carrying amount	395,014	6,811	10,118	4	411,947
Consumer loans					
Current	154,061	-	-	-	154,061
1-30 dpd	7,620	-	-	-	7,620
31-90 dpd	-	5,289	-	-	5,289
Defaulted	-	-	7,903	-	7,903
	161,681	5,289	7,903	-	174,873
Allowance for ECL	(820)	(515)	(1,669)	-	(3,004)
Carrying amount	160,861	4,774	6,234	-	171,869
Credit cards					
Current	102,931	51	-	-	102,982
1-29 dpd	1,714	19	-	-	1,733
30-59 dpd	-	911	-	-	911
60-89 dpd	-	833	-	-	833
Defaulted	-	-	3,994	-	3,994
	104,645	1,814	3,994	-	110,453
Allowance for ECL	(734)	(891)	(2,804)	-	(4,429)
Carrying amount	103,911	923	1,190	-	106,024
Leasing and finance receivables**					
AAA+ to B+	290	-	-	-	290
B-	777	7	-	-	784
CCC below	-	127	1,116	-	1,243
Unrated	84	-	-	-	84
	1,151	134	1,116	-	2,401
Allowance for ECL	(144)	(25)	(824)	-	(993)
Carrying amount	1,007	109	292	-	1,408
Micro and small business loans***					
Unclassified	892	-	-	-	892
Especially mentioned	-	50	-	-	50
Defaulted	-	-	221	-	221
	892	50	221	-	1,163
Allowance for ECL	(1)	-	(92)	-	(93)
Carrying amount	891	50	129	-	1,070
Balance forwarded	661,684	12,667	17,963	4	692,318

	Group				Total
	Stage 1	Stage 2	Stage 3	Purchased credit-impaired*	
<i>(Amounts in PHP)</i>					
<i>Balance carried forward</i>	661,684	12,667	17,963	4	692,318
<i>Other receivables</i>					
Current	48,794	-	1	-	48,795
Past due	-	883	2,315	-	3,198
	48,794	883	2,316	-	51,993
Allowance for ECL	(143)	(81)	(1,590)	-	(1,814)
Carrying amount	48,651	802	726	-	50,179
Total gross amount	713,134	15,453	34,020	20	762,627
Allowance for ECL	(2,799)	(1,984)	(15,331)	(16)	(20,130)
Carrying amount	710,335	13,469	18,689	4	742,497

*Purchased credit-impaired financial assets pertain to the non-performing loans of RCBC JPL

**Leasing and finance receivables are from RCBC LFC

***Micro and small business loans are from Rizal Microbank

	Group				Total
	Stage 1	Stage 2	Stage 3	Purchased credit-impaired*	
<i>(Amounts in PHP)</i>					
2023					
Corporate Loans					
Pass					
AAA to BBB	16,339	1	-	-	16,340
BBB- to B-	351,474	32	4	-	351,510
Watchlisted	20,104	836	4	-	20,944
Especially mentioned	-	4,565	4,395	-	8,960
Substandard	-	-	9,032	-	9,032
Defaulted	-	-	518	20	538
Unrated	6,955	1	31	-	6,987
	394,872	5,435	13,984	20	414,311
Allowance for ECL	(923)	(222)	(7,891)	(16)	(9,052)
Carrying amount	393,949	5,213	6,093	4	405,259
Consumer loans					
Current	111,978	-	-	-	111,978
1-30 dpd	6,216	-	-	-	6,216
31-90 dpd	-	3,686	-	-	3,686
Defaulted	-	-	6,987	-	6,987
	118,194	3,686	6,987	-	128,867
Allowance for ECL	(558)	(280)	(1,187)	-	(2,025)
Carrying amount	117,636	3,406	5,800	-	126,842
Credit cards					
Current	69,735	30	-	-	69,765
1-29 dpd	1,129	13	-	-	1,142
30-59 dpd	-	660	-	-	660
60-89 dpd	-	544	-	-	544
Defaulted	-	-	2,556	-	2,556
	70,864	1,247	2,556	-	74,667
Allowance for ECL	(886)	(747)	(2,018)	-	(3,651)
Carrying amount	69,978	500	538	-	71,016
<i>Balance forwarded</i>	581,563	9,119	12,431	4	603,117

	Group				Total
	Stage 1	Stage 2	Stage 3	Purchased credit-impaired*	
<i>(Amounts in PHP)</i>					
<i>Balance carried forward</i>	581,563	9,119	12,431	4	603,117
<i>Leasing and finance receivables**</i>					
AAA+ to B+	512	-	-	-	512
B-	136	-	-	-	136
CCC below	-	1,216	937	-	2,153
	648	1,216	937	-	2,801
Allowance for ECL	(85)	(235)	(716)	-	(1,036)
Carrying amount	563	981	221	-	1,765
<i>Micro and small business loans***</i>					
Unclassified	994	-	-	-	994
Especially mentioned	-	79	-	-	79
Defaulted	-	-	203	-	203
	994	79	203	-	1,276
Allowance for ECL	(1)	(1)	(66)	-	(68)
Carrying amount	993	78	137	-	1,208
<i>Other receivables</i>					
Current	43,050	-	1	-	43,051
Past due	-	344	2,007	-	2,351
	43,050	344	2,008	-	45,402
Allowance for ECL	(188)	(29)	(1,346)	-	(1,563)
Carrying amount	42,862	315	662	-	43,839
Total gross amount	628,622	12,007	26,675	20	667,324
Allowance for ECL	(2,641)	(1,514)	(13,224)	(16)	(17,395)
Carrying amount	625,981	10,493	13,451	4	649,929

*Purchased credit-impaired financial assets pertain to the non-performing loans of RCBC JPL

**Leasing and finance receivables are from RCBC LFC

***Micro and small business loans are from Rizal Microbank

	Parent Company				
	Stage 1	Stage 2	Stage 3	Purchased credit- impaired*	Total
<i>(Amounts in PHP)</i>					
2024					
Corporate loans					
Pass					
AAA to BBB	3,936	-	-	-	3,936
BBB- to B-	359,746	160	227	-	360,133
Watchlisted	31,361	136	833	-	32,330
Especially mentioned	-	6,921	7,647	-	14,568
Substandard	-	-	7,756	-	7,756
Defaulted	-	-	362	-	362
	395,043	7,217	16,825	-	419,085
Allowance for ECL	(956)	(472)	(8,352)	-	(9,780)
Carrying amount	394,087	6,745	8,473	-	409,305
Consumer loans					
Current	154,061	-	-	-	154,061
1-30 dpd	7,620	-	-	-	7,620
31-90 dpd	-	5,289	-	-	5,289
Defaulted	-	-	7,903	-	7,903
	161,681	5,289	7,903	-	174,873
Allowance for ECL	(820)	(515)	(1,669)	-	(3,004)
Carrying amount	160,861	4,774	6,234	-	171,869
Credit cards					
Current	102,931	51	-	-	102,982
1-29 dpd	1,714	19	-	-	1,733
30-59 dpd	-	911	-	-	911
60-89 dpd	-	833	-	-	833
Defaulted	-	-	3,994	-	3,994
	104,645	1,814	3,994	-	110,453
Allowance for ECL	(734)	(891)	(2,804)	-	(4,429)
Carrying amount	103,911	923	1,190	-	106,024
Other receivables					
Current	47,941	-	-	-	47,941
Past due	-	883	2,026	-	2,909
	47,941	883	2,026	-	50,850
Allowance for ECL	(142)	(81)	(1,294)	-	(1,517)
Carrying amount	47,799	802	732	-	49,333
Total gross amount	709,310	15,203	30,748	-	755,261
Allowance for ECL	(2,652)	(1,959)	(14,119)	-	(18,730)
Carrying amount	706,658	13,244	16,629	-	736,531

	Parent Company				Total
	Stage 1	Stage 2	Stage 3	Purchased credit-impaired*	
<i>(Amounts in PHP)</i>					
<u>2023</u>					
<i>Corporate loans</i>					
Pass					
AAA to BBB	15,793	1	-	-	15,794
BBB- to B-	351,474	32	4	-	351,510
Watchlisted	19,761	295	4	-	20,060
Especially mentioned	-	4,294	4,395	-	8,689
Substandard	-	-	8,326	-	8,326
Defaulted	-	-	340	-	340
Unrated	6,955	1	31	-	6,987
	<u>393,983</u>	<u>4,623</u>	<u>13,100</u>	<u>-</u>	<u>411,706</u>
Allowance for ECL	(923)	(222)	(7,890)	-	(9,035)
Carrying amount	<u>393,060</u>	<u>4,401</u>	<u>5,210</u>	<u>-</u>	<u>402,671</u>
<i>Consumer loans</i>					
Current	111,978	-	-	-	111,978
1-30 dpd	6,216	-	-	-	6,216
31-90 dpd	-	3,686	-	-	3,686
Defaulted	-	-	6,987	-	6,987
	<u>118,194</u>	<u>3,686</u>	<u>6,987</u>	<u>-</u>	<u>128,867</u>
Allowance for ECL	(558)	(280)	(1,187)	-	(2,025)
Carrying amount	<u>117,636</u>	<u>3,406</u>	<u>5,800</u>	<u>-</u>	<u>126,842</u>
<i>Credit cards</i>					
Current	69,735	30	-	-	69,765
1-29 dpd	1,129	13	-	-	1,142
30-59 dpd	-	660	-	-	660
60-89 dpd	-	544	-	-	544
Defaulted	-	-	2,556	-	2,556
	<u>70,864</u>	<u>1,247</u>	<u>2,556</u>	<u>-</u>	<u>74,667</u>
Allowance for ECL	(886)	(747)	(2,018)	-	(3,651)
Carrying amount	<u>69,978</u>	<u>500</u>	<u>538</u>	<u>-</u>	<u>71,016</u>
<i>Other receivables</i>					
Current	42,401	-	-	-	42,401
Past due	-	344	1,717	-	2,061
	<u>42,401</u>	<u>344</u>	<u>1,717</u>	<u>-</u>	<u>44,462</u>
Allowance for ECL	(187)	(29)	(1,094)	-	(1,310)
Carrying amount	<u>42,214</u>	<u>315</u>	<u>623</u>	<u>-</u>	<u>43,152</u>
Total gross amount	625,442	9,900	24,360	-	659,702
Allowance for ECL	(2,554)	(1,278)	(12,189)	-	(16,021)
Carrying amount	<u>622,888</u>	<u>8,622</u>	<u>12,171</u>	<u>-</u>	<u>643,681</u>

b) Investments in debt securities at amortized cost and at FVOCI

	Group		Parent Company	
	HTC	FVOCI	HTC	FVOCI
<i>(Amounts in PHP)</i>				
2024				
<i>Government securities</i>				
AAA to A+	19,033	45,969	19,033	45,969
BBB+ to BBB-	211,269	94,428	210,344	94,428
	<u>230,302</u>	<u>140,397</u>	<u>229,377</u>	<u>140,397</u>
<i>Corporate debt securities</i>				
AAA	-	536	-	536
AA+ to A+	1,130	-	1,130	-
A to A-	715	-	715	-
BBB+ to BBB-	12,855	3,527	12,855	3,527
BB+ to BB-	-	581	-	500
B+ and below	15,342	9,447	15,342	9,416
	<u>30,042</u>	<u>14,091</u>	<u>30,042</u>	<u>13,979</u>
Allowance for ECL	(122)	(14)	(32)	(14)
	<u>29,920</u>	<u>14,077</u>	<u>30,010</u>	<u>13,965</u>
	<u>260,222</u>	<u>154,474</u>	<u>259,387</u>	<u>154,362</u>
2023				
<i>Government securities</i>				
AAA to A+	15,778	808	15,778	808
BBB+ to BBB-	192,383	64,623	191,498	64,623
	<u>208,161</u>	<u>65,431</u>	<u>207,276</u>	<u>65,431</u>
<i>Corporate debt securities</i>				
AAA	-	515	-	515
AA+ to A+	830	-	830	-
A to A-	687	-	687	-
BBB+ to BBB-	16,024	9,620	16,024	9,620
BB+ to BB-	10,823	2,934	10,823	2,851
B+ and below	163	33	163	-
	<u>28,527</u>	<u>13,102</u>	<u>28,527</u>	<u>12,986</u>
Allowance for ECL	(161)	(13)	(71)	(13)
	<u>28,366</u>	<u>13,089</u>	<u>28,456</u>	<u>12,973</u>
	<u>236,527</u>	<u>78,520</u>	<u>235,732</u>	<u>78,404</u>

c) *Loan Commitments*

The credit quality of the Group and Parent Company's irrevocable loan commitments with amounts determined after considering credit conversion factor, as of December 31 follows:

	Group and Parent Company			Total
	Stage 1	Stage 2	Stage 3	
<i>(Amounts in PHP)</i>				
2024				
Corporate loans				
Pass				
AAA to BBB	72	-	-	72
BBB- to B-	6,804	-	-	6,804
Watchlisted	123	-	-	123
Especially mentioned	-	10	-	10
	6,999	10	-	7,009
ECL provisions	(12)	-	-	(12)
Carrying amount	6,987	10	-	6,997
Credit cards				
Current	30,646	-	-	30,646
ECL provisions	(358)	-	-	(358)
Carrying amount	30,288	-	-	30,288
	37,275	10	-	37,285
2023				
Corporate loans				
Pass				
AAA to BBB	474	-	-	474
BBB- to B-	7,150	-	-	7,150
Watchlisted	59	-	-	59
Especially mentioned	-	3	-	3
Unrated	599	-	-	599
	8,282	3	-	8,285
ECL provisions	(11)	-	-	(11)
Carrying amount	8,271	3	-	8,274
Credit cards				
Current	23,718	-	-	23,718
ECL provisions	(293)	-	-	(293)
Carrying amount	23,425	-	-	23,425
	31,696	3	-	31,699

4.4.7 Maximum Exposure to Credit Risk of Financial Instruments not Subject to Impairment

The following table contains analysis of the maximum credit risk exposure from financial assets not subject to impairment (i.e., FVTPL).

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Government securities	7,257	9,647	7,252	9,615
Corporate debt securities	132	28	132	19
Derivative financial assets	2,067	1,320	2,067	1,320
	9,456	10,995	9,451	10,954

4.4.8 Allowance for ECL

The succeeding tables show the reconciliation of the loss allowance for ECL by class of significant financial instruments.

a) Loans and receivables

	Group				
	Stage 1	Stage 2	Stage 3	Purchased credit-impaired	Total
<i>(Amounts in PHP)</i>					
2024					
Corporate loans					
Balance at beginning of year	923	222	7,891	16	9,052
Transfers:					
Stage 1 to Stage 2	(8)	8	-	-	-
Stage 1 to Stage 3	(63)	-	63	-	-
Stage 2 to Stage 1	7	(7)	-	-	-
Stage 2 to Stage 3	-	(107)	107	-	-
Stage 3 to Stage 2	-	355	(355)	-	-
Assets derecognized or repaid	(667)	(217)	(38)	-	(922)
New assets originated:					
Remained in Stage 1	765	-	-	-	765
Moved to Stages 2 and 3	-	218	684	-	902
	34	250	461	-	745
Balance at end of year	957	472	8,352	16	9,797
Consumer loans					
Balance at beginning of year	558	280	1,187	-	2,025
Transfers:					
Stage 1 to Stage 2	(57)	57	-	-	-
Stage 1 to Stage 3	(139)	-	139	-	-
Stage 2 to Stage 1	130	(130)	-	-	-
Stage 2 to Stage 3	-	(145)	145	-	-
Stage 3 to Stage 2	-	29	(29)	-	-
Assets derecognized or repaid	(149)	(61)	(272)	-	(482)
New assets originated:					
Remained in Stage 1	477	-	-	-	477
Moved to Stages 2 and 3	-	485	607	-	1,092
Write-offs	-	-	(108)	-	(108)
	262	235	482	-	979
Balance at end of year	820	515	1,669	-	3,004
<i>Balance forwarded</i>	1,777	987	10,021	16	12,801

	Group				Total
	Stage 1	Stage 2	Stage 3	Purchased credit-impaired	
<i>(Amounts in PHP)</i>					
<i>Balance carried forward</i>	1,777	987	10,021	16	12,801
<i>Credit cards</i>					
Balance at beginning of year	886	747	2,018	-	3,651
Transfers:					
Stage 1 to Stage 2	(40)	40	-	-	-
Stage 1 to Stage 3	(252)	-	252	-	-
Stage 2 to Stage 1	76	(76)	-	-	-
Stage 2 to Stage 3	-	(623)	623	-	-
Stage 3 to Stage 1	50	-	(50)	-	-
Stage 3 to Stage 2	-	51	(51)	-	-
Assets derecognized or repaid	(1,046)	(396)	(524)	-	(1,966)
New assets originated:					
Remained in Stage 1	1,060	-	-	-	1,060
Moved to Stages 2 and 3	-	1,148	5,508	-	6,656
Write-offs	-	-	(4,972)	-	(4,972)
	(152)	144	786	-	778
Balance at end of year	734	891	2,804	-	4,429
<i>Leasing and finance receivables*</i>					
Balance at beginning of year	85	235	716	-	1,036
Transfers:					
Stage 1 to Stage 2	(3)	3	-	-	-
Stage 1 to Stage 3	(10)	-	10	-	-
Stage 2 to Stage 1	1	(1)	-	-	-
Stage 2 to Stage 3	-	(66)	66	-	-
Stage 3 to Stage 1	2	-	(2)	-	-
Assets derecognized or repaid	(25)	(147)	(119)	-	(291)
New assets originated:					
Remained in Stage 1	94	-	-	-	94
Moved to Stages 2 and 3	-	1	174	-	175
Write-offs	-	-	(21)	-	(21)
	59	(210)	108	-	(43)
Balance at end of year	144	25	824	-	993
<i>Balance forwarded</i>	2,655	1,903	13,649	16	18,223

	Group				Total
	Stage 1	Stage 2	Stage 3	Purchased credit-impaired	
<i>(Amounts in PHP)</i>					
<i>Balance carried forward</i>	2,655	1,903	13,649	16	18,223
<i>Micro and small business loans**</i>					
Balance at beginning of year	1	1	66	-	68
Transfers:					
Stage 1 to Stage 2	(1)	1	-	-	-
Stage 1 to Stage 3	(1)	-	1	-	-
Stage 2 to 3	-	(2)	2	-	-
Stage 3 to 1	1	-	(1)	-	-
Stage 3 to 2	-	2	(2)	-	-
Assets derecognized or repaid	-	(3)	(10)	-	(13)
New assets originated:					
Remained in Stage 1	1	-	-	-	1
Moved to Stages 2 and 3	-	1	39	-	40
Write-offs	-	-	(3)	-	(3)
	-	(1)	26	-	25
Balance at end of year	1	-	92	-	93
<i>Other receivables</i>					
Balance at beginning of year	188	29	1,346	-	1,563
Transfers:					
Stage 1 to Stage 2	(59)	59	-	-	-
Stage 1 to Stage 3	(2)	-	2	-	-
Stage 2 to Stage 1	2	(2)	-	-	-
Stage 2 to Stage 3	-	(44)	44	-	-
Stage 3 to Stage 2	-	26	(26)	-	-
Assets derecognized or repaid	(9)	(39)	(203)	-	(251)
New assets originated:					
Remained in Stage 1	23	-	-	-	23
Moved to Stages 2 and 3	-	52	427	-	479
	(45)	52	244	-	251
Balance at end of year	143	81	1,590	-	1,814
	2,799	1,984	15,331	16	20,130

	Group				Total
	Stage 1	Stage 2	Stage 3	Purchased credit- impaired	
<i>(Amounts in PHP)</i>					
<u>2023</u>					
<i>Corporate loans</i>					
Balance at beginning of year	1,607	1,200	5,818	18	8,643
Transfers:					
Stage 1 to Stage 2	(127)	127	-	-	-
Stage 1 to Stage 3	(40)	-	40	-	-
Stage 2 to Stage 1	81	(81)	-	-	-
Stage 2 to Stage 3	-	(1,089)	1,089	-	-
Stage 3 to Stage 1	52	-	(52)	-	-
Stage 3 to Stage 2	-	147	(147)	-	-
Assets derecognized or repaid	(1,254)	(126)	(270)	(2)	(1,652)
New assets originated:					
Remained in Stage 1	604	-	-	-	604
Moved to Stages 2 and 3	-	44	1,700	-	1,744
Write-offs	-	-	(287)	-	(287)
	<u>(684)</u>	<u>(978)</u>	<u>2,073</u>	<u>(2)</u>	<u>409</u>
Balance at end of year	<u>923</u>	<u>222</u>	<u>7,891</u>	<u>16</u>	<u>9,052</u>
<i>Consumer loans</i>					
Balance at beginning of year	210	222	2,024	-	2,456
Transfers:					
Stage 1 to Stage 2	(31)	31	-	-	-
Stage 1 to Stage 3	(13)	-	13	-	-
Stage 2 to Stage 1	73	(73)	-	-	-
Stage 2 to Stage 3	-	(33)	33	-	-
Stage 3 to Stage 1	31	-	(31)	-	-
Stage 3 to Stage 2	-	11	(11)	-	-
Assets derecognized or repaid	(54)	(160)	(990)	-	(1,204)
New assets originated:					
Remained in Stage 1	342	-	-	-	342
Moved to Stages 2 and 3	-	282	885	-	1,167
Write-offs	-	-	(736)	-	(736)
	<u>348</u>	<u>58</u>	<u>(837)</u>	<u>-</u>	<u>(431)</u>
Balance at end of year	<u>558</u>	<u>280</u>	<u>1,187</u>	<u>-</u>	<u>2,025</u>
<i>Credit cards</i>					
Balance at beginning of year	718	310	1,662	-	2,690
Transfers:					
Stage 1 to Stage 2	(34)	34	-	-	-
Stage 1 to Stage 3	(68)	-	68	-	-
Stage 2 to Stage 1	60	(60)	-	-	-
Stage 2 to Stage 3	-	(75)	75	-	-
Stage 3 to Stage 1	53	-	(53)	-	-
Stage 3 to Stage 2	-	40	(40)	-	-
Assets derecognized or repaid	(1,401)	(316)	(398)	-	(2,115)
New assets originated:					
Remained in Stage 1	1,558	-	-	-	1,558
Moved to Stages 2 and 3	-	814	3,779	-	4,593
Write-offs	-	-	(3,075)	-	(3,075)
	<u>168</u>	<u>437</u>	<u>356</u>	<u>-</u>	<u>961</u>
Balance at end of year	<u>886</u>	<u>747</u>	<u>2,018</u>	<u>-</u>	<u>3,651</u>
<i>Balance forwarded</i>	<u>2,367</u>	<u>1,249</u>	<u>11,096</u>	<u>16</u>	<u>14,728</u>

	Group				Total
	Stage 1	Stage 2	Stage 3	Purchased credit – impaired	
<i>(Amounts in PHP)</i>					
<i>Balance carried forward</i>	2,367	1,249	11,096	16	14,728
<i>Leasing and finance receivables*</i>					
Balance at beginning of year	26	100	624	-	750
Transfers:					
Stage 1 to Stage 2	(34)	34	-	-	-
Stage 2 to Stage 1	1	(1)	-	-	-
Stage 3 to Stage 1	5	-	(5)	-	-
Assets derecognized or repaid	(6)	(32)	(73)	-	(111)
New assets originated:					
Remained in Stage 1	93	-	-	-	93
Moved to Stages 2 and 3	-	134	242	-	376
Write-offs	-	-	(72)	-	(72)
	<u>59</u>	<u>135</u>	<u>92</u>	<u>-</u>	<u>286</u>
Balance at end of year	<u>85</u>	<u>235</u>	<u>716</u>	<u>-</u>	<u>1,036</u>
<i>Micro and small business loans**</i>					
Balance at beginning of year	1	2	65	-	68
Transfers:					
Stage 1 to Stage 2	(1)	1	-	-	-
Stage 1 to Stage 3	(1)	-	1	-	-
Stage 2 to Stage 1	2	(2)	-	-	-
Stage 2 to Stage 3	-	(1)	1	-	-
Assets derecognized or repaid	-	-	(9)	-	(9)
New assets originated:					
Remained in Stage 1	-	-	-	-	-
Moved to Stages 2 and 3	-	1	17	-	18
Write-offs	-	-	(9)	-	(9)
	<u>-</u>	<u>(1)</u>	<u>1</u>	<u>-</u>	<u>-</u>
Balance at end of year	<u>1</u>	<u>1</u>	<u>66</u>	<u>-</u>	<u>68</u>
<i>Other receivables</i>					
Balance at beginning of year	128	57	1,238	-	1,423
Transfers:					
Stage 1 to Stage 2	(7)	7	-	-	-
Stage 2 to Stage 1	2	(2)	-	-	-
Stage 2 to Stage 3	-	(19)	19	-	-
Assets derecognized or repaid	(3)	(32)	(293)	-	(328)
New assets originated:					
Remained in Stage 1	68	-	-	-	68
Moved to Stages 2 and 3	-	18	382	-	400
	<u>60</u>	<u>(28)</u>	<u>108</u>	<u>-</u>	<u>140</u>
Balance at end of year	<u>188</u>	<u>29</u>	<u>1,346</u>	<u>-</u>	<u>1,563</u>
	<u>2,641</u>	<u>1,514</u>	<u>13,224</u>	<u>16</u>	<u>17,395</u>

	Parent Company				
	Stage 1	Stage 2	Stage 3	Purchased credit-impaired	Total
<i>(Amounts in PHIP)</i>					
2024					
Corporate loans					
Balance at beginning of year	923	222	7,890	-	9,035
Transfers:					
Stage 1 to Stage 2	(8)	8	-	-	-
Stage 1 to Stage 3	(63)	-	63	-	-
Stage 2 to Stage 1	7	(7)	-	-	-
Stage 2 to Stage 3	-	(107)	107	-	-
Stage 3 to Stage 2	-	355	(355)	-	-
Assets derecognized or repaid	(667)	(217)	(38)	-	(922)
New assets originated:					
Remained in Stage 1	764	-	-	-	764
Moved to Stages 2 and 3	-	218	685	-	903
	<u>33</u>	<u>250</u>	<u>462</u>	<u>-</u>	<u>745</u>
Balance at end of year	956	472	8,352	-	9,780
Consumer loans					
Balance at beginning of year	558	280	1,187	-	2,025
Transfers:					
Stage 1 to Stage 2	(57)	57	-	-	-
Stage 1 to Stage 3	(139)	-	139	-	-
Stage 2 to Stage 1	130	(130)	-	-	-
Stage 2 to Stage 3	-	(145)	145	-	-
Stage 3 to Stage 2	-	29	(29)	-	-
Assets derecognized or repaid	(149)	(61)	(272)	-	(482)
New assets originated:					
Remained in Stage 1	477	-	-	-	477
Moved to Stages 2 and 3	-	485	607	-	1,092
Write-offs	-	-	(108)	-	(108)
	<u>262</u>	<u>235</u>	<u>482</u>	<u>-</u>	<u>979</u>
Balance at end of year	820	515	1,669	-	3,004
Credit cards					
Balance at beginning of year	886	747	2,018	-	3,651
Transfers:					
Stage 1 to Stage 2	(40)	40	-	-	-
Stage 1 to Stage 3	(252)	-	252	-	-
Stage 2 to Stage 1	76	(76)	-	-	-
Stage 2 to Stage 3	-	(623)	623	-	-
Stage 3 to Stage 1	50	-	(50)	-	-
Stage 3 to Stage 2	-	51	(51)	-	-
Assets derecognized or repaid	(1,046)	(396)	(524)	-	(1,966)
New assets originated:					
Remained in Stage 1	1,060	-	-	-	1,060
Moved to Stages 2 and 3	-	1,148	5,508	-	6,656
Write-offs	-	-	(4,972)	-	(4,972)
	<u>(152)</u>	<u>144</u>	<u>786</u>	<u>-</u>	<u>778</u>
Balance at end of year	734	891	2,804	-	4,429
<i>Balance forwarded</i>	2,510	1,878	12,825	-	17,213

	Parent Company				
	Stage 1	Stage 2	Stage 3	Purchased credit-impaired	Total
<i>(Amounts in PHIP)</i>					
<i>Balance carried forward</i>	2,510	1,878	12,825	-	17,213
<i>Other receivables</i>					
Balance at beginning of year	187	29	1,094	-	1,310
Transfers:					
Stage 1 to Stage 2	(59)	59	-	-	-
Stage 1 to Stage 3	(2)	-	2	-	-
Stage 2 to Stage 1	2	(2)	-	-	-
Stage 2 to Stage 3	-	(44)	44	-	-
Stage 3 to Stage 2	-	26	(26)	-	-
Assets derecognized or repaid	(9)	(39)	(205)	-	(253)
New assets originated:					
Remained in Stage 1	23	-	-	-	23
Moved to Stages 2 and 3	-	52	385	-	437
	(45)	52	200	-	207
Balance at end of year	142	81	1,294	-	1,517
	2,652	1,959	14,119	-	18,730
<i>(Amounts in PHIP)</i>					
<u>2023</u>					
<i>Corporate loans</i>					
Balance at beginning of year	1,607	1,200	5,818	-	8,625
Transfers:					
Stage 1 to Stage 2	(127)	127	-	-	-
Stage 1 to Stage 3	(40)	-	40	-	-
Stage 2 to Stage 1	80	(80)	-	-	-
Stage 2 to Stage 3	-	(1,089)	1,089	-	-
Stage 3 to Stage 1	47	-	(47)	-	-
Stage 3 to Stage 2	-	147	(147)	-	-
Assets derecognized or repaid	(1,244)	(117)	(322)	-	(1,683)
New assets originated:					
Remained in Stage 1	600	-	-	-	600
Moved to Stages 2 and 3	-	34	1,459	-	1,493
	(684)	(978)	2,072	-	410
Balance at end of year	923	222	7,890	-	9,035
<i>Balance forwarded</i>	923	222	7,890	-	9,035

	Parent Company				Total
	Stage 1	Stage 2	Stage 3	Purchased credit-impaired	
<i>(Amounts in PHP)</i>					
<i>Balance carried forward</i>	923	222	7,890	-	9,035
<i>Consumer loans</i>					
Balance at beginning of year	210	222	2,024	-	2,456
Transfers:					
Stage 1 to Stage 2	(31)	31	-	-	-
Stage 1 to Stage 3	(13)	-	13	-	-
Stage 2 to Stage 1	73	(73)	-	-	-
Stage 2 to Stage 3	-	(33)	33	-	-
Stage 3 to Stage 1	31	-	(31)	-	-
Stage 3 to Stage 2	-	11	(11)	-	-
Assets derecognized or repaid	(54)	(160)	(990)	-	(1,204)
New assets originated:					
Remained in Stage 1	342	-	-	-	342
Moved to Stages 2 and 3	-	282	885	-	1,167
Write-offs	-	-	(736)	-	(736)
	348	58	(837)	-	(431)
Balance at end of year	558	280	1,187	-	2,025
<i>Credit cards</i>					
Balance at beginning of year	718	310	1,662	-	2,690
Transfers:					
Stage 1 to Stage 2	(34)	34	-	-	-
Stage 1 to Stage 3	(68)	-	68	-	-
Stage 2 to Stage 1	60	(60)	-	-	-
Stage 2 to Stage 3	-	(75)	75	-	-
Stage 3 to Stage 1	53	-	(53)	-	-
Stage 3 to Stage 2	-	40	(40)	-	-
Assets derecognized or repaid	(1,401)	(316)	(398)	-	(2,115)
New assets originated:					
Remained in Stage 1	1,558	-	-	-	1,558
Moved to Stages 2 and 3	-	814	3,779	-	4,593
Write-offs	-	-	(3,075)	-	(3,075)
	168	437	356	-	961
Balance at end of year	886	747	2,018	-	3,651
<i>Other receivables</i>					
Balance at beginning of year	76	52	1,189	-	1,317
Transfers:					
Stage 1 to Stage 2	(10)	10	-	-	-
Stage 1 to Stage 3	(1)	-	1	-	-
Stage 2 to Stage 1	11	(11)	-	-	-
Stage 2 to Stage 3	-	(36)	36	-	-
Stage 3 to Stage 1	1	-	(1)	-	-
Stage 3 to Stage 2	-	1	(1)	-	-
Assets derecognized or repaid	(13)	(4)	(472)	-	(489)
New assets originated:					
Remained in Stage 1	123	-	-	-	123
Moved to Stages 2 and 3	-	17	342	-	359
	111	(23)	(95)	-	(7)
Balance at end of year	187	29	1,094	-	1,310
	2,554	1,278	12,189	-	16,021

Presented below are the composition of allowance for ECL as by loan portfolio (see Note 11):

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Corporate	9,797	9,052	9,780	9,035
Credit card receivables	4,429	3,651	4,429	3,651
Consumer	3,004	2,025	3,004	2,025
Leasing and finance	993	1,036	-	-
Microfinance and small business	93	68	-	-
Other receivables	1,814	1,563	1,517	1,310
	20,130	17,395	18,730	16,021

b) *Investments in debt securities at amortized cost and at FVOCI*

	Group			
	Stage 1	Stage 2	Stage 3	Total
<i>(Amounts in PHP)</i>				
Amortized cost				
2024				
Balance at beginning of year	161	-	-	161
Transfer:				
Stage 1 to Stage 2	(2)	2	-	-
Net remeasurement of loss allowance	(39)	-	-	(39)
Balance at end of year	120	2	-	122
2023				
Balance at beginning of year	163	-	-	163
Net remeasurement of loss allowance	(2)	-	-	(2)
Balance at end of year	161	-	-	161
	Parent Company			
	Stage 1	Stage 2	Stage 3	Total
<i>(Amounts in PHP)</i>				
Amortized cost				
2024				
Balance at beginning of year	71	-	-	71
Transfer:				
Stage 1 to Stage 2	(2)	2	-	-
Net remeasurement of loss allowance	(39)	-	-	(39)
Balance at end of year	30	2	-	32
2023				
Balance at beginning of year	71	-	-	71
Net remeasurement of loss allowance	-	-	-	-
Balance at end of year	71	-	-	71

	Group and Parent Company			Total
	Stage 1	Stage 2	Stage 3	
<i>(Amounts in PHP)</i>				
FVOCI				
2024				
Balance at beginning of year	13	-	-	13
Transfer:				
Stage 1 to Stage 2	(2)	2	-	-
Net remeasurement of loss allowance	(7)	8	-	1
Balance at end of year	4	10	-	14
2023				
Balance at beginning of year	13	-	-	13
Net remeasurement of loss allowance	-	-	-	-
Balance at end of year	13	-	-	13

c) *Loan commitments*

	Group and Parent Company			Total
	Stage 1	Stage 2	Stage 3	
<i>(Amounts in PHP)</i>				
2024				
Corporate loans				
Balance at beginning of year	11	-	-	11
Assets derecognized or repaid	(8)	-	-	(8)
New assets originated —				
Remained in Stage 1	9	-	-	9
	1	-	-	1
Balance at end of year	12	-	-	12
Credit cards				
Balance at beginning of year	293	-	-	293
New assets originated —				
Remained in Stage 1	65	-	-	65
Balance at end of year	358	-	-	358
	370	-	-	370

	Group and Parent Company			Total
	Stage 1	Stage 2	Stage 3	
<i>(Amounts in PHP)</i>				
<u>2023</u>				
<i>Corporate loans</i>				
Balance at beginning of year	29	-	-	29
Assets derecognized or repaid	(26)	-	-	(26)
New assets originated — Remained in Stage 1	8	-	-	8
	(18)	-	-	(18)
Balance at end of year	11	-	-	11
<i>Credit cards</i>				
Balance at beginning of year	185	-	-	185
New assets originated — Remained in Stage 1	108	-	-	108
Balance at end of year	293	-	-	293
	304	-	-	304

The information on how the significant changes in the gross carrying amount of the financial instruments contributed to the changes in the amount of allowance for ECL are presented in Note 4.4.9.

4.4.9 Significant Changes in Gross Carrying Amount Affecting Allowance for ECL

The tables in the succeeding pages provide information how the significant changes in the gross carrying amount of financial instruments in 2024 and 2023 contributed to the changes in the allowance for ECL.

a) *Loans and receivables*

	Group				Total
	Stage 1	Stage 2	Stage 3	Purchased credit-impaired	
<i>(Amounts in PHP)</i>					
2024					
Corporate loans					
Balance at beginning of year	394,872	5,435	13,984	20	414,311
Transfers:					
Stage 1 to Stage 2	(1,256)	1,256	-	-	-
Stage 1 to Stage 3	(3,034)	-	3,034	-	-
Stage 2 to Stage 1	271	(271)	-	-	-
Stage 2 to Stage 3	-	(2,117)	2,117	-	-
Stage 3 to Stage 1	5	-	(5)	-	-
Stage 3 to Stage 2	-	709	(709)	-	-
Assets derecognized or repaid	(228,997)	(1,323)	(1,254)	-	(231,574)
New assets originated:					
Remained in Stage 1	234,110	-	-	-	234,110
Moved to Stages 2 and 3	-	3,594	1,303	-	4,897
	<u>1,099</u>	<u>1,848</u>	<u>4,486</u>	<u>-</u>	<u>7,433</u>
Balance at end of year	<u>395,971</u>	<u>7,283</u>	<u>18,470</u>	<u>20</u>	<u>421,744</u>
Consumer loans					
Balance at beginning of year	118,194	3,686	6,987	-	128,867
Transfers:					
Stage 1 to Stage 2	(3,409)	3,409	-	-	-
Stage 1 to Stage 3	(2,836)	-	2,836	-	-
Stage 2 to Stage 1	1,123	(1,123)	-	-	-
Stage 2 to Stage 3	-	(1,276)	1,276	-	-
Stage 3 to Stage 2	-	311	(311)	-	-
Assets derecognized or repaid	(6,477)	(428)	(3,499)	-	(10,404)
New assets originated:					
Remained in Stage 1	55,086	-	-	-	55,086
Moved to Stages 2 and 3	-	710	722	-	1,432
Write-offs	-	-	(108)	-	(108)
	<u>43,487</u>	<u>1,603</u>	<u>916</u>	<u>-</u>	<u>46,006</u>
Balance at end of year	<u>161,681</u>	<u>5,289</u>	<u>7,903</u>	<u>-</u>	<u>174,873</u>
Credit cards					
Balance at beginning of year	70,864	1,247	2,556	-	74,667
Transfers:					
Stage 1 to Stage 2	(1,283)	1,283	-	-	-
Stage 1 to Stage 3	(4,208)	-	4,208	-	-
Stage 2 to Stage 1	144	(144)	-	-	-
Stage 2 to Stage 3	-	(1,053)	1,053	-	-
Stage 3 to Stage 1	68	-	(68)	-	-
Stage 3 to Stage 2	-	64	(64)	-	-
Assets derecognized or repaid	(170,466)	(931)	(779)	-	(172,176)
New assets originated:					
Remained in Stage 1	209,526	-	-	-	209,526
Moved to Stages 2 and 3	-	1,348	2,060	-	3,408
Write-offs	-	-	(4,972)	-	(4,972)
	<u>33,781</u>	<u>567</u>	<u>1,438</u>	<u>-</u>	<u>35,786</u>
Balance at end of year	<u>104,645</u>	<u>1,814</u>	<u>3,994</u>	<u>-</u>	<u>110,453</u>
<i>Balance carried forward</i>	662,297	14,386	30,367	20	707,070

	Group				
	Stage 1	Stage 2	Stage 3	Purchased credit – impaired	Total
<i>(Amounts in PHP)</i>					
<i>Balance carried forward</i>	662,297	14,386	30,367	20	707,070
<i>Leasing and finance receivables*</i>					
Balance at beginning of year	648	1,216	937	-	2,801
Transfers:					
Stage 1 to Stage 2	(44)	44	-	-	-
Stage 1 to Stage 3	(247)	-	247	-	-
Stage 2 to Stage 1	9	(9)	-	-	-
Stage 2 to Stage 3	-	(122)	122	-	-
Stage 3 to Stage 1	2	-	(2)	-	-
Assets derecognized or repaid	(986)	(1,002)	(469)	-	(2,457)
New assets originated:					
Remained in Stage 1	1,769	-	-	-	1,769
Moved to Stages 2 and 3	-	7	302	-	309
Write-offs	-	-	(21)	-	(21)
	<u>503</u>	<u>(1,082)</u>	<u>179</u>	<u>-</u>	<u>(400)</u>
Balance at end of year	1,151	134	1,116	-	2,401
<i>Micro and small business loans**</i>					
Balance at beginning of year	994	79	203	-	1,276
Transfers:					
Stage 1 to Stage 2	(9)	9	-	-	-
Stage 1 to Stage 3	(22)	-	22	-	-
Stage 2 to Stage 1	16	(16)	-	-	-
Stage 2 to Stage 3	-	(21)	21	-	-
Stage 3 to Stage 1	1	-	(1)	-	-
Stage 3 to Stage 2	-	6	(6)	-	-
Assets derecognized or repaid	(726)	(39)	(63)	-	(828)
New assets originated:					
Remained in Stage 1	638	-	-	-	638
Moved to Stages 2 and 3	-	32	48	-	80
Write-offs	-	-	(3)	-	(3)
	<u>(102)</u>	<u>(29)</u>	<u>18</u>	<u>-</u>	<u>(113)</u>
Balance at end of year	892	50	221	-	1,163
<i>Other receivables</i>					
Balance at beginning of year	43,050	344	2,008	-	45,402
Transfers:					
Stage 1 to Stage 2	(620)	620	-	-	-
Stage 1 to Stage 3	(68)	-	68	-	-
Stage 2 to Stage 1	26	(26)	-	-	-
Stage 2 to Stage 3	-	(465)	465	-	-
Stage 3 to Stage 1	-	58	(58)	-	-
Assets derecognized or repaid	(3,762)	(517)	(813)	-	(5,092)
New assets originated:					
Remained in Stage 1	10,168	-	-	-	10,168
Moved to Stages 2 and 3	-	869	646	-	1,515
	<u>5,744</u>	<u>539</u>	<u>308</u>	<u>-</u>	<u>6,591</u>
Balance at end of year	48,794	883	2,316	-	51,993
	713,134	15,453	34,020	20	762,627

	Group				Total
	Stage 1	Stage 2	Stage 3	Purchased credit - impaired	
<i>(Amounts in PHP)</i>					
<u>2023</u>					
<i>Corporate loans</i>					
Balance at beginning of year	367,413	3,837	9,452	20	380,722
Transfers:					
Stage 1 to Stage 2	(3,371)	3,371	-	-	-
Stage 1 to Stage 3	(794)	-	794	-	-
Stage 2 to Stage 1	472	(472)	-	-	-
Stage 2 to Stage 3	-	(3,113)	3,113	-	-
Stage 3 to Stage 1	105	-	(105)	-	-
Stage 3 to Stage 2	-	293	(293)	-	-
Assets derecognized or repaid	(196,871)	(204)	(769)	-	(197,844)
New assets originated:					
Remained in Stage 1	227,918	-	-	-	227,918
Moved to Stages 2 and 3	-	1,723	2,079	-	3,802
Write-offs	-	-	(287)	-	(287)
	<u>27,459</u>	<u>1,598</u>	<u>4,532</u>	<u>-</u>	<u>33,589</u>
Balance at end of year	<u>394,872</u>	<u>5,435</u>	<u>13,984</u>	<u>20</u>	<u>414,311</u>
<i>Consumer loans</i>					
Balance at beginning of year	89,533	9,361	8,882	-	107,776
Transfers:					
Stage 1 to Stage 2	(2,303)	2,303	-	-	-
Stage 1 to Stage 3	(1,202)	-	1,202	-	-
Stage 2 to Stage 1	6,082	(6,082)	-	-	-
Stage 2 to Stage 3	-	(2,406)	2,406	-	-
Stage 3 to Stage 1	2,505	-	(2,505)	-	-
Stage 3 to Stage 2	-	655	(655)	-	-
Assets derecognized or repaid	(30,895)	(766)	(1,895)	-	(33,556)
New assets originated:					
Remained in Stage 1	54,474	-	-	-	54,474
Moved to Stages 2 and 3	-	621	288	-	909
Write-offs	-	-	(736)	-	(736)
	<u>28,661</u>	<u>(5,675)</u>	<u>(1,895)</u>	<u>-</u>	<u>21,091</u>
Balance at end of year	<u>118,194</u>	<u>3,686</u>	<u>6,987</u>	<u>-</u>	<u>128,867</u>
<i>Credit cards</i>					
Balance at beginning of year	47,713	752	1,915	-	50,380
Transfers:					
Stage 1 to Stage 2	(901)	901	-	-	-
Stage 1 to Stage 3	(1,472)	-	1,472	-	-
Stage 2 to Stage 1	115	(115)	-	-	-
Stage 2 to Stage 3	-	(125)	125	-	-
Stage 3 to Stage 1	69	-	(69)	-	-
Stage 3 to Stage 2	-	46	(46)	-	-
Assets derecognized or repaid	(122,151)	(600)	(547)	-	(123,298)
New assets originated:					
Remained in Stage 1	147,491	-	-	-	147,491
Moved to Stages 2 and 3	-	388	2,781	-	3,169
Write-offs	-	-	(3,075)	-	(3,075)
	<u>23,151</u>	<u>495</u>	<u>641</u>	<u>-</u>	<u>24,287</u>
Balance at end of year	<u>70,864</u>	<u>1,247</u>	<u>2,556</u>	<u>-</u>	<u>74,667</u>
<i>Balance forwarded</i>	<u>583,930</u>	<u>10,368</u>	<u>23,527</u>	<u>20</u>	<u>617,845</u>

	Group				Total
	Stage 1	Stage 2	Stage 3	Purchased credit-impaired	
<i>(Amounts in PHP)</i>					
<i>Balance carried forward</i>	583,930	10,368	23,527	20	617,845
<i>Leasing and finance receivables*</i>					
Balance at beginning of year	1,141	1,286	806	-	3,233
Transfers:					
Stage 1 to Stage 2	(472)	472	-	-	-
Stage 2 to Stage 1	14	(14)	-	-	-
Stage 3 to Stage 1	12	-	(12)	-	-
Assets derecognized or repaid	(696)	(934)	(241)	-	(1,871)
New assets originated:					
Remained in Stage 1	649	-	-	-	649
Moved to Stages 2 and 3	-	406	456	-	862
Write-offs	-	-	(72)	-	(72)
	(493)	(70)	131	-	(432)
Balance at end of year	648	1,216	937	-	2,801
<i>Micro and small business loans**</i>					
Balance at beginning of year	982	67	186	-	1,235
Transfers:					
Stage 1 to Stage 2	(29)	29	-	-	-
Stage 1 to Stage 3	(29)	-	29	-	-
Stage 2 to Stage 1	5	(5)	-	-	-
Stage 2 to Stage 3	-	(2)	2	-	-
Stage 3 to Stage 1	1	-	(1)	-	-
Stage 3 to Stage 2	-	8	(8)	-	-
Assets derecognized or repaid	(671)	(46)	(38)	-	(755)
New assets originated:					
Remained in Stage 1	735	-	-	-	735
Moved to Stages 2 and 3	-	28	42	-	70
Write-offs	-	-	(9)	-	(9)
	12	12	17	-	41
Balance at end of year	994	79	203	-	1,276
<i>Other receivables</i>					
Balance at beginning of year	29,187	494	1,872	-	31,553
Transfers:					
Stage 1 to Stage 2	(84)	84	-	-	-
Stage 1 to Stage 3	(80)	-	80	-	-
Stage 2 to Stage 1	68	(68)	-	-	-
Stage 2 to Stage 3	-	(246)	246	-	-
Stage 3 to Stage 1	-	21	(21)	-	-
Assets derecognized or repaid	(2,186)	(232)	(693)	-	(3,111)
New assets originated:					
Remained in Stage 1	16,145	-	-	-	16,145
Moved to Stages 2 and 3	-	291	524	-	815
	13,863	(150)	136	-	13,849
Balance at end of year	43,050	344	2,008	-	45,402
	628,622	12,007	26,675	20	667,324

	Parent Company				
	Stage 1	Stage 2	Stage 3	Purchased credit-impaired	Total
<i>(Amounts in PHIP)</i>					
2024					
Corporate loans					
Balance at beginning of year	393,983	4,623	13,100	-	411,706
Transfers:					
Stage 1 to Stage 2	(1,213)	1,213	-	-	-
Stage 1 to Stage 3	(2,663)	-	2,663	-	-
Stage 2 to Stage 1	266	(266)	-	-	-
Stage 2 to Stage 3	-	(1,609)	1,609	-	-
Stage 3 to Stage 2	-	709	(709)	-	-
Assets derecognized or repaid	(228,997)	(1,323)	(1,254)	-	(231,574)
New assets originated:					
Remained in Stage 1	233,667	-	-	-	233,667
Moved to Stages 2 and 3	-	3,870	1,416	-	5,286
	<u>1,060</u>	<u>2,594</u>	<u>3,725</u>	<u>-</u>	<u>7,379</u>
Balance at end of year	<u>395,043</u>	<u>7,217</u>	<u>16,825</u>	<u>-</u>	<u>419,085</u>
Consumer loans					
Balance at beginning of year	118,194	3,686	6,987	-	128,867
Transfers:					
Stage 1 to Stage 2	(3,409)	3,409	-	-	-
Stage 1 to Stage 3	(2,836)	-	2,836	-	-
Stage 2 to Stage 1	1,123	(1,123)	-	-	-
Stage 2 to Stage 3	-	(1,276)	1,276	-	-
Stage 3 to Stage 2	-	311	(311)	-	-
Assets derecognized or repaid	(6,477)	(428)	(3,499)	-	(10,404)
New assets originated:					
Remained in Stage 1	55,086	-	-	-	55,086
Moved to Stages 2 and 3	-	710	722	-	1,432
Write-offs	-	-	(108)	-	(108)
	<u>43,487</u>	<u>1,603</u>	<u>916</u>	<u>-</u>	<u>46,006</u>
Balance at end of year	<u>161,681</u>	<u>5,289</u>	<u>7,903</u>	<u>-</u>	<u>174,873</u>
Credit cards					
Balance at beginning of year	70,864	1,247	2,556	-	74,667
Transfers:					
Stage 1 to Stage 2	(1,283)	1,283	-	-	-
Stage 1 to Stage 3	(4,208)	-	4,208	-	-
Stage 2 to Stage 1	144	(144)	-	-	-
Stage 2 to Stage 3	-	(1,053)	1,053	-	-
Stage 3 to Stage 1	68	-	(68)	-	-
Stage 3 to Stage 2	-	64	(64)	-	-
Assets derecognized or repaid	(170,466)	(931)	(779)	-	(172,176)
New assets originated:					
Remained in Stage 1	209,526	-	-	-	209,526
Moved to Stages 2 and 3	-	1,348	2,060	-	3,408
Write-offs	-	-	(4,972)	-	(4,972)
	<u>33,781</u>	<u>567</u>	<u>1,438</u>	<u>-</u>	<u>35,786</u>
Balance at end of year	<u>104,645</u>	<u>1,814</u>	<u>3,994</u>	<u>-</u>	<u>110,453</u>
<i>Balance forwarded</i>	<u>661,369</u>	<u>14,320</u>	<u>28,722</u>	<u>-</u>	<u>704,411</u>

	Parent Company				
	Stage 1	Stage 2	Stage 3	Purchased credit- impaired	Total
<i>(Amounts in PHP)</i>					
<i>Balance carried forward</i>	661,369	14,320	28,722	-	704,411
<i>Other receivables</i>					
Balance at beginning of year	42,401	344	1,717	-	44,462
Transfers:					
Stage 1 to Stage 2	(620)	620	-	-	-
Stage 1 to Stage 3	(68)	-	68	-	-
Stage 2 to Stage 1	26	(26)	-	-	-
Stage 2 to Stage 3	-	(465)	465	-	-
Stage 3 to Stage 1	-	58	(58)	-	-
Assets derecognized or repaid	(3,964)	(517)	(813)	-	(5,294)
New assets originated:					
Remained in Stage 1	10,166	-	-	-	10,166
Moved to Stages 2 and 3	-	869	647	-	1,516
	5,540	539	309	-	6,388
Balance at end of year	47,941	883	2,026	-	50,850
	709,310	15,203	30,748	-	755,261
<u>2023</u>					
<i>Corporate loans</i>					
Balance at beginning of year	364,131	3,837	9,452	-	377,420
Transfers:					
Stage 1 to Stage 2	(3,371)	3,371	-	-	-
Stage 1 to Stage 3	(787)	-	787	-	-
Stage 2 to Stage 1	434	(434)	-	-	-
Stage 2 to Stage 3	-	(3,113)	3,113	-	-
Stage 3 to Stage 1	94	-	(94)	-	-
Stage 3 to Stage 2	-	293	(293)	-	-
Assets derecognized or repaid	(194,253)	(202)	(1,042)	-	(195,497)
New assets originated:					
Remained in Stage 1	227,735	-	-	-	227,735
Moved to Stages 2 and 3	-	871	1,177	-	2,048
	29,852	786	3,648	-	34,286
Balance at end of year	393,983	4,623	13,100	-	411,706
<i>Balance Forwarded</i>	393,983	4,623	13,100	-	411,706

	Parent Company				Total
	Stage 1	Stage 2	Stage 3	Purchased credit – impaired	
<i>(Amounts in PHP)</i>					
<i>Balance carried forward</i>	393,983	4,623	13,100	-	411,706
<i>Consumer loans</i>					
Balance at beginning of year	89,533	9,361	8,882	-	107,776
Transfers:					
Stage 1 to Stage 2	(2,303)	2,303	-	-	-
Stage 1 to Stage 3	(1,202)	-	1,202	-	-
Stage 2 to Stage 1	6,082	(6,082)	-	-	-
Stage 2 to Stage 3	-	(2,406)	2,406	-	-
Stage 3 to Stage 1	2,505	-	(2,505)	-	-
Stage 3 to Stage 2	-	655	(655)	-	-
Assets derecognized or repaid	(30,895)	(766)	(1,895)	-	(33,556)
New assets originated:					
Remained in Stage 1	54,474	-	-	-	54,474
Moved to Stages 2 and 3	-	621	288	-	909
Write-offs	-	-	(736)	-	(736)
	28,661	(5,675)	(1,895)	-	21,091
Balance at end of year	118,194	3,686	6,987	-	128,867
<i>Credit cards</i>					
Balance at beginning of year	47,713	752	1,915	-	50,380
Transfers:					
Stage 1 to Stage 2	(901)	901	-	-	-
Stage 1 to Stage 3	(1,472)	-	1,472	-	-
Stage 2 to Stage 1	115	(115)	-	-	-
Stage 2 to Stage 3	-	(125)	125	-	-
Stage 3 to Stage 1	69	-	(69)	-	-
Stage 3 to Stage 2	-	46	(46)	-	-
Assets derecognized or repaid	(122,151)	(600)	(547)	-	(123,298)
New assets originated:					
Remained in Stage 1	147,491	-	-	-	147,491
Moved to Stages 2 and 3	-	388	2,781	-	3,169
Write-offs	-	-	(3,075)	-	(3,075)
	23,151	495	641	-	24,287
Balance at end of year	70,864	1,247	2,556	-	74,667
<i>Balance forwarded</i>	583,041	9,556	22,643	-	615,240

	Parent Company				Total
	Stage 1	Stage 2	Stage 3	Purchased credit-impaired	
<i>(Amounts in PHP)</i>					
<i>Balance carried forward</i>	583,041	9,556	22,643	-	615,240
<i>Other receivables</i>					
Balance at beginning of year	28,589	461	1,676	-	30,726
Transfers:					
Stage 1 to Stage 2	(126)	126	-	-	-
Stage 1 to Stage 3	(92)	-	92	-	-
Stage 2 to Stage 1	96	(96)	-	-	-
Stage 2 to Stage 3	-	(293)	293	-	-
Stage 3 to Stage 1	3	-	(3)	-	-
Stage 3 to Stage 2	-	168	(168)	-	-
Assets derecognized or repaid	(2,573)	(232)	(825)	-	(3,630)
New assets originated:					
Remained in Stage 1	16,504	-	-	-	16,504
Moved to Stages 2 and 3	-	210	652	-	862
	13,812	(117)	41	-	13,736
Balance at end of year	42,401	344	1,717	-	44,462
	625,442	9,900	24,360	-	659,702

The amounts of “Transfers to” include the changes in the ECL on the exposures transferred from one stage to another during the year.

The Group’s receivables arising from salary loans are generally fully recoverable as those are collected through salary deductions, except for those receivables from resigned employees which were provided with full ECL allowance.

b) *Investment in debt securities at amortized cost and at FVOCI*

	Group		Parent Company	
	HTC	FVOCI	HTC	FVOCI
<i>(Amounts in PHP)</i>				
<u>2024</u>				
Balance at beginning of year	236,688	78,533	235,803	78,417
Assets purchased	26,330	391,742	24,245	391,718
Assets derecognized	(2,674)	(315,409)	(629)	(315,386)
Fair value loss	-	(378)	-	(373)
Balance at end of year	260,344	154,488	259,419	154,376
<u>2023</u>				
Balance at beginning of year	252,545	111,314	251,399	111,205
Assets purchased	16,099	442,380	14,092	442,360
Assets derecognized	(31,956)	(476,584)	(29,688)	(476,576)
Fair value gain	-	1,423	-	1,428
	236,688	78,533	235,803	78,417

c) *Loan Commitments*

	Group and Parent Company			Total
	Stage 1	Stage 2	Stage 3	
<i>(Amounts in PHP)</i>				
<u>2024</u>				
Corporate loans				
Balance at beginning of year	8,282	3	-	8,285
Transfer:				
Stage 1 to Stage 2	(5)	5	-	-
Assets derecognized or repaid	(6,417)	-	-	(6,417)
New assets originated:				
Remained in Stage 1	5,139	-	-	5,139
Moved to Stage 2	-	2	-	2
Balance at end of year	<u>6,999</u>	<u>10</u>	<u>-</u>	<u>7,009</u>
Credit cards				
Balance at beginning of year	23,718	-	-	23,718
New assets originated —				
Remained in Stage 1	6,928	-	-	6,928
	<u>6,928</u>	<u>-</u>	<u>-</u>	<u>6,928</u>
Balance at end of year	<u>30,646</u>	<u>-</u>	<u>-</u>	<u>30,646</u>
	<u>37,645</u>	<u>10</u>	<u>-</u>	<u>37,655</u>
	Group and Parent Company			Total
	Stage 1	Stage 2	Stage 3	
<i>(Amounts in PHP)</i>				
<u>2023</u>				
Corporate loans				
Balance at beginning of year	8,930	-	-	8,930
Assets derecognized or repaid	(7,043)	-	-	(7,043)
New assets originated —				
Remained in Stage 1	6,395	-	-	6,395
Moved to Stage 2	-	3	-	3
Balance at end of year	<u>8,282</u>	<u>3</u>	<u>-</u>	<u>8,285</u>
Credit Cards				
Balance at beginning of year	9,607	-	-	9,607
New assets originated —				
Remained in Stage 1	14,111	-	-	14,111
Balance at end of year	<u>23,718</u>	<u>-</u>	<u>-</u>	<u>23,718</u>
	<u>32,000</u>	<u>3</u>	<u>-</u>	<u>32,003</u>

4.4.10 Collateral Held as Security and Other Credit Enhancements

The Group holds collateral against loans and advances to customers in the form of hold-out deposits, real estate mortgage, standby letters of credit or bank guaranty, government guaranty, chattel mortgage, assignment of receivables, pledge of equity securities, personal and corporate guaranty and other forms of security. Estimates of fair value are based on the value of collateral assessed at the time of borrowing and are generally updated annually.

Generally, collateral is not held over loans and advances to other banks, except when securities are held as part of reverse repurchase and securities borrowing arrangements. Collateral is not usually held against trading and investment securities, and no such collateral was held as of December 31, 2024 and 2023.

The estimated fair value of collateral and other security enhancements held against the loan portfolio as of December 31 are presented below.

	Group			Total
	Stage 1	Stage 2	Stage 3	
<i>(Amounts in PHP)</i>				
<u>2024</u>				
Real properties	149,001	6,473	10,336	165,810
Chattel	78,222	3,405	5,996	87,623
Hold-out deposits	4,401	7	28	4,436
Equity securities	6,570	270	248	7,088
Others	353,287	1,927	14,647	369,861
	<u>591,481</u>	<u>12,082</u>	<u>31,255</u>	<u>634,818</u>
<u>2023</u>				
Real properties	143,141	4,320	9,761	157,222
Chattel	139,159	3,287	5,297	147,743
Hold-out deposits	6,890	9	10	6,909
Equity securities	6,121	9	248	6,378
Others	185,498	2,493	10,874	198,865
	<u>480,809</u>	<u>10,118</u>	<u>26,190</u>	<u>517,117</u>
	Parent Company			Total
	Stage 1	Stage 2	Stage 3	
<i>(Amounts in PHP)</i>				
<u>2024</u>				
Real properties	145,607	6,389	9,576	161,572
Chattel	77,029	3,245	4,785	85,059
Hold-out deposits	4,338	5	21	4,364
Equity securities	6,570	270	248	7,088
Others	351,424	1,691	13,795	366,910
	<u>584,968</u>	<u>11,600</u>	<u>28,425</u>	<u>624,993</u>
<u>2023</u>				
Real properties	137,841	3,996	9,471	151,308
Chattel	136,681	2,903	3,700	143,284
Hold-out deposits	6,797	6	4	6,807
Equity securities	6,121	9	248	6,378
Others	182,520	2,324	9,887	194,731
	<u>469,960</u>	<u>9,238</u>	<u>23,310</u>	<u>502,508</u>

The Group and the Parent Company have recognized certain properties arising from foreclosures in settlement of loan account amounting to P972 and P891, respectively, in 2024 and P675 and P614, respectively, in 2023.

The Group and the Parent Company's manner of disposing the collateral for impaired loans and receivables is normally through sale of these assets after foreclosure proceedings have taken place. The Group and the Parent Company do not generally use the non-cash collateral for its own operations.

There were no changes in the Group and the Parent Company's collateral policies in 2024 and 2023, except for the cessation of accepting dacion in payment in 2024 as a result of the Parent Company's change in ownership structure (see Note 1.1).

4.4.11 Modifications of Financial Assets

(a) Financial Reliefs Provided by the Group

In certain cases, the Group modifies the terms of the loans provided to the borrowers due to commercial renegotiations, or for distressed loans, with a view of maximizing recovery of the contractual amount of obligation that the Group is owed to. Restructuring policies and practices are based on indicators or criteria which, in the management's judgment, indicate that payment will most likely continue. Such policies are continuously reviewed and updated as necessary. Restructuring is most commonly applied to term or corporate loans.

The outstanding balance of loans modified under the Bank's restructuring programs in 2024 and 2023 amounted to P22,638 and P24,424, respectively, for the Group, and P21,678 and P23,429, respectively for the Parent Company.

The following tables provide a summary of the outstanding balance of modified loans resulting from the financial reliefs provided by the Group as of December 31:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
<u>Stage 1 (Performing)</u>				
Corporate	5,696	9,463	5,696	9,463
Consumer	2,956	4,062	2,956	4,062
Credit card	1,169	958	1,169	958
Leasing and finance	73	437	-	-
Microfinance and small business	8	9	-	-
	9,902	14,929	9,821	14,483
<u>Stage 2 (Underperforming)</u>				
Corporate	4,205	2,227	4,205	2,227
Consumer	789	992	789	992
Credit card	-	-	-	-
Leasing and finance	5	156	-	-
Microfinance and small business	10	21	-	-
	5,009	3,396	4,994	3,219

	Group		Parent Company	
	2024	2023	2024	2023
Stage 3				
(Nonperforming)				
Corporate	4,930	3,533	4,930	3,533
Consumer	1,829	2,115	1,829	2,115
Credit card	104	79	104	79
Leasing and finance	777	279	-	-
Microfinance and small business	87	93	-	-
	7,727	6,099	6,863	5,727

(b) Assessment of SICR

The risk of default of such assets after modification is assessed at the reporting date and compared with the risk under the original terms at initial recognition, when the modification is not substantial and so does not result in derecognition of the original asset. The Group monitors the performance of the financial asset subsequent to its modification.

The Group may determine that the credit risk has significantly improved after restructuring (in accordance with the new terms for six consecutive months or more), so that the assets are moved from Stage 3 or Stage 2.

The Group continues to monitor if there is a subsequent SICR in relation to such modified assets through the use of specific models for modified assets.

4.4.12 Write-offs

The Group and the Parent Company write off financial assets, in whole or in part, when it has exhausted all practical recovery efforts and has concluded that there is no reasonable expectation of recovery of the financial asset.

Indicators that there is no reasonable expectation of recovery include: cessation of enforcement activity; and, where the Group and Parent Company's recovery method is through foreclosure of collateral and the value of the collateral is less than the outstanding contractual amounts of the financial assets to be written-off.

The Group and Parent Company may write off financial assets that are still subject to enforcement activity. The outstanding amounts of such assets written off in 2024 and 2023 amounted to P5,104 and P4,179, respectively, for the Group, and P5,080 and P3,811, respectively, for the Parent Company. The Group and the Parent Company still seek to recover amounts legally owed in full, but which have been partially written off due to no reasonable expectation of full recovery.

4.4.13 Credit Risk Stress Test

To enhance the assessment of credit risk, the Group adopted a credit risk stress testing framework using break-even sales and cash flow debt service to determine a borrower's vulnerability and ultimately impact to the Group's capital adequacy. The Parent Company adopted a portfolio credit risk testing framework that takes into consideration the causal relationships among industry sectors.

4.4.14 Analysis on ECL Measurement

Set out below are the changes to the Group's ECL as of December 31, 2024 and 2023 that would result from reasonably possible changes in these parameters from the actual assumptions used in the Group's economic variable assumptions:

	Change in MEVs		Impact on ECL	
	Upside Scenario	Downside Scenario	Upside Scenario	Downside Scenario
<i>(Amounts in PHP)</i>				
2024				
Credit card receivables			(5,498)	6,334
GDP	+ 7.00%	- 0.50%		
CPI	- 131.3	+ 138.36		
Unemployment rate	- 1.00%	+ 12.00%		
Corporate loans			(310)	101
Inflation rate	- 0.50%	+ 5.00%		
91D TD bill	- 0.50%	+ 5.00%		
Consumer loans:				
<i>Salary loans</i>			(319)	786
Unemployment rate	- 1.00%	+ 12.00%		
USD-Php exchange rate	- 55.50	+ 69.00		
Inflation rate	-2.20%	+ 7.70%		
Bank lending rate	-5.65%	+ 11.15%		
<i>Housing loans</i>			(14)	78
GDP	+ 7.00%	- 0.50%		
CPI	- 131.3	+ 138.36		
Unemployment rate	- 3.00%	+ 8.00%		
<i>Auto loans</i>			(14)	251
GDP	+ 7.00%	- 0.50%		
CPI	- 131.3	+ 138.36		
Unemployment rate	- 3.00%	+ 8.00%		
<i>Personal loans</i>			(442)	665
GDP	+ 7.00%	- 0.50%		
CPI	- 131.3	+ 138.36		
Unemployment rate	- 1.00%	+ 12.00%		

	Change in MEVs		Impact on ECL	
	Upside Scenario	Downside Scenario	Upside Scenario	Downside Scenario
<i>(Amount in PHP)</i>				
<u>2023</u>				
Credit card receivables			(3,748)	4,372
GDP	+ 7.00%	- 0.50%		
CPI	- 123.70	+ 124.30		
Unemployment rate	- 2.00%	+ 12.00%		
Corporate loans			(234)	197
Inflation rate	- 0.50%	+ 5.00%		
91D TD bill	- 0.50%	+ 5.00%		
Consumer loans:				
<i>Salary loans</i>			(128)	303
Unemployment rate	- 2.00%	+ 12.00%		
USD-Php exchange rate	- 52.50	+ 66.00		
Inflation rate	-3.60%	+ 9.10%		
Bank lending rate	-5.70%	+ 11.20%		
<i>Housing loans</i>			(505)	564
GDP	+ 7.00%	- 0.50%		
CPI	- 124.30	+ 130.27		
Unemployment rate	- 4.00%	+ 12.00%		
<i>Auto loans</i>			(971)	1,164
GDP	+ 7.00%	- 0.50%		
CPI	- 124.30	+ 130.27		
Unemployment rate	- 4.00%	+ 12.00%		
<i>Personal loans</i>			(122)	145
GDP	+ 7.00%	- 0.50%		
CPI	- 123.70	+ 124.30		
Unemployment rate	- 2.00%	+ 12.00%		

4.5 Operational Risk

Operational risks are risks arising from the potential inadequate information systems and systems, operations or transactional problems (relating to service or product delivery), breaches in internal controls, fraud, or unforeseen catastrophes that may result in unexpected loss. Operational risks include the risk of loss arising from various types of human or technical error, settlement or payments failures, business interruption, administrative and legal risks, and the risk arising from systems not performing adequately.

The Operational Risk Management Division (ORMD) assists management in meeting its responsibility to understand and manage operational risk exposures and to ensure consistent application of operational risk management tools across the Group.

The ORMD applies a number of techniques to efficiently manage operational risks. Among these are as follows:

- Each major business line has an embedded designated Deputy Operational Risk Officer (DORO) who acts as a point person for the implementation of various operational risk tools. The DOROs attend quarterly DORO forums conducted by the ORMD to keep them up-to-date with different operational risk issues, challenges and initiatives;

- With ORMD's bottom up Risk Control Self-Assessment (RCSA) process, which is conducted at least annually, material operational processes and controls are assessed and examined to the Bank's overall risks and controls. The result of said self-assessment exercise also serves as one of the inputs in identifying specific key risk indicators (KRIs) and Control Sample Tests (CSTs);
- KRIs are used to monitor the operational risk profile of the Group and of each business unit, and alert management of impending problems in a timely fashion;
- CSTs is for the business units to self-assure against key process controls, effective implementation and execution of controls in its day-to-day activities. CSTs are conducted periodically to detect control failures and address any process weaknesses in a timely manner before control failures can be systemic.
- Internal loss information is collected, reported, and utilized to model operational risk; and,
- The ORMD, as part of the clearing house, reviews product and operating manuals, policies, procedures and circulars, thus allowing the embedding of desired operational risk management practices in all business units.

Operational Risk Management, as it relates to capital adequacy, is currently under Basic Indicator Approach (see Note 5.2).

The Group has an institutional Business Continuity Plan (BCP) based on several crisis severity levels which is tested at least annually and updated for any major changes in systems and procedures. Central to the Group's BCP is a disaster recovery plan to address the continued functioning of systems, recovery of critical data, and contingency processing requirements in the event of a disaster.

4.5.1 Reputation Risk

Reputation risk is the risk to earnings, capital and liquidity arising from negative public opinion. This affects the Group's ability to establish new relationships or services, or to continue servicing existing relationships. This risk can expose the Group to litigation, financial loss, or damage to its reputation. Reputation risk arises whenever technology-based banking products, services, delivery channels, or processes may generate adverse public opinion such that it seriously affects the Group's earnings or impairs its capital. This risk is present in activities such as asset management and regulatory compliance.

The RCBC Group has very low tolerance for engaging in any business activity where foreseeable reputational risk or damage has not been considered and/or mitigated. The Group shall protect its reputation to ensure that there is no material damage to the Group.

The management of reputational risk in the Bank is guided by its Reputational Risk Management Framework in accordance with BSP Circular 1114. The Bank's Reputational Risk Management Framework (RRMF) is in place in order to have an enterprise-wide approach and scope of implementation, beyond the assessment of reputational risk that is focused on customer complaints. While growth is projected to emanate from various drivers, the Bank recognizes that potential failure in the same ushers in a potential damage to reputation.

4.5.2 Legal Risk and Regulatory Risk Management

Changes in laws and regulations and fiscal policies could adversely affect the Group's operations and financial reporting. In addition, the Group faces legal risks in enforcing its rights under its loan agreements, such as foreclosing of collateral. Legal risk is higher in new areas of business where the law remains untested by the courts. The Group uses a legal review process as the primary control mechanism for legal risk. Such a legal review aims to verify and validate the existence, genuineness and due execution of legal documents, and verify the capacity and authority of counterparties and customers to enter into transactions. In addition, the Group seeks to minimize its legal risk by using stringent legal documentation, imposing certain requirements designed to ensure that transactions are properly authorized, and consulting internal and external legal advisors.

Regulatory risk refers to the potential for the Group to suffer financial loss due to mid-stream changes in regulatory regime affecting current position and/or strategy. Compliance Risk is the risk of loss resulting from failure to comply with laws, regulations, rules, related self-regulatory organization standards, and codes of conduct applicable to its banking activities.

The Group's Compliance Program, the design and implementation of which is overseen and coordinated by the Chief Compliance Officer (CCO), is the primary control process for regulatory and compliance risk issues. The CCO is committed to safeguard the integrity of the Group by maintaining a high level of regulatory compliance. It is responsible for communicating and disseminating new rules and regulations to all units, assessing and addressing identified compliance issues, performing periodic compliance testing, and reporting compliance findings to the ACC and the BOD.

4.6 Anti-Money Laundering Controls

The AMLA or RA No. 9160 was passed in September 2001. It was subsequently amended by RA No. 9194, RA No. 10167, and RA No. 10365, R.A.11521 in March 2003, June 2012 and February 2021, respectively. Together with the Terrorism Financing Prevention and Suppression Act (TFPSA) which was passed in June 2012 by virtue of RA No. 10168, and Anti-Terrorism Act of 2020 or R.A. 11479 these laws provide the regulatory framework for the Philippine Anti-Money Laundering and Terrorist Financing Prevention regulations. The Anti-Money Laundering Council is the financial intelligence unit tasked to implement AMLA, as amended. It is also the government agency that issues implementing guidelines to the AMLA and the TFPSA.

RCBC, as a BSP-supervised covered person, is subject to the Anti-Money Laundering and Combatting the Financing of Terrorism Regulations under Part Nine of the Manual of Regulations for Banks (MORB). Recent amendments to the said regulations were covered by BSP Circular Nos. 950 and 1022.

RCBC's Anti-Money Laundering and Terrorism Financing Prevention Program (MTPP) is aligned with the foregoing laws, rules, and regulations, and follows a risk-based approach in identifying, assessing, and mitigating money laundering, terrorist financing, and proliferation financing risks. It includes the policies, procedures, and controls that are designed to prevent, detect, and deter money laundering and terrorist financing, proliferation financing, and other financial crimes.

Some of these controls include the following:

- Delineation of the sales and the service functions of the first line of defense. The Sales function is focused on marketing and sales, relationship management, cross-selling, credit-related matters and documentation, and loan-related referrals and documentation; while the Service function is focused on BC operations such as: (a) customer servicing, which includes know your customer (KYC) and account opening, account maintenance and tellering, cash and vault management and ATM servicing, (b) BC administration, (c) customer experience management such as inquiries, feedback, and problem resolution, and (d) compliance and audit.
- The Group also created middle offices under the Branch Operations and Control Segment, comprised of Middle Office Support Division (MOSD) and Branch Control Division (BCD), tasked to review and validate KYC documents. The MOSD ensures the uniqueness of Customer Information Files and accuracy of information captured in the Customer Relationship Management (CRM). It also reviews the completeness of account opening documents. The BCD, on the other hand, ensures the proper implementation of KYC, the performance of independent enhanced due diligence based on customer risk profile, and monitoring adherence of BCs to standard operating procedures. It also acts as the additional control layer to track exceptions and decides on dispositions, recommends sanctions or additional trainings for BCs, and recommends process improvements. The key processes of the BCD are KYC, exceptions reporting, and quality assurance.
- Use of technology in automating compliance activities such as client risk profiling, watch list and sanctions screening, transaction monitoring, and regulatory reporting. The Bank has also initiated the use of proactive compliance analytics and investigation to gain more actionable insights and typologies. As recent updates, the Bank has enhanced its sanctions policy to ensure the prohibition of dealing with “designated” individuals or entities. It has updated its policy regulating the onboarding and monitoring of transactions with Designated-Non Financial Businesses and Professions (DNFBPs) customers.

For the controls to remain effective, the RCBC Group assesses its key exposures to ML (money laundering)/TF (terrorist financing)/PF (proliferation financing) risks by performing an Institutional ML/TF/PF Risk Assessment (IRA) focusing on evaluating the inherent ML/TF/PF risks presented by the Bank’s business activities and the controls in place to mitigate the inherent ML/TF/PF risks so as to determine the overall residual risks. The institutional risk assessment is conducted at least once every two (2) years, or as often as the Board or senior management may direct, depending on the level of risks identified in the previous risk assessment, or other relevant AML/Countering Financing of Terrorism developments that may have an impact on the covered person’s operations.

4.7 Impact of London Interbank Offered Rate (LIBOR) Reform

In 2022 and 2023, the Group has transitioned its LIBOR contracts which includes swaps that were transitioned under the International Swaps and Derivatives Association (ISDA) protocols.

The Group utilizes the Interbank Offered Rates (IBOR) Fallback Rates from Bloomberg for legacy deals while Overnight Index Swap (OIS) Rates as specified in the ISDA protocols are used for normal Interest Rate Swaps since LIBOR cessation in June 2023.

The Group adopted CME Term SOFR for new loans beginning 2022. Loan documentations were reviewed for consistency with the new benchmark. As of July 2023, the necessary updates to internal systems and processes have been implemented.

5. CAPITAL MANAGEMENT

5.1 Regulatory Capital

The Group's lead regulator, the BSP, sets and monitors the capital requirements of the Group.

In implementing the current capital requirements, the BSP requires the Group to maintain a prescribed ratio of qualifying regulatory capital to total risk-weighted assets including market risk and operational risk computed based on BSP-prescribed formula provided under its circulars.

On January 15, 2013, the BSP issued Circular No. 781, *Basel III Implementing Guidelines on Minimum Capital Requirements*, which provides the implementing guidelines on the revised risk-based capital adequacy framework particularly on the minimum capital and disclosure requirements for universal banks and commercial banks, as well as their subsidiary banks and quasi-banks, in accordance with the Basel III standards. Circular No. 781 is effective on January 1, 2014.

The BSP has adopted the Basel III risk-based capital adequacy framework effective January 1, 2014, which requires the Group to maintain at all times the following:

- (a) Common Equity Tier 1 (CET1) of at least 6.0% of risk-weighted assets;
- (b) Tier 1 Capital of at least 7.5% of risk-weighted assets;
- (c) Qualifying Capital (Tier 1 plus Tier 2 Capital) of at least 10.0% of risk-weighted assets;
- and,
- (d) Capital Conservation Buffer of 2.5% of risk-weighted assets, comprised of CET1 Capital.

Under the relevant provisions of the current BSP regulations, the required minimum capitalization for the Parent Company, Rizal Microbank, RCBC Capital and RCBC LFC is P20,000, P400, P300 and P300, respectively.

In computing for the capital adequacy ratio (CAR), the regulatory qualifying capital is analyzed into two tiers which are: (i) Tier 1 Capital comprised of CET1 and Additional Tier 1 (AT1) capital, and, (ii) Tier 2 Capital, defined as follows and are subject to deductions as defined in relevant regulations:

- (a) CET1 Capital includes the following:
 - (i) paid-up common stock;
 - (ii) common stock dividends distributable;
 - (iii) additional paid-in capital;
 - (iv) deposit for common stock subscription;
 - (v) retained earnings;

- (vi) undivided profits;
- (vii) other comprehensive income from net unrealized gains or losses on financial assets at FVOCI and cumulative foreign currency translation; and,
- (viii) minority interest in subsidiary banks which are less than wholly-owned, subject to regulatory conditions.

(b) AT1 Capital includes:

- (i) instruments that do not qualify as CET1, but meet the criteria set out in Annex B of BSP Circular No. 781;
- (ii) financial liabilities meeting loss absorbency requirements set out in Annex E of BSP Circular No. 781;
- (iii) financial liabilities bearing loss absorbency features at point of non-viability as set out in Annex F of BSP Circular No. 781;
- (iv) additional paid-in capital resulting from issuance of AT1 capital;
- (v) deposit for subscription to AT1 instruments; and,
- (vi) minority interest in subsidiary banks which are less than wholly-owned, subject to regulatory conditions.

(c) Tier 2 Capital includes:

- (i) instruments issued that are not qualified as Tier 1 capital but meet the criteria set forth in Annex C of BSP Circular No. 781;
- (ii) financial liabilities bearing loss absorbency features at point of non-viability as set out in Annex F of BSP Circular No. 781;
- (iii) deposit for subscription of Tier 2 capital;
- (iv) appraisal increment reserve on bank premises, as authorized by the Monetary Board (MB) of the BSP;
- (v) general loan loss provisions; and,
- (vi) minority interest in subsidiary banks that are less than wholly-owned, subject to regulatory conditions.

In the calculation of Risk-based CAR, the total Qualifying Capital is expressed as a percentage of Total Risk-Weighted Assets based on book exposures, where Risk Weighted Assets is composed of Credit Risk, Market Risk and Operational Risk, net of specific provisions and exposures covered by CRM.

Banking book exposures shall be risk-weighted based on third party credit assessment of the individual exposure given by eligible external credit institutions and the corresponding external credit assessment are mapped with the corresponding risk weights following the Standardized Credit Risk Weights table as provided under BSP Circular No. 538, *Revised Risk-Based Capital Adequacy Framework*.

BSP Circular No. 856, *Implementing Guidelines on the Framework for Dealing with Domestic Systemically Important Banks under Basel III*, covers the implementing guidelines on the framework for dealing with domestic systemically important banks (D-SIBs) in accordance with the Basel III standards. Banks identified as D-SIBs shall be required to have higher loss absorbency, on top of the minimum CET1 capital and capital conservation buffer. Compliance with this requirement was phased-in starting January 1, 2017, with full compliance on January 1, 2019.

The Group and Parent Company's regulatory capital position based on the Basel III risk-based capital adequacy framework as reported to the BSP follows:

<i>(Amounts in PHP)</i>	<u>Group</u>	<u>Parent Company</u>
2024:		
Tier 1 Capital		
CET 1	118,685	114,963
AT1	<u>14,465</u>	<u>14,465</u>
	133,150	129,428
Tier 2 Capital	<u>7,921</u>	<u>7,830</u>
Total Qualifying Capital	<u>141,071</u>	<u>137,258</u>
Total Risk – Weighted Assets	<u>877,395</u>	<u>865,397</u>
Capital ratios:		
Total qualifying capital expressed as a percentage of total risk-weighted assets	16.08%	15.86%
Tier 1 Capital Ratio	15.18%	14.96%
Total CET 1 Ratio	13.53%	13.28%
2023:		
Tier 1 Capital		
CET 1	115,046	111,616
AT1	<u>14,466</u>	<u>14,466</u>
	129,512	126,082
Tier 2 Capital	<u>6,586</u>	<u>6,522</u>
Total Qualifying Capital	<u>136,098</u>	<u>132,604</u>
Total Risk – Weighted Assets	<u>783,300</u>	<u>771,479</u>
Capital ratios:		
Total qualifying capital expressed as a percentage of total risk-weighted assets	17.37%	17.19%
Tier 1 Capital Ratio	16.53%	16.34%
Total CET 1 Ratio	14.69%	14.47%

5.2 Internal Capital Adequacy Assessment and Pillar 2 Risk-Weighted Assets

In January 2009, the BSP issued Circular No. 639 on the ICAAP and Supervisory Review Process covering universal and commercial banks on a group-wide basis. As a supplement to BSP Circular No. 538 on the Risk-Based Capital Adequacy Framework, ICAAP sets out the following principles:

- (a) Banks must have a process for assessing capital adequacy relative to their risk profile, operating environment, and strategic/business plans;
- (b) The Bank's ICAAP is the responsibility of the BOD, must be properly documented and approved and with policies and methodologies integrated into banking operations;
- (c) The Bank's ICAAP should address other material risks – Pillar 2 risks – in addition to those covered by Pillar 1, with risk measurement methodologies linked to the assessment of corresponding capital requirement both on a BAU and stressed scenario;
- (d) The minimum CAR prescribed by the BSP after accounting for Pillar 1 and other risks is retained at 10%; and,
- (e) The Bank's ICAAP document must be submitted to the BSP every March 31 of each year.

The Group identified the following Pillar 2 risks as material to its operations, and consequently set out methodologies to quantify the level of capital that it must hold.

- (a) *Credit Risk Concentration* – The Group has so far limited its analysis to credit risk concentration arising from the uneven sector distribution of the Group's credit exposures. Aside from using a simplified application of the HHI, concentration is estimated using the CCI. The capital charge is estimated by calculating the change in the Economic Capital (EC) requirement of the credit portfolio as an effect of credit deterioration in the largest industry exposure.
- (b) *IRRBB* – It is the current and prospective negative impact on earnings and capital arising from interest rate shifts. The Group IRRBB estimates as its NII-at-risk, and accordingly deducts the same from regulatory qualifying capital. Stressed IRRBB is calculated by applying the highest observed market volatilities over a determined timeframe.
- (c) *Liquidity Risk* – The Group estimates its liquidity risk under BAU scenario using standard gap analysis. Stressed liquidity risk on the other hand assumes a repeat of a historical liquidity stress, and estimates the impact if the Group were to partially defend its deposits and partially pay-off by drawing from its reserve of liquid assets.
- (d) *IT Risk* – It is the current and prospective negative impact to earnings arising from failure of IT systems and realization of cyber security threats. The Group treats this risk as forming part of Operational Risk.
- (e) *Compliance Risk* – It is the current and prospective negative impact on earnings and capital arising from violation of laws, regulations, ethical standards, and the like. For BAU scenario, the Group estimates compliance risk charge from historical fines and penalties as the worst-case loss determined via a frequency-severity analysis of each penalty type. The resulting compliance risk charge calculation is likewise directly deducted from earnings.

- (f) *Strategic Business Risk* – It is the current and prospective negative impact on earnings and capital arising from adverse business decisions, improper implementation, and failure to respond to industry changes. The Group treats strategic business risk as a catch-all risk, and expresses its estimate as a cap on additional risk-weighted assets given other risks and the desired level of capital adequacy. The Group maintains that the assessment of strategic risk is embedded in the budget of the Group. Its capital impact therefore on a BAU case is already expressed in the amount of risk projected to be taken on in the forecast years. However, the Group does recognize the need to set up processes that would enable to put a number to the risk incurred by going into specific strategies.
- (g) *Reputation Risk* – From the adoption of a theoretical measure, the Group amended its approach to reputation risk in 2011 by adopting instead a reputation risk monitoring and reporting process, run primarily by its Marketing Committee. The measurement of reputation risk under stress is folded into the Group’s assessment of stressed liquidity risk.

5.3 *Basel III Leverage Ratio*

BSP issued Circular No. 881, *Implementing Guidelines on the Basel III Leverage Ratio Framework*, which provides the implementing guidelines on the leverage ratio framework designed to act as a supplementary measure to the risk-based capital requirements. It sets out a minimum leverage ratio of 5.00% on a solo and consolidated basis and shall be complied with at all times. The monitoring period has been set every quarter starting December 31, 2014 and extended until June 30, 2018 per BSP Circular No. 990, *Amendments to the Basel III Leverage Ratio Framework*, issued on January 22, 2018. Effective July 1, 2018, the monitoring of the leverage ratio was implemented as a Pillar I minimum requirement.

The Basel III leverage ratio intends to restrict the build-up of leverage to avoid destabilizing deleveraging processes which can damage the broader financial system and the economy. Likewise, it reinforces the risk-based requirements with a simple, non-risk based “backstop” measure. The Basel III leverage ratio is defined as the ratio of capital measure (Tier 1 Capital) and the exposure measure. Exposure measure includes: on-balance sheet exposures, securities financing transactions exposures and off-balance sheet.

The Group and Parent Company’s Basel III leverage ratio as reported to the BSP are as follows:

	<u>Group</u>	<u>Parent Company</u>
<i>(Amounts in PHP)</i>		
2024:		
Tier 1 Capital	133,150	129,428
Exposure measure	<u>1,492,891</u>	<u>1,481,740</u>
	<u>8.92%</u>	<u>8.73%</u>
2023:		
Tier 1 Capital	129,512	126,082
Exposure measure	<u>1,326,242</u>	<u>1,314,888</u>
	<u>9.77%</u>	<u>9.59%</u>

5.4 Liquidity Coverage Ratio and Net Stable Funding Ratio

On March 10, 2016, the BSP issued Circular No. 905, *Implementation of Basel III Framework on Liquidity Standards - Liquidity Coverage Ratio and Disclosure Standards*, which provides the implementing guidelines on liquidity coverage ratio (LCR) and disclosure standards that are consistent with the Basel III framework. The LCR is the ratio of high-quality liquid assets to total net cash outflows, which should not be lower than 100.00%.

To promote the short-term resilience of the liquidity risk profile, the Bank maintains adequate stock of unencumbered high-quality liquid assets (HQLAs) that consists of cash or assets that can be converted into cash at little or no loss of value in private markets, to meet its liquidity needs under stressed conditions. The stock of liquid assets should enable the Bank to withstand significant liquidity shocks for at least 30 calendar days, which would give time for corrective actions to be taken by the Bank management and/or the BSP. Details of the Group's and Parent Company's LCR are summarized below.

	Group		Parent Company	
	Total Unweighted Value	Total Weighted Value	Total Unweighted Value	Total Weighted Value
<i>(Amounts in PHP)</i>				
<u>December 31, 2024</u>				
Total stock of HQLA	447,599	440,035	444,607	437,289
Expected Net Cash Outflows*	1,859,531	267,132	1,860,122	267,655
Liquidity Coverage Ratio		164.73%		163.38%
<u>December 31, 2023</u>				
Total stock of HQLA	445,894	437,927	443,228	435,553
Expected Net Cash Outflows*	1,459,085	256,891	1,460,162	257,561
Liquidity Coverage Ratio		170.47%		169.11%

*Includes Restricted Term Deposits and Deposits pledged as collateral or under hold-out arrangements

Net Stable Funding Ratio (NSFR), as detailed in BSP Circular No. 1007, *Implementing Guidelines on the adoption of the Basel III Framework on Liquidity Standards - Net Stable Funding Ratio*, measures the availability of medium and long-term stable funding to support illiquid assets and business activities on an on-going basis. It is an assessment of the level of sustainable funding required to reduce funding risk over a one-year time horizon. The NSFR complements the LCR, which promotes short-term resilience of the Group's liquidity profile.

To promote long-term resilience against liquidity risk, the Group maintains a stable funding profile in relation to the composition of its assets and off-balance sheet activities and seeks to meet this objective by limiting overreliance on short-term wholesale funding and promoting enhanced assessment of funding risk across all on- and off-balance sheet accounts.

Details of the Group's and Parent Company's Basel III NSFR are summarized in the succeeding page.

	<u>Group</u>	<u>Parent Company</u>
<i>(Amounts in PHP)</i>		
<u>December 31, 2024</u>		
Available stable funding	879,877	875,392
Required stable funding	<u>662,046</u>	<u>664,648</u>
Basel III NSFR	<u>132.90%</u>	<u>131.71%</u>
 <u>December 31, 2023</u>		
Available stable funding	760,231	755,299
Required stable funding	<u>633,006</u>	<u>634,468</u>
Basel III NSFR	<u>120.10%</u>	<u>118.95%</u>

The Bank has complied with the daily minimum regulatory requirement of 100% for both ratios beginning in 2019.

6. CATEGORIES AND OFFSETTING OF FINANCIAL ASSETS AND FINANCIAL LIABILITIES

6.1 Carrying Amounts and Fair Values by Category

The following tables summarize the carrying amounts and corresponding fair values of financial assets and financial liabilities presented in the statements of financial position.

	<u>Group</u>			
	<u>2024</u>		<u>2023</u>	
	<u>Carrying Amount</u>	<u>Fair Value</u>	<u>Carrying Amount</u>	<u>Fair Value</u>
<i>(Amounts in PHP)</i>				
<i>Financial Assets</i>				
At amortized cost:				
Cash and cash equivalents	185,369	185,369	250,108	250,108
Investment securities - net	260,222	236,267	236,527	213,708
Loans and receivables – net	709,930	732,498	622,149	640,850
Other resources - net	1,688	1,688	1,459	1,459
	<u>1,157,209</u>	<u>1,155,822</u>	<u>1,110,243</u>	<u>1,106,125</u>
At fair value:				
Investment securities at FVTPL	10,234	10,234	11,778	11,778
Investment securities at FVOCI	158,630	158,630	82,437	82,437
	<u>168,864</u>	<u>168,864</u>	<u>94,215</u>	<u>94,215</u>
	<u>1,326,073</u>	<u>1,324,686</u>	<u>1,204,458</u>	<u>1,200,340</u>
<i>Financial Liabilities</i>				
At amortized cost:				
Deposit liabilities	1,022,794	1,020,115	956,712	929,590
Bills payable	86,616	86,616	50,858	50,858
Bonds payable	26,935	43,663	34,939	34,356
Accrued interest and other expenses	10,366	10,366	10,745	10,745
Other liabilities	50,312	50,312	26,990	26,990
	<u>1,197,023</u>	<u>1,211,072</u>	<u>1,080,244</u>	<u>1,052,539</u>
At fair value:				
Derivative financial liabilities	3,635	3,635	1,690	1,690
	<u>1,200,658</u>	<u>1,214,707</u>	<u>1,081,934</u>	<u>1,054,229</u>

	Parent Company			
	2024		2023	
	Carrying Amount	Fair Value	Carrying Amount	Fair Value
<i>(Amounts in PHP)</i>				
Financial Assets				
At amortized cost:				
Cash and cash equivalents	182,670	182,670	247,941	247,941
Investment securities - net	259,387	235,429	235,732	213,097
Loans and receivables – net	703,964	725,037	615,901	633,825
Other resources - net	1,669	1,669	1,457	1,457
	<u>1,147,690</u>	<u>1,144,805</u>	<u>1,101,031</u>	<u>1,096,320</u>
At fair value:				
Investment securities at FVTPL	9,525	9,525	10,954	10,954
Investment securities at FVOCI	157,954	157,954	81,757	81,757
	<u>167,479</u>	<u>167,479</u>	<u>92,711</u>	<u>92,711</u>
	<u>1,315,169</u>	<u>1,312,284</u>	<u>1,193,742</u>	<u>1,189,031</u>
Financial Liabilities				
At amortized cost:				
Deposit liabilities	1,022,737	1,020,060	957,369	930,262
Bills payable	80,928	80,928	43,957	43,957
Bonds payable	26,935	43,663	34,939	34,356
Accrued interest and other expenses	11,312	11,312	10,475	10,475
Other liabilities	49,437	49,437	26,218	26,218
	<u>1,191,349</u>	<u>1,205,400</u>	<u>1,072,958</u>	<u>1,045,268</u>
At fair value —				
Derivative financial liabilities	3,635	3,635	1,690	1,690
	<u>1,194,984</u>	<u>1,209,035</u>	<u>1,074,648</u>	<u>1,046,958</u>

Except for investment securities at amortized cost, deposit liabilities, loans and receivables, and bonds payable with fair value disclosed different from their carrying amounts, management considers that the carrying amounts of other financial assets and financial liabilities presented above which are measured at amortized cost, approximate the fair values either because those instruments are short-term in nature or the effect of discounting for those with maturities of more than one year is not material. The fair value information disclosed for the Group and Parent Company's investment securities at amortized cost and other financial assets and liabilities measured at fair value on a recurring basis are determined based on the procedures and methodologies discussed in Note 7.3.

6.2 Offsetting Financial Assets and Financial Liabilities

The following financial assets presented in the statements of financial position at gross amounts are covered by enforceable master netting arrangements and similar arrangements:

	Notes	Group			Net amount
		Gross amounts recognized in the statements of financial position	Related amounts not set off in the statements of financial position		
			Financial instruments	Collateral received	
<i>(Amount in PHP)</i>					
December 31, 2024					
Loans and receivables – Receivable from customers	11	710,634	(15,089)	-	695,545
Trading and investment securities – Investment securities at amortized cost	10	260,222	(80,523)	-	179,699
Due from other banks – Margin deposits	9	14,569	(1,587)	-	12,982
Other resources – Margin deposits	15	214	-	(214)	-
December 31, 2023					
Loans and receivables – Receivable from customers	11	621,922	(8,153)	-	613,769
Trading and investment securities – Investment securities at amortized cost	10	236,527	(41,597)	-	194,930
Due from other banks – Margin deposits	9	14,892	(763)	-	14,129
Other resources – Margin deposits	15	243	-	(243)	-
Parent Company					
	Notes	Gross amounts recognized in the statements of financial position	Related amounts not set off in the statements of financial position		Net amount
			Financial instruments	Collateral received	
		<i>(Amounts in PHP)</i>			
December 31, 2024					
Loans and receivables – Receivable from customers	11	704,411	(15,089)	-	689,322
Trading and investment securities – Investment securities at amortized cost	10	259,387	(80,523)	-	179,134
Due from other banks – Margin deposits	9	14,433	(1,587)	-	12,846
Other resources – Margin deposits	15	214	-	(214)	-
December 31, 2023					
Loans and receivables – Receivable from customers	11	615,240	(8,152)	-	607,088
Trading and investment securities – Investment securities at amortized cost	10	235,732	(41,597)	-	194,135
Due from other banks – Margin deposits	9	14,630	(763)	-	13,867
Other resources – Margin deposits	15	243	-	(243)	-

The following financial liabilities presented in the statements of financial position at gross amounts are covered by enforceable master netting arrangements and similar agreements:

	Notes	Group			Net amount
		Gross amounts recognized in the statements of financial position	Related amounts not set off in the statements of financial position		
			Financial instruments	Collateral received	
<i>(Amounts in PHP)</i>					
December 31, 2024					
Deposit liabilities	17	1,022,794	(15,089)	-	1,007,705
Bills payable	18	86,616	(82,110)	-	4,506
Other liabilities – Derivative financial liabilities	21	3,635	-	(214)	3,421
December 31, 2023					
Deposit liabilities	17	956,712	(8,153)	-	948,559
Bills payable	18	50,858	(42,360)	-	8,498
Other liabilities – Derivative financial liabilities	21	1,690	-	(243)	1,447
Parent Company					
	Notes	Gross amounts recognized in the statements of financial position	Related amounts not set off in the statements of financial position		Net amount
			Financial instruments	Collateral received	
		<i>(Amounts in PHP)</i>			
December 31, 2024					
Deposit liabilities	17	1,022,737	(15,089)	-	1,007,648
Bills payable	18	80,928	(80,928)	-	-
Other liabilities – Derivative financial liabilities	21	3,635	-	(214)	3,421
December 31, 2023					
Deposit liabilities	17	957,369	(8,152)	-	949,217
Bills payable	18	43,957	(42,360)	-	1,597
Other liabilities – Derivative financial liabilities	21	1,690	-	(243)	1,447

For financial assets and financial liabilities subject to enforceable master netting agreements or similar arrangements above, each agreement between the Group and its counterparties allows for net settlement of the relevant financial assets and liabilities when both elect to settle on a net basis. In the absence of such an election, financial assets and liabilities will be settled on a gross basis. However, each party to the master netting agreement or similar agreement will have the option to settle all such amounts on a net basis in the event of default of the other party.

For purposes of presenting the above information, the related amounts not set off in the statements of financial position pertains to: (a) hold-out deposits and equity securities which serve as the Group’s collateral enhancement for certain loans and receivables; (b) collateralized bills payable under sale and repurchase agreements; and, (c) margin deposits which serve as security for outstanding financial market transactions and other liabilities. The financial instruments that can be set off are only disclosed to the extent of the amounts of the Group’s obligations to counterparties.

7. FAIR VALUE MEASUREMENT AND DISCLOSURES

7.1 Fair Value Hierarchy

In accordance with PFRS 13, *Fair Value Measurement*, the fair value of financial assets and financial liabilities and non-financial assets which are measured at fair value on a recurring or non-recurring basis and those assets and liabilities not measured at fair value but for which fair value is disclosed in accordance with other relevant PFRS, are categorized into three levels based on the significance of inputs used to measure the fair value.

The fair value hierarchy has the following levels:

- Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities that an entity can access at the measurement date;
- Level 2: inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e., as prices) or indirectly (i.e., derived from prices); and,
- Level 3: inputs for the asset or liability that are not based on observable market data (unobservable inputs).

The level within which the asset or liability is classified is determined based on the lowest level of significant input to the fair value measurement.

For purposes of determining the market value at Level 1, a market is regarded as active if quoted prices are readily and regularly available from an exchange, dealer, broker, industry group, pricing service, or regulatory agency, and those prices represent actual and regularly occurring market transactions on an arm's length basis.

For investments which do not have quoted market price, the fair value is determined by using generally acceptable pricing models and valuation techniques or by reference to the current market value of another instrument which is substantially the same after taking into account the related credit risk of counterparties, or is calculated based on the expected cash flows of the underlying net asset base of the instrument.

When the Group uses valuation technique, it maximizes the use of observable market data where it is available and rely as little as possible on entity specific estimates. However, areas such as credit risk (both own and counterparty), volatilities and correlations require management to make estimates. If all significant inputs required to determine the fair value of an instrument are observable, the instrument is included in Level 2. Otherwise, it is included in Level 3. Changes in assumptions could also affect the reported fair value of the financial instruments. The Group uses judgment to select a variety of valuation techniques and to make assumptions that are mainly based on market conditions existing at the end of each reporting period.

7.2 Financial Instruments Measured at Fair Value

The table below shows the fair value hierarchy of the Group's classes of financial assets and financial liabilities measured at fair value in the statements of financial position on a recurring basis as of December 31, 2024 and 2023.

	Group			Total
	Level 1	Level 2	Level 3	
<i>(Amounts in PHP)</i>				
2024				
Financial assets at FVTPL:				
Government securities	4,952	2,305	-	7,257
Equity securities	778	-	-	778
Corporate debt securities	16	116	-	132
Derivative assets	13	2,054	-	2,067
	<u>5,759</u>	<u>4,475</u>	<u>-</u>	<u>10,234</u>
Financial assets at FVOCI:				
Equity securities	680	871	2,591	4,142
Government securities	66,830	73,567	-	140,397
Corporate debt securities	1,906	12,185	-	14,091
	<u>69,416</u>	<u>86,623</u>	<u>2,591</u>	<u>158,630</u>
Total Resources at Fair Value	<u>75,175</u>	<u>91,098</u>	<u>2,591</u>	<u>168,864</u>
Derivative liabilities	<u>-</u>	<u>3,635</u>	<u>-</u>	<u>3,635</u>
2023				
Financial assets at FVTPL:				
Government securities	5,066	4,581	-	9,647
Equity securities	783	-	-	783
Corporate debt securities	-	28	-	28
Derivative assets	10	1,310	-	1,320
	<u>5,859</u>	<u>5,919</u>	<u>-</u>	<u>11,778</u>
Financial assets at FVOCI:				
Equity securities	863	561	2,480	3,904
Government securities	28,605	36,826	-	65,431
Corporate debt securities	1,640	11,462	-	13,102
	<u>31,108</u>	<u>48,849</u>	<u>2,480</u>	<u>82,437</u>
Total Resources at Fair Value	<u>36,967</u>	<u>54,768</u>	<u>2,480</u>	<u>94,215</u>
Derivative liabilities	<u>-</u>	<u>1,690</u>	<u>-</u>	<u>1,690</u>

	Parent Company			Total
	Level 1	Level 2	Level 3	
<i>(Amounts in PHP)</i>				
2024				
Financial assets at FVTPL:				
Government securities	4,947	2,305	-	7,252
Corporate debt securities	16	116	-	132
Equity securities	74	-	-	74
Derivative assets	13	2,054	-	2,067
	5,050	4,475	-	9,525
Financial assets at FVOCI:				
Equity securities	299	711	2,568	3,578
Government securities	66,830	73,567	-	140,397
Corporate debt securities	1,794	12,185	-	13,979
	68,923	86,463	2,568	157,954
Total Resources at Fair Value	73,973	90,938	2,568	167,479
Derivative liabilities	-	3,635	-	3,635
2023				
Financial assets at FVTPL:				
Government securities	5,469	4,146	-	9,615
Corporate debt securities	-	19	-	19
Derivative assets	10	1,310	-	1,320
	5,479	5,475	-	10,954
Financial assets at FVOCI:				
Equity securities	381	557	2,402	3,340
Government securities	28,605	36,826	-	65,431
Corporate debt securities	1,524	11,462	-	12,986
	30,510	48,845	2,402	81,757
Total Resources at Fair Value	35,989	54,320	2,402	92,711
Derivative liabilities	-	1,690	-	1,690

Described below and in the succeeding pages are the information about how the fair values of the Group's classes of financial assets and financial liabilities were determined.

(a) Government and Corporate Debt Securities

The fair value of the Group's government and corporate debt securities are categorized within Level 1 and Level 2 of the fair value hierarchy.

Fair values of peso-denominated government debt securities issued by the Philippine government, are determined based on the reference price per Bloomberg which used BVAL. These BVAL reference rates are computed based on the weighted price derived using an approach based on a combined sequence of proprietary BVAL algorithms of direct observations or observed comparables; hence, categorized as Level 1 or 2.

Fair values of actively traded corporate debt securities are determined based on their market prices quoted in the Philippine Dealing Holdings System or based on the direct reference price per Bloomberg or observed comparables at the end of each reporting period; hence, categorized within Level 1 or Level 2.

(b) *Equity Securities*

The fair values of certain equity securities classified as financial assets at FVTPL and at FVOCI as of December 31, 2024 and 2023 were valued based on their market prices quoted in the PSE at the end of each reporting period; hence, categorized within Level 1.

Level 2 category includes the Group's investments in proprietary club shares as their prices are not derived from a market considered as active due to lack of trading activities among market participants at the end of each reporting period.

For equity securities which are not traded in an active market and with fair value categorized within Level 3, their fair value is determined through valuation techniques such as net asset value method, or market-based approach (price-to-book value method) using current market values of comparable listed entities.

The price-to-book value method used to value a certain equity security of the Parent Company uses the price-to-book ratio of comparable listed entities as multiple in determining the fair value adjusted by a certain valuation discount. The price-to-book ratio used in the fair value measurement as of December 31, 2024 and 2023 ranges from 0.41:1 to 3.55:1 and from 0.25:1 to 3.72:1, respectively. Increase or decrease in the price-to-book ratio and net asset value would result in higher or lower fair values, all else equal.

For a certain preferred equity security, the Group has used the discounted cash flow applying a discount rate of 6.9% and 7.4%, which is based on the latest available weighted cost of capital of the investee company, in 2024 and 2023, respectively, to determine the present value of future cash flows from dividends or redemption expected to be received from the instrument.

A reconciliation of the carrying amounts of Level 3 FVOCI equity securities at the beginning and end of 2024 and 2023 is shown below.

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Balance at beginning of year	2,480	2,112	2,402	2,088
Fair value gains - net	111	368	166	314
Balance at end of year	2,591	2,480	2,568	2,402

There were neither transfers between the levels of the fair value hierarchy nor gains or losses recognized in the statements of profit or loss for Level 3 financial assets in 2024 and 2023.

(c) *Derivative Assets and Liabilities*

The fair value of the Group's derivative assets categorized within Level 1 is determined be the current mid-price based on the last trading transaction as defined by third-party market makers.

On the other hand, the fair values of certain derivative financial assets and liabilities categorized within Level 2 were determined through valuation techniques using net present value computation which makes use of the streams of cash flows related to the derivative financial instruments such as interest rate swaps and currency swaps.

7.3 Financial Instruments Measured at Amortized Cost for Which Fair Value is Disclosed

The table below and in the succeeding page summarizes the fair value hierarchy of the Group and Parent Company's financial assets and financial liabilities which are not measured at fair value in the statements of financial position but for which fair value is disclosed.

	Group			Total
	Level 1	Level 2	Level 3	
<i>(Amounts in PHP)</i>				
2024				
Financial Assets:				
Cash and other cash items	23,003	-	-	23,003
Due from BSP	115,230	-	-	115,230
Due from other banks	14,569	-	-	14,569
Interbank loans	32,567	-	-	32,567
Investment securities at amortized cost	43,938	191,491	838	236,267
Loans and receivables - net	-	-	732,498	732,498
Other resources - net	-	-	1,688	1,688
	<u>229,307</u>	<u>191,491</u>	<u>735,024</u>	<u>1,155,822</u>
Financial Liabilities:				
Deposit liabilities	-	-	1,020,115	1,020,115
Bills payable	-	-	86,616	86,616
Bonds payable	-	43,663	-	43,663
Accrued interest and other expense	-	-	10,366	10,366
Other liabilities	-	-	50,312	50,312
	<u>-</u>	<u>43,663</u>	<u>1,167,409</u>	<u>1,211,072</u>
2023				
Financial Assets:				
Cash and other cash items	19,875	-	-	19,875
Due from BSP	151,762	-	-	151,762
Due from other banks	14,892	-	-	14,892
Loans arising from reverse repurchase agreements	35,799	-	-	35,799
Interbank loans	27,780	-	-	27,780
Investment securities at amortized cost	104,163	109,015	530	213,708
Loans and receivables - net	-	-	640,850	640,850
Other resources - net	-	-	1,459	1,459
	<u>354,271</u>	<u>109,015</u>	<u>642,839</u>	<u>1,106,125</u>
Financial Liabilities:				
Deposit liabilities	-	-	929,590	929,590
Bills payable	-	-	50,858	50,858
Bonds payable	-	34,356	-	34,356
Accrued interest and other expense	-	-	10,745	10,745
Other liabilities	-	-	26,990	26,990
	<u>-</u>	<u>34,356</u>	<u>1,018,183</u>	<u>1,052,539</u>

	Parent Company			Total
	Level 1	Level 2	Level 3	
<i>(Amounts in PHP)</i>				
2024				
<i>Financial Assets:</i>				
Cash and other				
cash items	22,907	-	-	22,907
Due from BSP	112,763	-	-	112,763
Due from other banks	14,433	-	-	14,433
Interbank loans	32,567	-	-	32,567
Investment securities at amortized cost	43,938	191,491	-	235,429
Loans and receivables - net	-	-	725,037	725,037
Other resources - net	-	-	1,669	1,669
	<u>226,608</u>	<u>191,491</u>	<u>726,706</u>	<u>1,144,805</u>
<i>Financial Liabilities:</i>				
Deposit liabilities	-	-	1,020,060	1,020,060
Bills payable	-	-	80,928	80,928
Bonds payable	-	43,663	-	43,663
Accrued interest and other expense	-	-	11,312	11,312
Other liabilities	-	-	49,437	49,437
	<u>-</u>	<u>43,663</u>	<u>1,161,737</u>	<u>1,205,400</u>
2023				
<i>Financial Assets:</i>				
Cash and other	19,812			19,812
cash items		-	-	
Due from BSP	150,771	-	-	150,771
Due from other banks	14,630	-	-	14,630
Loans arising from reverse repurchase agreements	34,948	-	-	34,948
Interbank loans	27,780	-	-	27,780
Investment securities at amortized cost	104,082	109,015	-	213,097
Loans and receivables - net	-	-	633,825	633,825
Other resources - net	-	-	1,457	1,457
	<u>352,023</u>	<u>109,015</u>	<u>635,282</u>	<u>1,096,320</u>
<i>Financial Liabilities:</i>				
Deposit liabilities	-	-	930,262	930,262
Bills payable	-	-	43,957	43,957
Bonds payable	-	-	34,356	34,356
Accrued interest and other expense	-	-	10,475	10,475
Other liabilities	-	-	26,218	26,218
	<u>-</u>	<u>-</u>	<u>1,045,268</u>	<u>1,045,268</u>

The following are the methods used to determine the fair value of financial assets and financial liabilities not presented in the statements of financial position at their fair values:

(a) *Due from BSP and Other Banks, and Loans and Receivables Arising from Reverse Repurchase Agreements*

Due from BSP pertains to deposits made to the BSP for clearing and reserve requirements, overnight and term deposit facilities, while loans and receivables arising from reverse repurchase agreements pertain to loans and receivables from BSP arising from overnight lending from excess liquidity. Due from other banks includes items in the course of collection. The fair value of floating rate placements and overnight deposits is their carrying amount. The estimated fair value of fixed interest-bearing deposits is based on the discounted cash flows using prevailing money market interest rates for debt with similar credit risk and remaining maturity, which for short-term deposits approximate the nominal value.

(b) Investment Securities at Amortized Cost

The fair value of investment securities at amortized cost consisting of government securities and corporate debt securities is determined based on reference prices appearing in Bloomberg. The fair value of these securities are categorized within Level 1 and Level 2 of the fair value hierarchy using BVAL reference rates, which are derived using an approach based on a combined sequence of algorithms of direct observations and/or observed comparables, hence, categorized as Level 1 or 2.

(c) Deposits Liabilities and Borrowings

The estimated fair value of demand deposits with no stated maturity, which includes non-interest-bearing deposits, is the amount repayable on demand. The estimated fair value of long-term fixed interest-bearing deposits and other borrowings without quoted market price is based on discounted cash flows using interest rates for new debts with similar remaining maturity. The Level 2 fair value of bonds payable and subordinated debt is determined based on the average of ask and bid prices as appearing on Bloomberg. For bills payable categorized within Level 3, fair value is determined based on their discounted amount of estimated future cash flows expected to be received or paid, or based on their cost which management estimates to approximate their fair values.

(d) Other Resources and Other Liabilities

Due to their short duration, the carrying amounts of other resources and liabilities in the statements of financial position are considered to be reasonable approximation of their fair values.

7.4 Fair Value Disclosures for Investment Properties Carried at Cost

The fair values of the Group and Parent Company's investment properties were determined based on the following approaches:

(a) Fair Value Measurement for Land

The fair value of the Group's and the Parent Company's land are categorized within Level 3 of the fair value hierarchy, as the observable and recent prices of the reference properties are adjusted for differences in key attributes such as property size, location and zoning, and accessibility, or any physical or legal restrictions on the use of the property. The most significant input into this valuation approach is the price per square feet, hence, the higher the price per square feet, the higher the fair value.

The fair value of the Group's and the Parent Company's land amounted to nil and P31 as of December 31, 2024 and 2023, respectively.

(b) *Fair Value Measurement for Buildings and Improvements*

The Level 3 fair value of the buildings was determined using the cost approach that reflects the cost to a market participant to construct an asset of comparable usage, construction standards, design and layout, adjusted for obsolescence. The more significant inputs used in the valuation include direct and indirect costs of construction such as but not limited to, labor and contractor's profit, materials and equipment, surveying and permit costs, electricity and utility costs, architectural and engineering fees, insurance and legal fees. These inputs were derived from various suppliers and contractor's quotes, price catalogues, and construction price indices. Under this approach, higher estimated costs used in the valuation will result in higher fair value of the properties.

The fair value of building improvements of the Group and Parent Company amounted to P1,833 and P1,475 as of December 31, 2024 and 2023, respectively

There has been no change in the valuation techniques for investment properties in both years.

8. SEGMENT INFORMATION

8.1 *Business Segments*

The Group's operating businesses are managed separately according to the nature of services provided (primary segments) and the different geographical markets served (secondary segments) with a segment representing a strategic business unit. The Group's business segments follow:

- (a) *Retail* – principally handles the BCs offering a wide range of consumer banking products and services. Products offered include individual customer's deposits, credit cards, home and mortgage loans, auto, personal and microfinance loans, overdraft facilities, payment remittances and foreign exchange transactions. It also upsells bank products [unit investment trust funds (UITFs), etc.] and cross-sells bancassurance products. The segment includes the net assets of the servicing entity, RBSC, and portfolios of Rizal Microbank.
- (b) *Corporate* – principally handles distinct customer segments: (i) conglomerates; (ii) large corporations; (iii) emerging corporates, which focus on large middle accounts often referred to as the "Next 500 Corporations"; (iv) Japanese multinationals with a strong presence in the country; (v) Filipino-Chinese businesses; and, (vi) Korean businesses. This segment includes the portfolio of RCBC LFC.
- (c) *Small and Medium Enterprises (SME)* – principally handles the financial needs of the country's small businesses or the SMEs and the Commercial Middle Market segments. The SME Banking Group provides a holistic approach serving both the financial (e.g., loans, deposits, investments, insurance, etc.) and non-financial needs (e.g., networking, financial literacy trainings, etc.) of client to help them grow their business. Clients are the entrepreneurs located in different parts of the country and spread in various industry sectors such as manufacturing, wholesale and retail trade, construction, hotels, agriculture, and healthcare, among others.
- (d) *Treasury* – principally provides money market, trading and treasury services, as well as the management of the Group's funding operations by use of treasury bills, government securities and placements and acceptances with other banks, through treasury and wholesale banking.

(e) *Others* – consists of other subsidiaries except for RBSC and Rizal Microbank, which is presented as part of Retail, and RCBC LFC which is presented under Corporate.

These segments are the basis on which the Group reports its primary segment information. Other operations of the Group comprise the operations and financial control groups. Transactions between segments are conducted at estimated market rates on an arm's length basis.

Segment revenues and expenses that are directly attributable to primary business segment and the relevant portions of the Group's revenues and expenses that can be allocated to that business segment are accordingly reflected as revenues and expenses of that business segment.

For secondary segments, revenues and expenses are attributed to geographic areas based on the location of the resources producing the revenues, and in which location the expenses are incurred.

There were no changes in the Group's operating segments in 2024 and 2023.

8.2 Analysis of Primary Segment Information

Primary segment information (by business segment) on a consolidated basis as of and for the years ended December 31, 2024, 2023 and 2022 follow:

<i>(Amounts in PHP)</i>	<u>Retail</u>	<u>Corporate</u>	<u>SME</u>	<u>Treasury</u>	<u>Others</u>	<u>Total</u>
2024:						
Revenues						
From external customers						
Interest income	70,451	50,916	17,382	21,441	151	160,341
Interest expense	<u>(39,990)</u>	<u>(30,341)</u>	<u>(11,221)</u>	<u>(17,366)</u>	<u>(1)</u>	<u>(98,919)</u>
Net interest income	30,461	20,575	6,161	4,075	150	61,422
Non-interest income	<u>12,003</u>	<u>6,712</u>	<u>322</u>	<u>3,339</u>	<u>529</u>	<u>22,905</u>
	<u>42,464</u>	<u>27,287</u>	<u>6,483</u>	<u>7,414</u>	<u>679</u>	<u>84,327</u>
Intersegment revenues						
Interest income	-	6	4,959	-	26	4,991
Non-interest income	<u>909</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>909</u>
	<u>909</u>	<u>6</u>	<u>4,959</u>	<u>-</u>	<u>26</u>	<u>5,900</u>
Total Revenues	<u>43,373</u>	<u>27,293</u>	<u>11,442</u>	<u>7,414</u>	<u>705</u>	<u>90,227</u>
Expenses						
Operating expenses excluding impairment, depreciation and amortization	20,636	4,852	1,489	1,275	260	28,512
Impairment losses – net	7,438	464	588	-	1	8,491
Depreciation and amortization	<u>1,585</u>	<u>768</u>	<u>61</u>	<u>25</u>	<u>23</u>	<u>2,462</u>
	<u>29,659</u>	<u>6,084</u>	<u>2,138</u>	<u>1,300</u>	<u>284</u>	<u>39,465</u>
Segment operating income	<u>13,714</u>	<u>21,209</u>	<u>9,304</u>	<u>6,114</u>	<u>421</u>	<u>50,762</u>
Total resources	<u>944,543</u>	<u>299,507</u>	<u>116,725</u>	<u>466,451</u>	<u>4,119</u>	<u>1,831,345</u>
Total liabilities	<u>656,791</u>	<u>353,080</u>	<u>147,739</u>	<u>39,645</u>	<u>675</u>	<u>1,197,930</u>

	Retail	Corporate	SME	Treasury	Others	Total
<i>(Amounts in PHP)</i>						
2023:						
Revenues						
From external customers						
Interest income	61,183	47,375	10,457	20,894	138	140,047
Interest expense	(35,960)	(25,639)	(9,867)	(16,450)	(9)	(87,925)
Net interest income	25,223	21,736	590	4,444	129	52,122
Non-interest income	9,859	5,647	284	933	1,092	17,815
	<u>35,082</u>	<u>27,383</u>	<u>874</u>	<u>5,377</u>	<u>1,221</u>	<u>69,937</u>
Intersegment revenues						
Interest income	-	4	4,386	-	28	4,418
Non-interest income	742	-	-	-	-	742
	<u>742</u>	<u>4</u>	<u>4,386</u>	<u>-</u>	<u>28</u>	<u>5,160</u>
Total Revenues	<u>35,824</u>	<u>27,387</u>	<u>5,260</u>	<u>5,377</u>	<u>1,249</u>	<u>75,097</u>
Expenses						
Operating expenses excluding impairment, depreciation and amortization	18,000	4,167	1,362	1,493	300	25,322
Impairment losses – net	5,015	1,022	692	11	(1)	6,739
Depreciation and amortization	1,685	800	76	23	24	2,608
	<u>24,700</u>	<u>5,989</u>	<u>2,130</u>	<u>1,527</u>	<u>323</u>	<u>34,669</u>
Segment operating income	<u>11,124</u>	<u>21,398</u>	<u>3,130</u>	<u>3,850</u>	<u>926</u>	<u>40,428</u>
Total resources	<u>767,612</u>	<u>315,840</u>	<u>104,513</u>	<u>468,411</u>	<u>3,973</u>	<u>1,660,349</u>
Total liabilities	<u>701,541</u>	<u>500,825</u>	<u>128,867</u>	<u>90,495</u>	<u>558</u>	<u>1,422,286</u>
2022						
Revenues						
From external customers						
Interest income	33,539	27,865	6,325	12,615	100	80,444
Interest expense	(14,272)	(14,491)	(4,258)	(7,674)	(7)	(40,702)
Net interest income	19,267	13,374	2,067	4,941	93	39,742
Non-interest income	8,152	6,671	240	673	1,075	16,811
	<u>27,419</u>	<u>20,045</u>	<u>2,307</u>	<u>5,614</u>	<u>1,168</u>	<u>56,553</u>
Intersegment revenues						
Interest income	-	5	2,372	-	13	2,390
Non-interest income	650	-	-	-	-	650
	<u>650</u>	<u>5</u>	<u>2,372</u>	<u>-</u>	<u>13</u>	<u>3,040</u>
Total Revenues	<u>28,069</u>	<u>20,050</u>	<u>4,679</u>	<u>5,614</u>	<u>1,181</u>	<u>59,593</u>
Expenses						
Operating expenses excluding impairment, depreciation and amortization	15,436	2,763	1,507	1,053	59	20,818
Impairment losses – net	3,529	1,544	400	19	214	5,706
Depreciation and amortization	1,239	880	27	23	23	2,192
	<u>20,204</u>	<u>5,187</u>	<u>1,934</u>	<u>1,095</u>	<u>296</u>	<u>28,716</u>
Segment operating income	<u>7,865</u>	<u>14,863</u>	<u>2,745</u>	<u>4,519</u>	<u>885</u>	<u>30,877</u>
Total resources	<u>649,238</u>	<u>307,379</u>	<u>88,807</u>	<u>357,684</u>	<u>4,224</u>	<u>1,407,332</u>
Total liabilities	<u>570,994</u>	<u>417,070</u>	<u>107,165</u>	<u>43,284</u>	<u>571</u>	<u>1,139,084</u>

8.3 Reconciliation

Presented below is a reconciliation of the Group's segment information to the key financial information presented in its consolidated financial statements.

<i>(Amounts in PHP)</i>	<u>2024</u>	<u>2023</u>	<u>2022</u>
Revenues			
Total segment revenues	90,227	75,097	59,593
Elimination of intersegment	<u>(36,819)</u>	<u>(25,100)</u>	<u>(15,139)</u>
Net revenues as reported in profit or loss	<u>53,408</u>	<u>49,997</u>	<u>44,454</u>
Profit or loss			
Total segment operating income	50,762	40,428	30,877
Elimination of intersegment	<u>(41,242)</u>	<u>(28,211)</u>	<u>(18,797)</u>
Group net profit as reported in profit or loss	<u>9,520</u>	<u>12,217</u>	<u>12,080</u>
Resources			
Total segment resources	1,831,345	1,660,349	1,407,332
Unallocated resources (elimination of intersegment liabilities)	<u>(471,192)</u>	<u>(422,017)</u>	<u>(253,224)</u>
Total resources	<u>1,360,153</u>	<u>1,238,332</u>	<u>1,154,108</u>
Liabilities			
Total segment liabilities	1,197,930	1,422,286	1,139,084
Unallocated liabilities (elimination of intersegment liabilities)	<u>3,732</u>	<u>(336,229)</u>	<u>(101,337)</u>
Total liabilities	<u>1,201,662</u>	<u>1,086,057</u>	<u>1,037,747</u>

8.4 Analysis of Secondary Segment Information

Secondary information (by geographical locations) as of and for the years ended December 31, 2024, 2023 and 2022 follow:

<i>(Amounts in PHP)</i>	<u>Philippines</u>	<u>Asia</u>	<u>Total</u>
2024			
Statement of profit or loss			
Total income	89,978	12	89,990
Total expense	<u>80,447</u>	<u>23</u>	<u>80,470</u>
Net profit (loss)	<u>9,531</u>	<u>(11)</u>	<u>9,520</u>
Statement of financial position			
Total resources	<u>1,360,057</u>	<u>96</u>	<u>1,360,153</u>
Total liabilities	<u>1,201,659</u>	<u>3</u>	<u>1,201,662</u>
Other segment information			
Depreciation and amortization	<u>3,379</u>	<u>-</u>	<u>3,379</u>

<i>(Amounts in PHP)</i>	Philippines	Asia and Europe	Total
<u>2023</u>			
Statement of profit or loss			
Total income	82,643	14	82,657
Total expense	<u>70,418</u>	<u>22</u>	<u>70,440</u>
Net profit (loss)	<u>12,225</u>	<u>(8)</u>	<u>12,217</u>
Statement of financial position			
Total resources	<u>1,238,229</u>	<u>103</u>	<u>1,238,332</u>
Total liabilities	<u>1,086,053</u>	<u>4</u>	<u>1,086,057</u>
Other segment information			
Depreciation and amortization	<u>3,365</u>	<u>-</u>	<u>3,365</u>
<u>2022</u>			
Statement of profit or loss			
Total income	59,057	16	59,073
Total expense	<u>46,971</u>	<u>22</u>	<u>46,993</u>
Net profit (loss)	<u>12,086</u>	<u>(6)</u>	<u>12,080</u>
Statement of financial position			
Total resources	<u>1,153,994</u>	<u>114</u>	<u>1,154,108</u>
Total Liabilities	<u>1,037,741</u>	<u>6</u>	<u>1,037,747</u>
Other segment information			
Depreciation and amortization	<u>3,037</u>	<u>-</u>	<u>3,037</u>

9. CASH AND CASH EQUIVALENTS

The components of Cash and Cash Equivalents follow:

<i>(Amounts in PHP)</i>	Group		Parent Company	
	2024	2023	2024	2023
Cash and other cash items	23,003	19,875	22,907	19,812
Due from BSP	115,230	151,762	112,763	150,771
Due from other banks	14,569	14,892	14,433	14,630
Loans arising from reverse repurchase agreements	-	35,799	-	34,948
Interbank loans receivables (see Note 11)	<u>32,567</u>	<u>27,780</u>	<u>32,567</u>	<u>27,780</u>
	<u>185,369</u>	<u>250,108</u>	<u>182,670</u>	<u>247,941</u>

Cash consists primarily of funds in the form of Philippine currency notes and coins, and includes foreign currencies acceptable to form part of the international reserves in the Group's vault and those in the possession of tellers, including ATMs. Other cash items include cash items other than currency and coins on hand, such as checks drawn on other banks or other branches after the clearing cut-off time until the close of the regular banking hours.

Due from BSP represents the aggregate balance of deposit accounts maintained with the BSP primarily to meet reserve requirements (see Note 17), to serve as clearing account for interbank claims and to comply with existing trust regulations.

Loans arising from repurchase agreements, which normally mature within 30 days, represent overnight placements with private entities where the underlying securities cannot be sold or replighted to parties other than the contracting party.

Due from BSP includes:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Demand deposit and secured settlement accounts	57,303	83,701	54,963	82,771
Term deposit	32,000	68,000	32,000	68,000
Overnight deposit	25,927	61	25,800	-
	<u>115,230</u>	<u>151,762</u>	<u>112,763</u>	<u>150,771</u>

The balance of Due from other banks account represents regular deposits with the following:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Foreign banks	13,575	13,626	13,502	13,593
Local banks	994	1,266	931	1,037
	<u>14,569</u>	<u>14,892</u>	<u>14,433</u>	<u>14,630</u>

Interest on placements with BSP and other banks, which is presented as Interest Income on Due from BSP and other banks in the statements of profit or loss, consist of:

	Group		
	2024	2023	2022
<i>(Amounts in PHP)</i>			
BSP	1,622	3,256	1,037
Other banks	445	387	73
	<u>2,067</u>	<u>3,643</u>	<u>1,110</u>
	Parent Company		
	2024	2023	2022
<i>(Amounts in PHP)</i>			
BSP	1,617	3,248	1,033
Other banks	364	296	44
	<u>1,981</u>	<u>3,544</u>	<u>1,077</u>

The Group's deposits in other banks and in BSP other than mandatory reserves earn annual interest of 0.46% to 6.89% and 0.46% to 6.71% in 2024, 0.00% to 6.68% and 0.00% to 6.30% in 2023, 0.00% to 1.60% and 1.50% to 4.80% in 2022, respectively.

10. TRADING AND INVESTMENT SECURITIES

This account is comprised of:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Financial assets at FVTPL	10,234	11,778	9,525	10,954
Financial assets at FVOCI	158,630	82,437	157,954	81,757
Investment securities at amortized cost	260,222	236,527	259,387	235,732
	<u>429,086</u>	<u>330,742</u>	<u>426,866</u>	<u>328,443</u>

10.1 Financial Assets at Fair Value Through Profit or Loss

Financial assets at FVTPL is composed of the following:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Government securities	7,257	9,647	7,252	9,615
Derivative financial assets	2,067	1,320	2,067	1,320
Equity securities	778	783	74	-
Corporate debt securities	132	28	132	19
	<u>10,234</u>	<u>11,778</u>	<u>9,525</u>	<u>10,954</u>

The carrying amounts of financial assets at FVTPL are classified as follows:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Held-for-trading	7,389	10,458	7,384	9,634
Derivative financial assets	2,067	1,320	2,067	1,320
Designated as FVTPL	778	-	74	-
	<u>10,234</u>	<u>11,778</u>	<u>9,525</u>	<u>10,954</u>

Equity securities are composed of listed shares of stock traded at the PSE. Dividend income earned on these equity securities amounted to P3 in 2024, P19 in 2023, and P18 in 2022 for the Group which are included as part of Miscellaneous income under the Other Operating Income account in the statements of profit or loss (see Note 24.1). There were no similar transactions for the Parent Company.

Treasury bills and other debt securities issued by the government and other private corporations earn annual interest as follows:

	2024	2023	2022
Peso denominated	0.00% - 9.13%	0.00% - 12.38%	1.41% - 12.38%
Foreign currency denominated	0.00% - 10.63%	0.00% - 9.63%	0.28% - 9.63%

Derivative instruments used by the Group include foreign currency short-term forwards, cross-currency swaps, debt warrants and options. The Group enters into derivative contracts mainly to cover hedging of currency risk, liquidity management and funding, and arbitrage and market positioning strategies. These instruments offer opportunities for market participants to manage interest rates or currency pricing between markets thereby optimizing the Bank's funding costs and enhancing returns. Foreign currency forwards represent commitments to purchase/sell on a future date at a specific exchange rate. Foreign currency short-term swaps are simultaneous foreign currency spot and forward deals with tenor of one year.

Debt warrants attached to the bonds and other debt securities allows the Group to purchase additional debt securities from the same contracting issuer at the same price and yield as the initial purchased security. Option is a derivative financial instrument that specifies a contract between two parties for a future transaction on an asset at a reference price.

The aggregate contractual or notional amount of derivative financial instruments and the aggregative fair values of derivative financial assets and financial liabilities as of December 31 both in the Group and Parent Company's financial statements are shown below.

	Notional Amount	Fair Values	
		Assets	Liabilities
<i>(Amounts in PHP)</i>			
2024			
Currency swaps and forwards	284,673	2,017	3,187
Interest rate swaps and futures	15,862	25	210
Debt warrants	6,084	11	-
Options	3,425	14	28
Credit default swap	1,967	-	210
	<u>312,011</u>	<u>2,067</u>	<u>3,635</u>
2023			
Currency swaps and forwards	213,972	1,217	1,447
Debt warrants	5,824	10	-
Interest rate swaps and futures	5,199	79	59
Credit default swap	1,827	-	184
Options	560	14	-
	<u>227,382</u>	<u>1,320</u>	<u>1,690</u>

Derivative liabilities are shown as Derivative financial liabilities as part of Other Liabilities account in the statements of financial position (see Note 21). The significant portion of such derivative liabilities have maturity periods of less than a year.

Other information about the fair value measurement of the Group and Parent Company's financial assets at FVTPL are presented in Note 7.2.

10.2 Financial Assets at Fair Value Through Other Comprehensive Income

Financial assets at FVOCI as of December 31 consist of:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Government debt securities	140,397	65,431	140,397	65,431
Corporate debt securities	14,091	13,102	13,979	12,986
Unquoted equity securities	2,591	2,421	2,568	2,402
Quoted equity securities	1,551	1,483	1,010	938
	<u>158,630</u>	<u>82,437</u>	<u>157,954</u>	<u>81,757</u>

The reconciliation of the carrying amounts of these financial assets are as follows:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Balance at the beginning of year	82,437	114,946	81,757	114,265
Additions	391,742	442,380	391,718	442,360
Disposals	(315,409)	(476,584)	(315,386)	(476,576)
Fair value gains (losses) - net	(140)	1,695	(135)	1,708
Balance at end of year	<u>158,630</u>	<u>82,437</u>	<u>157,954</u>	<u>81,757</u>

Unquoted equity securities include investments in non-marketable equity securities of private companies. The fair value of the Group's unquoted equity securities as of December 31, 2024 and 2023 is determined using the net asset value method, or a market-based approach (price-to-book value method); hence, categorized under Level 3 of the fair value hierarchy (see Note 7.2).

In 2024, 2023 and 2022, dividends recognized on equity securities amounting to P319, P299 and P293 by the Group and, P273, P252 and P227 by the Parent Company, respectively, which are included as part of Miscellaneous income under the Other Operating Income account in the statements of profit or loss (see Note 24.1).

10.3 Investment Securities at Amortized Cost

Investment securities at amortized cost as of December 31 consist of:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Government securities	230,302	208,161	229,377	207,276
Corporate debt securities	30,042	28,527	30,042	28,527
	260,344	236,688	259,419	235,803
Allowance for impairment	(122)	(161)	(32)	(71)
	<u>260,222</u>	<u>236,527</u>	<u>259,387</u>	<u>235,732</u>

Interest rates per annum on government securities and corporate debt securities range from the following:

	<u>2024</u>	<u>2023</u>	<u>2022</u>
Peso denominated securities	2.63% - 8.13%	2.63% - 8.75%	2.90% - 6.87%
Foreign currency-denominated	0.70% - 10.63%	0.28% - 10.63%	0.28% - 7.65%

There is no disposal of HTC investment in 2024 and 2023. The decrease in the HTC portfolio is attributable to maturities in both years.

Certain government securities are deposited with the BSP as security for the Group's faithful compliance with its fiduciary obligations in connection with its trust operations (see Note 26).

As of December 31, 2024 and 2023, certain investment securities of both the Group and Parent Company were pledged as collateral for bills payable under repurchase agreements (see Note 18).

10.4 Interest Income from Trading and Investment Securities

Interest income from trading and investment securities recognized by the Group and Parent Company in 2024, 2023 and 2022 are shown below.

	Group		
	<u>2024</u>	<u>2023</u>	<u>2022</u>
<i>(Amounts in PHP)</i>			
Financial assets at FVTPL	396	227	150
Debt securities at FVOCI	5,603	4,375	2,094
Investment securities at amortized cost	9,966	8,637	7,511
	<u>15,965</u>	<u>13,239</u>	<u>9,755</u>
	Parent Company		
	<u>2024</u>	<u>2023</u>	<u>2022</u>
<i>(Amounts in PHP)</i>			
Financial assets at FVTPL	396	227	150
Debt securities at FVOCI	5,596	4,369	2,074
Investment securities at amortized cost	9,912	8,575	7,459
	<u>15,904</u>	<u>13,171</u>	<u>9,683</u>

10.5 Trading and Securities Gains (Losses)

The Group and the Parent Company recognized trading and securities gains (losses) in its trading or disposals of investment securities, including their fair value changes, in 2024, 2023, and 2022 are as follows:

	Group		
	<u>2024</u>	<u>2023</u>	<u>2022</u>
<i>(Amounts in PHP)</i>			
Profit or loss:			
Financial assets at FVTPL	179	306	(42)
Debt securities at FVOCI	1,316	138	5
	<u>1,495</u>	<u>444</u>	<u>(37)</u>

	Group		
	2024	2023	2022
<i>(Amounts in PHP)</i>			
Other comprehensive income (loss):			
Equity securities at FVOCI	232	263	191
Debt securities at FVOCI	<u>(372)</u>	<u>1,432</u>	<u>(5,446)</u>
	<u>(140)</u>	<u>1,695</u>	<u>(5,255)</u>
	Parent Company		
	2024	2023	2022
<i>(Amounts in PHP)</i>			
Profit or loss:			
Financial assets at FVTPL	217	306	34
Debt securities at FVOCI	<u>1,316</u>	<u>123</u>	<u>(12)</u>
	<u>1,533</u>	<u>429</u>	<u>22</u>
Other comprehensive income (loss):			
Equity securities at FVOCI	238	276	272
Debt securities at FVOCI	<u>(373)</u>	<u>1,432</u>	<u>(5,446)</u>
	<u>(135)</u>	<u>1,708</u>	<u>(5,174)</u>

10.6 Hedging Transactions

On January 17, 2024, the Group entered into interest rate swap agreements, with a notional amount of USD200 million to hedge its exposure to changes in fair value arising from changes in benchmark interest rate on bonds payable due to mature on January 18, 2029 (see Note 19). Under this agreement, the Group, on a semi-annual basis, receive floating interest based on the USD notional amount and will pay 5.50% fixed interest based on the same USD notional amount every interest payment date.

There is an economic relationship between the hedged item and the hedging instrument as the terms of the fixed rate bonds match the terms of the interest rate swaps. The Group has established a hedge ratio of 100.12% for the hedging relationships as the underlying risk of the interest rate swaps is identical to the hedged risk component.

The identified source of ineffectiveness is credit valuation adjustment (CVA) and debit valuation adjustment (DVA) which is the incorporation of counterparty credit risk and own credit risk in measuring the fair value of the interest rate swap contract as required by PFRS 13. Hedge ineffectiveness arises because the change in credit risk affecting the fair value of the interest rate swap contract would not be replicated in the hedged item. Moreover, any subsequent changes in the contractual terms of the hedged item or hedging instrument may create potential source of ineffectiveness.

Since there is a source of ineffectiveness in the hedge due to mismatch, the Group uses the hypothetical derivative method to test the hedge effectiveness and compares the changes in the fair value of the hedging instrument against the changes in fair value of the hedged item attributable to the hedged risk.

The table below summarizes the derivatives designated as hedging instruments in qualifying fair value hedge relationships as at December 31, 2024.

	Nominal amount of the hedging instrument (in millions)	Carrying amount of the hedging instrument		Changes in fair value used for calculating hedge ineffectiveness
		Assets	Liabilities	
Fair value hedges				
Interest rate risk				
Interest rate swaps (5-year term)	\$200	-	\$204	-

The hedged items are presented under Bonds Payable in the Group's and Parent Company's statement of financial position as at December 31, 2024. The amounts relating to items designated as hedged items in fair value hedge relationships to manage the Group's exposure to interest rate as at December 31, 2024 are as follows:

	Carrying amount of the hedged item (in millions)		Accumulated amount of fair value hedge adjustments on the hedged item included in the carrying amount of the hedged item		Changes in fair value used for calculating hedge ineffectiveness
	Assets	Liabilities	Assets	Liabilities	
	Fair value hedges				
Interest rate risk					
Bonds payable	\$200	-	\$204	-	-

11. LOANS AND RECEIVABLES

This account consists of the following:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Receivables from customers:				
Loans and discounts	578,646	525,041	574,814	520,581
Credit card receivables	110,453	74,667	110,453	74,667
Customers' liabilities on acceptances, import bills and trust receipts	16,535	16,345	16,535	16,345
Bills purchased	2,786	3,894	2,786	3,894
Lease contract receivables	2,700	2,710	-	-
Receivables financed	98	91	-	-
	<u>711,218</u>	<u>622,748</u>	<u>704,588</u>	<u>615,487</u>
Unearned discount	(584)	(826)	(177)	(247)
<i>Balance forwarded</i>	<u>710,634</u>	<u>621,922</u>	<u>704,411</u>	<u>615,240</u>

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
<i>Balance carried forward</i>	710,634	621,922	704,411	615,240
Other receivables:				
Interbank loans receivables (see Note 9)	32,567	27,780	32,567	27,780
Accrued interest receivables	10,258	9,519	10,044	9,306
Accounts receivables [see Note 27.7(b)]	6,627	5,425	5,742	4,748
Sales contract receivables	2,541	2,678	2,497	2,628
	51,993	45,402	50,850	44,462
	762,627	667,324	755,261	659,702
Allowance for impairment (see Notes 4.4.8 and 16)	(20,130)	(17,395)	(18,730)	(16,021)
	742,497	649,929	736,531	643,681

Receivables from customers' portfolio earn average annual interest or range of interest as follows:

	2024	2023	2022
Loans and discounts:			
Philippine peso	9.60%	8.35%	6.12%
Foreign currencies	6.23%	6.25%	4.92%
Credit card receivables	17.86% - 19.89%	16.10%-21.15%	16.21%-18.12%
Lease contract receivables	9.00%-26.00%	8.00%-26.00%	7.25%-26.00%
Receivables financed	10.00%-24.00%	11.00%-16.00%	10.00% - 22.00%

Effective November 3, 2020, interest rates and cash advance fees charged by the Parent Company to its credit card holders were updated to comply with BSP Circular No. 1098, *Ceiling on Interest of Finance Charges of Credit Card Receivables*. Interest or finance charges on all credit card transactions are not to exceed an annual interest rate of 24%, except credit card installment loans which shall be subject to monthly add-on rate not exceeding 1%. In addition, the maximum amount that can be charged for Cash Advances is capped at P200 (absolute amount) per transaction. In January 2023, the BSP issued Circular No. 1165, *Amendments to the Ceiling on Interest or Finance Charges for Credit Card Receivables*, amending the cap on interest rate for credit cards back to an annual interest rate of 36%. The Parent Company updated its interest rates and cash advance fees accordingly.

In 2022, the Parent Company wrote off a 10-year UDSCCL amounting to P989 bearing 6.44% interest per annum pertaining to an agreement entered into in June 2017 with a third party for the sale of various foreclosed real properties. Write-off amounting to P108 is included as part of Impairment losses in 2022 statement of profit or loss.

Also included in the Parent Company's accounts receivables is the amount due from RCBC JPL which was acquired from Rizal Microbank in 2015 amounting to P222. As of December 31, 2024 and 2023, the outstanding balance amounted to P86 and P92, respectively. The receivable amount is unsecured, noninterest-bearing and payable in cash on demand (see Note 27.2). The receivable has been appropriately provided with allowance for ECL.

Interest income earned by the Bank from its loans and other receivables is broken down as follows:

	Group		
	<u>2024</u>	<u>2023</u>	<u>2022</u>
<i>(Amounts in PHP)</i>			
Loans and discounts	41,043	35,088	27,068
Credit card receivables	16,140	11,072	6,289
Finance lease receivables [see Note 28.2 (a)]	226	323	202
Others	<u>3,642</u>	<u>2,924</u>	<u>1,411</u>
	<u>61,051</u>	<u>49,407</u>	<u>34,970</u>
	Parent Company		
	<u>2024</u>	<u>2023</u>	<u>2022</u>
<i>(Amounts in PHP)</i>			
Loans and discounts	40,714	34,861	26,889
Credit card receivables	16,140	11,072	6,289
Others	<u>3,416</u>	<u>2,636</u>	<u>1,189</u>
	<u>60,270</u>	<u>48,569</u>	<u>34,367</u>

The breakdown of the receivables from customers' portfolio as to secured and unsecured follows:

	Group		Parent Company	
	<u>2024</u>	<u>2023</u>	<u>2024</u>	<u>2023</u>
<i>(Amounts in PHP)</i>				
Secured:				
Real estate mortgage	203,996	184,910	203,103	183,828
Chattel mortgage	63,435	51,280	61,266	49,214
Hold-out deposits	15,089	8,153	15,089	8,152
Other securities	<u>11,553</u>	<u>11,119</u>	<u>8,908</u>	<u>8,034</u>
	294,073	255,462	288,366	249,228
Unsecured	<u>416,561</u>	<u>366,460</u>	<u>416,045</u>	<u>366,012</u>
	<u>710,634</u>	<u>621,922</u>	<u>704,411</u>	<u>615,240</u>

A reconciliation of the allowance for impairment on loans and receivables at the beginning and end of 2024 and 2023 is shown below (see Note 16).

	Group		Parent Company	
	<u>2024</u>	<u>2023</u>	<u>2024</u>	<u>2023</u>
<i>(Amounts in PHP)</i>				
Balance at beginning of year	17,395	16,030	16,021	15,088
Impairment losses during the year	8,281	6,574	8,231	5,759
Accounts written off and others	<u>(5,546)</u>	<u>(5,209)</u>	<u>(5,522)</u>	<u>(4,826)</u>
Balance at end of year	<u>20,130</u>	<u>17,395</u>	<u>18,730</u>	<u>16,021</u>

12. INVESTMENTS IN SUBSIDIARIES AND ASSOCIATES

The components of the carrying values of investments in and advances to subsidiaries and associates are as follows (refer to Note 1.2 for the effective percentage of ownership, line of business, and country of incorporation of subsidiaries and associates):

	Note	Group and Parent Company	
		2024	2023
<i>(Amounts in PHP)</i>			
Acquisition costs of associates:			
HCPI		91	91
LIPC		57	57
RTC	1.1	40	40
YCS		4	4
		<u>192</u>	<u>192</u>
Accumulated equity in changes in net assets:			
Balance at beginning of year		317	227
Share in net earnings for the year		85	92
Share in actuarial gains on defined benefit plan		7	16
Others		(1)	(18)
Balance at end of year		<u>408</u>	<u>317</u>
Investments in associates		<u>600</u>	<u>509</u>
		Parent Company	
		2024	2023
<i>(Amounts in PHP)</i>			
Acquisition costs of subsidiaries:			
RCBC Capital		2,231	2,231
RCBC LFC		1,987	1,987
Rizal Microbank		1,253	1,253
RCBC JPL		403	403
RCBC Forex		150	150
RCBC IFL		58	58
RCBC Telemoney		-	72
Total acquisition costs		<u>6,082</u>	<u>6,154</u>
Accumulated equity in changes in net assets:			
Balance at beginning of year		(262)	(158)
Share in net earnings (losses) for the year		406	(249)
Cash dividends		(167)	(92)
Share in actuarial gains (losses) on defined benefit plan		6	(42)
Share in fair value loss on financial assets at FVOCI		(4)	(13)
Disposal of subsidiaries		-	285
Others		59	7
Balance at end of year		<u>38</u>	<u>(262)</u>
Investments in subsidiaries		<u>6,120</u>	<u>5,892</u>

	Parent Company	
	2024	2023
<i>(Amounts in PHP)</i>		
Investments in subsidiaries	6,120	5,892
Investments in associates	600	509
	6,720	6,401

On March 27, 2023, the Bank's BOD approved the proposed sale and transfer to FLI of its ownership interest in NPFI and Cajel, subject to completion of FLI's due diligence and compliance with conditions to be agreed by the parties. NPFI and Cajel, as owners of certain parcels of land located in Bacoor, Cavite have joint development agreements with FLI, wherein FLI undertook to develop the land properties into an exclusive residential subdivision, now known as Princeton Heights.

On July 14, 2023, the Bank and FLI executed a Deed of Absolute Sale for the sale and transfer of the Bank's 100% ownership in NPFI and Cajel to FLI. The total consideration for the shares amounted to P544 for NPFI and P89 for Cajel. The sale resulted in a gain amounting to P243 presented as Gain on disposal of subsidiaries under Other Operating Income in the 2023 statement of profit or loss.

At the end of each reporting period, the Group has no material interest in unconsolidated structured entities.

Also, the Parent Company and its subsidiaries did not enter in any contractual arrangements to provide financial support to any entities under the Group.

The Parent Company earned dividends from its subsidiaries amounting to P167 and P92 in 2024 and 2023, respectively. No dividends were earned from associates for 2024 and 2023. Dividends receivable as of December 31, 2024 and 2023 amounted to P160 and nil, respectively.

12.1 Information About Investments in Associates

The Parent Company, under a shareholder's agreement, agreed with another stockholder of HCPI to commit and undertake to vote, as a unit, the shares of stock thereof, which they proportionately own and hold, and to regulate the conduct of the voting and the relationship between them with respect to their exercise of their voting rights. As a result of this agreement, the Parent Company is able to exercise significant influence over the operating and financial policies of HCPI. Thus, HCPI has been considered by the Parent Company as an associate despite holding only 12.88% ownership interest.

The investments in LIPC, RTC and YCS have an aggregate carrying value of P92 and P51 as of December 31, 2024 and 2023, respectively, which are insignificant to the Group.

The table below presents the summary of the unaudited financial information of HCPI as of and for the years ended December 31, 2024 and 2023. HCPI uses a fiscal year ending March 31 as its reporting period.

	<u>2024</u>	<u>2023</u>
<i>(Amounts in PHP)</i>		
Financial position:		
Current assets	5,941	10,066
Noncurrent assets	1,067	788
Current liabilities	2,604	6,822
Noncurrent liabilities	267	384
Financial performance:		
Revenues	18,731	19,920
Gross income	1,620	1,913
Operating income	639	835
Net income	467	690
Other comprehensive loss	-	-
Total comprehensive income	467	690
Cash flows:		
Net cash from (used in):		
Operating activities	(3,677)*	207*
Investing activities	(13)*	150*
Financing activities	3,219*	(85)*
Effect of exchange rate	24*	(37)*
Cash at the beginning	1,009*	774*
Cash at the end	562*	1,009*

*Based on the audited financial statements of HCPI for the fiscal year ended March 31, 2024

The table presented below summarizes the reconciliation of equity interest to HCPI as of December 31, 2024 and 2023.

	<u>2024</u>	<u>2023</u>
<i>(Amounts in PHP)</i>		
Net asset of HCPI	4,137	3,648
Proportion of interest	12.88%	12.88%
	<u>533</u>	<u>470</u>
Nominal goodwill in equity ownership	<u>2</u>	<u>2</u>
Carrying amount of investment	<u><u>535</u></u>	<u><u>472</u></u>

13. BANK PREMISES, FURNITURE, FIXTURES AND EQUIPMENT

The gross carrying amounts and accumulated depreciation and amortization of bank premises, furniture, fixtures and equipment at the beginning and end of 2024 and 2023 are shown below.

	Group					Total
	Land	Buildings	Furniture, Fixtures and Equipment	Leasehold Rights and Improvements	Right-of- use Assets	
<i>(Amounts in PHP)</i>						
December 31, 2024						
Cost	-	-	9,023	2,833	12,017	23,873
Accumulated depreciation and amortization	-	-	<u>(5,764)</u>	<u>(1,630)</u>	<u>(8,446)</u>	<u>(15,840)</u>
Net carrying amount	<u>-</u>	<u>-</u>	<u>3,259</u>	<u>1,203</u>	<u>3,571</u>	<u>8,033</u>
December 31, 2023						
Cost	-	-	12,948	2,381	11,399	26,728
Accumulated depreciation and amortization	-	-	<u>(9,407)</u>	<u>(1,209)</u>	<u>(6,983)</u>	<u>(17,599)</u>
Net carrying amount	<u>-</u>	<u>-</u>	<u>3,541</u>	<u>1,172</u>	<u>4,416</u>	<u>9,129</u>
January 1, 2023						
Cost	918	2,385	12,537	1,900	9,842	27,582
Accumulated depreciation and amortization	-	<u>(1,435)</u>	<u>(8,431)</u>	<u>(899)</u>	<u>(5,553)</u>	<u>(16,318)</u>
Net carrying amount	<u>918</u>	<u>950</u>	<u>4,106</u>	<u>1,001</u>	<u>4,289</u>	<u>11,264</u>
Parent Company						
	Land	Buildings	Furniture, Fixtures and Equipment	Leasehold Rights and Improvements	Right-of- use Assets	Total
<i>(Amounts in PHP)</i>						
December 31, 2024						
Cost	-	-	7,746	2,660	12,026	22,432
Accumulated depreciation and amortization	-	-	<u>(5,650)</u>	<u>(1,487)</u>	<u>(8,235)</u>	<u>(15,372)</u>
Net carrying amount	<u>-</u>	<u>-</u>	<u>2,096</u>	<u>1,173</u>	<u>3,791</u>	<u>7,060</u>
December 31, 2023						
Cost	-	-	7,997	2,212	11,437	21,646
Accumulated depreciation and amortization	-	-	<u>(6,107)</u>	<u>(1,073)</u>	<u>(6,661)</u>	<u>(13,841)</u>
Net carrying amount	<u>-</u>	<u>-</u>	<u>1,890</u>	<u>P 1,139</u>	<u>4,776</u>	<u>7,805</u>
January 1, 2023						
Cost	917	2,385	7,538	1,737	9,831	22,408
Accumulated depreciation and amortization	-	<u>(1,436)</u>	<u>(5,526)</u>	<u>(772)</u>	<u>(5,128)</u>	<u>(12,862)</u>
Net carrying amount	<u>917</u>	<u>949</u>	<u>2,012</u>	<u>965</u>	<u>4,703</u>	<u>9,546</u>

A reconciliation of the carrying amounts of bank premises, furniture, fixtures and equipment at the beginning and end of 2024 and 2023 is shown below.

	Group					Total
	Land	Buildings	Furniture, Fixtures and Equipment	Leasehold Rights and Improvements	Right-of- use Assets	
<i>(Amounts in PHP)</i>						
Balance at January 1, 2024, net of accumulated depreciation and amortization	-	-	3,541	1,172	4,416	9,129
Additions	-	-	877	510	618	2,005
Disposals	-	-	(256)	(57)	-	(313)
Depreciation and amortization charges for the year	-	-	<u>(903)</u>	<u>(422)</u>	<u>(1,463)</u>	<u>(2,788)</u>
Balance at December 31, 2024, net of accumulated depreciation and amortization	<u>-</u>	<u>-</u>	<u>3,259</u>	<u>1,203</u>	<u>3,571</u>	<u>8,033</u>
Balance at January 1, 2023, net of accumulated depreciation and amortization	918	950	4,106	1,001	4,289	11,264
Additions	-	1,551	1,532	633	1,557	5,273
Disposals	(918)	(2,488)	(1,095)	(152)	-	(4,653)
Depreciation and amortization charges for the year	-	(13)	<u>(1,002)</u>	<u>(310)</u>	<u>(1,430)</u>	<u>(2,755)</u>
Balance at December 31, 2023, net of accumulated depreciation and amortization	<u>-</u>	<u>-</u>	<u>3,541</u>	<u>1,172</u>	<u>4,416</u>	<u>9,129</u>

	Parent Company					Total
	Land	Buildings	Furniture, Fixtures and Equipment	Leasehold Rights and Improvements	Right-of-use Assets	
<i>(Amounts in PHP)</i>						
Balance at January 1, 2024, net of accumulated depreciation and amortization	-	-	1,890	1,139	4,776	7,805
Additions	-	-	786	505	589	1,880
Disposals	-	-	(46)	(57)	-	(103)
Depreciation and amortization charges for the year	-	-	(534)	(414)	(1,574)	(2,522)
Balance at December 31, 2024, net of accumulated depreciation and amortization	-	-	2,096	1,173	3,791	7,060
Balance at January 1, 2023, net of accumulated depreciation and amortization	917	949	2,012	965	4,703	9,546
Additions	-	103	704	625	1,606	3,038
Disposals	(917)	(1,039)	(248)	(150)	-	(2,354)
Depreciation and amortization charges for the year	-	(13)	(578)	(301)	(1,533)	(2,425)
Balance at December 31, 2023, net of accumulated depreciation and amortization	-	-	1,890	1,139	4,776	7,805

Under BSP rules, investments in bank premises, furniture, fixtures and equipment should not exceed 50% of the respective unimpaired capital of the Parent Company and its bank subsidiaries. As of December 31, 2024 and 2023, the Parent Company and its bank subsidiary have satisfactorily complied with this BSP requirement.

The cost of the Group and the Parent Company's fully depreciated bank premises, furniture, fixtures and equipment that are still in use in operations is P9,742 and P8,169, respectively, as of December 31, 2024, and P7,905 and P7,090, respectively, as of December 31, 2023. Moreover, no impairment losses were recognized for the Group and the Parent Company's Bank Premises, Furniture, Fixtures and Equipment in 2024, 2023 and 2022, respectively.

As part of strengthening the Parent Company's capital position, on September 30, 2022, the Parent Company sold and immediately leased back for five years a portion of its bank premises and investment properties pertaining to AT Yuchengco Centre (ATYC), with carrying amount of P1,501 and P1,361, respectively [see Notes 14 and 27.7(a)]. The sale qualified as a sale and leaseback and accounted under the applicable financial reporting standard (see Note 2.9). The total selling price amounted to P6,065, of which P2,426 is still outstanding as part of Loans and discounts under Loans and Receivables – net in the statements of financial position. The loan receivable from ATYCI is secured, bears 6.04% interest and payable in 3 years. The impairment loss recognized on this loan receivable under the Parent Company's ECL model amounted to P1 and P9 in 2024 and 2023, respectively. [see Notes 11 and 27.7(a)].

The gain on sale recognized over the aforementioned sale and leaseback transaction amounted to P2,352 and is reported as part of the Gain on assets sold – net under Other Operating Income in the 2022 statement of profit or loss. Right-of-use asset and lease liability recognized amounted to P760 and P1,611, respectively (see Note 21).

On March 16, 2023, the Bank transferred and leased back certain real estate properties with total net book value of P1,796 to Frame Properties, Inc. in exchange for 100% ownership in the latter, which was subsequently transferred to the post-employment defined benefit plan as contribution to the plan assets (Notes 23.2 and 27.5). The total fair value of shares received amounted to P6,208 resulting in a gain of P3,051 presented as part of Gain on assets sold – net under Other Operating Income in the 2023 statement of profit or loss. The sale qualified as a sale and leaseback and was accounted under the applicable financial reporting standard. Right-of-use asset and lease liability recognized amounted to P554 and P1,915, respectively.

The Group has leases for certain offices and branches. With the exception of short-term leases and leases of low-value underlying assets, each lease is reflected as a right-of-use asset and a lease liability as part of Bank Premises, Furniture, Fixtures and Equipment and Other Liabilities, respectively. The total short-term leases and leases of low-value entered into contract by the Parent Company amounted to P33 and P39 in 2024 and 2023, respectively. Payments made under such leases are expensed on a straight-line basis. In addition, certain variable lease payments are not permitted to be recognized as lease liabilities and are expensed as incurred.

The table below describes the nature of the Company’s leasing activities at December 31, 2024 and 2023:

	Number of right-of-use assets leased		Range of remaining lease terms (in years)		Average remaining lease terms (in years)	
	2024	2023	2024	2023	2024	2023
Buildings	10	10	1 to 3	2 to 4	2	2
Warehouses	12	11	1 to 3	1 to 2	2	3
ATM batches	21	21	1 to 4	1 to 5	2	3
Offsites	68	-	1 to 7	-	2	-
Branches	505	433	1 to 3	1 to 11	2	4

The lease liabilities are secured by the related underlying assets and are presented as part of Other Liabilities in the statements of financial position (see Note 21). The undiscounted maturity analysis of lease liabilities at December 31, 2024 and 2023 are found below.

	Within 1 Year	Within 2 Years	Within 3 Years	Within 4 Years	Within 5 Years	More than 5 Years	Total
<i>(Amounts in PHP)</i>							
2024:							
Group:							
Lease payments	2,163	1,591	1,192	360	227	471	6,004
Finance charges	(274)	(174)	(89)	(45)	(31)	(49)	(662)
Net present value	<u>1,889</u>	<u>1,417</u>	<u>1,103</u>	<u>315</u>	<u>196</u>	<u>422</u>	<u>5,342</u>
Parent Company:							
Lease payments	2,287	1,666	1,202	353	218	447	6,173
Finance charges	(264)	(167)	(84)	(43)	(29)	(45)	(632)
Net present value	<u>2,023</u>	<u>1,499</u>	<u>1,118</u>	<u>310</u>	<u>189</u>	<u>402</u>	<u>5,541</u>
2023:							
Group:							
Lease payments	2,107	2,064	1,470	1,158	228	499	7,526
Finance charges	(316)	(228)	(143)	(69)	(30)	(53)	(859)
Net present value	<u>1,791</u>	<u>1,836</u>	<u>1,327</u>	<u>1,089</u>	<u>198</u>	<u>446</u>	<u>6,687</u>
Parent Company:							
Lease payments	2,217	2,174	1,563	1,215	238	422	7,829
Finance charges	(303)	(218)	(136)	(64)	(28)	(51)	(800)
Net present value	<u>1,914</u>	<u>1,956</u>	<u>1,427</u>	<u>1,151</u>	<u>210</u>	<u>371</u>	<u>7,029</u>

Each lease generally imposes a restriction that, unless there is a contractual right for the Group to sublet the asset to another party, the right-of-use asset can only be used by the Group. Leases are either non-cancellable or may only be cancelled by incurring a substantive termination fee. Some leases contain an option to extend the lease for a further term. The Group is prohibited from selling or pledging the underlying leased assets as security. For leases over branches and offices, the Group must keep those properties in a good state of repair and return the properties in their original condition at the end of the lease. Further, the Group must ensure the leased assets and incur maintenance fees on such items in accordance with the lease contracts.

Some leases contain an option to purchase the underlying lease asset outright at the end of the lease, or to extend the lease for a further term. The use of extension and termination options gives the Group added flexibility in the event it has identified more suitable premises in terms of cost and/or location or determined that it is advantageous to remain in a location beyond the original lease term. An option is only exercised when consistent with the Group's regional markets strategy and the economic benefits of exercising the option exceeds the expected overall cost.

On January 1, 2021, the Parent Company and RCBC Realty Corporation renewed the terms for the lease of RCBC Plaza's several floors. The amendments in the terms include a new rental rate and extended term of five years based on the mutual agreement of both parties. In addition, the Parent Company has also entered a five-year lease agreement with ATYCI in October 2022 which is effective until September 30, 2027.

The total cash outflow in respect of leases in 2024, 2023 and 2022 amounted to P2,366, P2,131 and P2,265, respectively, for the Group, and P2,283, P2,044 and P2,189, respectively, for the Parent Company. Interest expense in relation to lease liabilities in 2024, 2023 and 2022 amounted to P364, P335 and P189, respectively, for the Group, and P351, P362 and P72, respectively, for the Parent Company and is presented as part of Interest Expense in the statements of profit or loss.

14. INVESTMENT PROPERTIES

The gross carrying amounts and accumulated depreciation and impairment losses of investment properties at the beginning and end of 2024 and 2023 are shown below.

	Group			Parent Company		
	Land	Buildings	Total	Land	Buildings	Total
<i>(Amounts in PHP)</i>						
December 31, 2024						
Cost	-	1,063	1,063	-	1,063	1,063
Accumulated depreciation	-	(366)	(366)	-	(366)	(366)
Accumulated impairment (see Note 16)	-	(2)	(2)	-	(2)	(2)
Net carrying amount	<u>-</u>	<u>695</u>	<u>695</u>	<u>-</u>	<u>695</u>	<u>695</u>
December 31, 2023						
Cost	13	828	841	12	828	840
Accumulated depreciation	-	(294)	(294)	-	(294)	(294)
Accumulated impairment (see Note 16)	(4)	-	(4)	(3)	-	(3)
Net carrying amount	<u>9</u>	<u>534</u>	<u>543</u>	<u>9</u>	<u>534</u>	<u>543</u>
January 1, 2023						
Cost	1,781	1,784	3,565	1,643	1,763	3,406
Accumulated depreciation	-	(675)	(675)	-	(665)	(665)
Accumulated impairment (see Note 16)	(22)	(252)	(274)	(1)	(252)	(253)
Net carrying amount	<u>1,759</u>	<u>857</u>	<u>2,616</u>	<u>1,642</u>	<u>846</u>	<u>2,488</u>

The reconciliations of the carrying amounts of investment properties at the beginning and end of 2024 and 2023 follow:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Balance at January 1, net of accumulated depreciation and impairment	543	2,616	543	2,488
Additions	255	689	251	677
Disposals	(16)	(316)	(16)	(293)
Reclassification (see Note 15.1)	(3)	(2,341)	-	(2,225)
Depreciation charges for the year	(83)	(104)	(83)	(103)
Impairment losses	(1)	(1)	-	(1)
	695	543	695	543
Balance at December 31, net of accumulated depreciation and impairment	695	543	695	543

As of December 31, 2024 and 2023, there is no restriction on the realizability of investment properties or the remittance of income and proceeds of disposal therefrom.

14.1 Additions, Disposals and Reclassification of Investment Properties

The Group and the Parent Company foreclosed real and other properties totaling P255 and P251, respectively, in 2024, and P689 and P677, respectively, in 2023, in settlement of certain loan accounts (see Note 30).

As of December 31, 2024, and 2023, foreclosed investment properties still subject to redemption period by the borrowers amounted to P757 and P487, respectively, for the Group and P734 and P455, respectively, for the Parent Company.

The total gain recognized by the Group and the Parent Company from disposals of investment properties amounted to P438 and P436, respectively, in 2024, and P664 and P660, respectively, in 2023, and P510 and P502, respectively, in 2022, which is presented as part of Gain on assets sold – net under Other Operating Income account in the statements of profit or loss.

14.2 Income and Expenses from Investment Properties Held for Rental

The Group and Parent Company earned rental income from investment properties amounting to nil in 2024, P12 in 2023 and P199 in 2022, and are presented as part of Rentals under Miscellaneous Income account in the statements of profit or loss [see Notes 24.1 and 27.7(b)]. Expenses incurred by the Group and Parent Company in relation to the investment properties include taxes and licenses amounting to P97 in 2024, P98 in 2023 and P48, in 2022.

15. OTHER RESOURCES

Other resources consist of the following:

	Notes	Group		Parent Company	
		2024	2023	2024	2023
<i>(Amounts in PHP)</i>					
Creditable withholding taxes		4,512	4,280	4,482	4,262
Assets held-for-sale and disposal group	15.1	3,910	4,503	3,459	4,027
Net defined benefit asset	23.2, 27.5	2,745	2,625	2,746	2,665
Prepaid expenses	15.2	1,762	1,645	1,533	1,417
Software – net	15.3	1,248	1,237	1,245	1,235
Refundable and other deposits		1,198	955	1,179	953
Branch licenses	15.4	1,000	1,000	1,000	1,000
Deferred charges		949	660	949	657
Unused stationery and supplies		646	618	637	609
Goodwill	15.5	426	426	269	269
Returned checks and other cash items		235	221	235	221
Margin deposits	15.6	214	243	214	243
Miscellaneous	15.7	2,028	2,032	1,978	1,837
		<u>20,873</u>	<u>20,445</u>	<u>19,926</u>	<u>19,395</u>
Allowance for impairment	15.1, 15.5, 16	<u>(485)</u>	<u>(1,068)</u>	<u>(327)</u>	<u>(890)</u>
		<u>20,388</u>	<u>19,377</u>	<u>19,599</u>	<u>18,505</u>

15.1 Assets Held-for-Sale and Disposal Group

Assets held-for-sale represents assets that are approved by management to be immediately sold in its present condition and management believes that the sale is highly probable at the time of reclassification. Asset held-for-sale and disposal group consists of the following:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Equity securities	519	1,809	519	1,809
Foreclosed automobiles	689	713	382	380
Foreclosed real properties	2,702	1,981	2,558	1,838
	<u>3,910</u>	<u>4,503</u>	<u>3,459</u>	<u>4,027</u>
Allowance for impairment	<u>(454)</u>	<u>(881)</u>	<u>(450)</u>	<u>(861)</u>
Balance at end of year	<u>3,456</u>	<u>3,622</u>	<u>3,009</u>	<u>3,166</u>

On May 29, 2023, the Bank's BOD approved the sale of its consolidated ROPA, recognized as part of Investment properties. The program consists of three phases of execution, namely; (a) the sale of high-end properties; (b) the sale of a property in Tarlac, and (c) the sale of consolidated ROPA nationwide, which includes properties of both the Bank and its subsidiaries. The carrying values of these investment properties which were reclassified to assets held for sale amounted to P831, while the related appraised values amounted to P5,131. Further reclassification of investment properties with carrying value of P1,394 and appraised value of P3,103 was made during the last quarter of 2023 as part of the commitment of the Bank to dispose of the properties to comply with the constitutional requirements on land ownership of the Bank after additional investment of SMBC (see Notes 1.1 and 22.3).

During 2023, the Bank partially disposed of aforementioned properties with a total carrying value of P427 for a gross consideration of P3,236, resulting in a gain amounting to P2,809, which was presented as part of Gain on assets sold – net under Other Operating Income in the 2023 statement of profit or loss.

In February 2025, the Bank disposed of the remaining consolidated ROPA with a total carrying amount of P615 for a gross consideration of P495. Accordingly, the carrying amount of the related assets was reduced to the recoverable amount based on the above selling price and recognized loss of P106 in the 2024 profit or loss of the Group.

15.1.1 HHIC Equity Securities

In May 2019, RCBC, together with other local banks, entered into a Detailed Implementing Agreement with Hanjin Heavy Industries and Construction Philippines, Inc. (HHIC-Phil), a subsidiary of HJ Shipbuilding and Construction Ltd. (HJSC), a Korean shipbuilding company, to convert a part of the former's debt into a 20% stake in HJSC (see Note 28.2). Accordingly, in June 2019, the Bank received 7,100,129 common shares representing 8.53% ownership in HJSC in settlement of HHIC-Phil's gross outstanding loan amounting to USD63.5 million or P3,286. In 2024, 2023 and 2022, the Parent Company recognized impairment of the HJSC equity securities amounting to P160, P160 and P516, respectively, which are included as part of Impairment Losses – net in the statements of profit or loss (see Note 16).

During 2024, the Bank has sold its 4,871 HJSC shares with carrying amount of P505. These batches of sale resulted to a gain of P355 which are included as part of Gain on assets sold – net in the statements of profit or loss.

In January 2025, the remaining 2,229 shares with carrying amount of P223 were sold by the Bank for a total selling price of P617. The sale of shares resulted in a net gain of P386 which will be recognized in the Group's 2025 profit or loss.

15.2 Prepaid Expenses

Prepaid expenses include prepayments for insurance, taxes and licenses, and software maintenance.

15.3 Software

A reconciliation of the carrying amounts of software at the beginning and end of 2024 and 2023 is shown below.

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Balance at beginning of year	1,237	1,362	1,235	1,359
Additions	519	381	518	362
Amortization	(508)	(506)	(508)	(486)
Balance at end of year	1,248	1,237	1,245	1,235

Amortization charges for software are included as part of Depreciation and Amortization account in the statements of profit or loss.

15.4 Branch Licenses

Branch licenses represent the rights granted by the BSP to the Parent Company in 2015 to establish a certain number of branches in the restricted areas in the country. Branch licenses are annually tested for impairment either individually or at the CGU level, as appropriate when circumstances indicate that the intangible asset may be impaired.

Branch licenses is subject to annual impairment testing and whenever is an indication of impairment. The recoverable amount used to determine impairment on the branch licenses was based on Value-in-Use (VIU) calculation computed through discounting the five-year cash flow projections from financial budgets approved by the Parent Company's senior management covering a five-year period. The recoverable amount was computed by determining the excess of the projected interest income from the projected interest expense. The Group also considered key assumptions in determining cash flow projections which includes discount rates and growth rates. Future cash flows and growth rates were based on experience, strategies developed, and prospects. The discount rate applied to cash flow projections is 10.95% and 9.52% in 2024 and 2023, respectively, while the growth rate used to extrapolate cash flows covering a five-year period is 5.81% and 5.64%, in 2024 and 2023, respectively.

15.5 Goodwill

The Parent Company recognized goodwill amounting to P269 which arose from its acquisition of the net assets of another bank in 1998 from which it had expected future economic benefits and synergies that will result from combining the operations of the acquired bank.

Goodwill is subject to annual impairment testing and whenever there is an indication of impairment. In 2024 and 2023, the Parent Company engaged a third party consultant to perform an independent impairment testing of goodwill. The recoverable amount of the CGU has been based on VIU calculation using the cash flow projections from financial budgets approved by the Parent Company's senior management covering a five-year period. The Group also considered key assumptions in determining cash flow projections which includes discount rates and growth rates. Future cash flows and growth rates were based on experience, strategies developed, and prospects.

The discount rate used for the computation of the net present value is the cost of equity and was determined by reference to comparable entities within the industry. In 2024 and 2023, the discount rate applied to cash flow projections is 10.95% and 11.05%, respectively, while the growth rate used to extrapolate cash flows beyond five-year period is 5.81% and 6.18% for 2024 and 2023, respectively. On the basis of the report of the third-party consultant dated February 14, 2025 and February 1, 2024 with valuation date as of the end of 2024 and 2023, respectively, the Group has assessed that the recoverable amount of the goodwill is higher than its carrying value. Accordingly, no impairment loss is required to be recognized in the statements of profit or loss in both years.

In addition, the goodwill pertaining to the acquisition of Rizal Microbank amounting to P157 was fully provided with impairment in 2011.

15.6 Margin Deposits

Margin deposits serve as security for outstanding financial market transactions and other liabilities. These are designed to provide additional credit risk protection for counterparty exposures.

15.7 Miscellaneous

Miscellaneous account includes various deposits, advance rentals, service provider fund, trading right and other assets.

16. ALLOWANCE FOR EXPECTED CREDIT LOSS AND IMPAIRMENT

Changes in the amounts of allowance for impairment are summarized below.

	Notes	Group		Parent Company	
		2024	2023	2024	2023
<i>(Amounts in PHP)</i>					
Balance at beginning of year					
Loans and receivables	11	17,395	16,030	16,021	15,088
Investment securities at amortized cost	10.3	161	163	71	71
Loan commitments	4.4, 21	304	214	304	214
Investment properties	14	4	274	3	253
Other resources - net	15	1,068	1,223	890	1,066
		18,932	17,904	17,289	16,692
Impairment losses – net:					
Loans and receivables	11	8,281	6,574	8,231	5,759
Investment securities at amortized cost	10.3	(10)	(2)	(10)	-
Loan commitments	4.4, 21	66	105	66	105
Investment properties	14	1	1	-	1
Other resources - net	15	281	210	277	209
		8,619	6,888	8,564	6,074
Charge-offs and other adjustments during the year		(6,442)	(5,860)	(6,392)	(5,477)
Balance at end of year					
Loans and receivables	11	20,130	17,395	18,730	16,021
Investment securities at amortized cost	10.3	122	161	32	71
Loan commitments	4.4	370	304	370	304
Investment properties	14	2	4	2	3
Other resources - net	15	485	1,068	327	890
		21,109	18,932	19,461	17,289

17. DEPOSIT LIABILITIES

The following is the breakdown of deposit liabilities (see also Note 27.3):

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Demand	224,988	214,395	225,028	215,284
Savings	313,478	287,738	313,567	287,776
Time	484,328	450,999	484,142	450,729
Long-term Negotiable Certificate of Deposits (LTNCD)	-	3,580	-	3,580
	1,022,794	956,712	1,022,737	957,369

As at December 31, 2023, the Parent Company has an outstanding LTNCD amounting to P3,580. Such LTNCD had a coupon interest rate of 5.50% and matured on March 28, 2024. This was used in the expansion of its term deposit base to support long-term asset growth and for other general funding purposes.

The Group's deposit liabilities bear annual interest as follows:

	2024	2023	2022
Demand, Savings and Time deposits	0.10% - 9.65%	0.10% - 6.50%	0.07% - 6.13%

The total interest expense incurred by the Group and the Parent Company on deposit liabilities are as follows:

	Group		
	2024	2023	2022
<i>(Amounts in PHP)</i>			
Time	23,824	22,389	7,995
Savings	4,933	3,388	894
Demand	2,302	2,044	868
LTNCD	49	214	300
	31,108	28,035	10,057
	Parent Company		
	2024	2023	2022
<i>(Amounts in PHP)</i>			
Time	23,809	22,402	7,987
Savings	4,941	3,392	895
Demand	2,305	2,048	873
LTNCD	49	214	300
	31,104	28,056	10,055

Non-FCDU deposit liabilities, including tax exempt LTNCDs, of the Parent Company and Rizal Microbank is subject to reserve requirement of 14% and 4%, respectively, based on BSP regulations effective July 31, 2020. In 2023, BSP reduced the reserve requirements for both the Parent Company and Rizal Microbank effective June 30 by 250 basis points and 100 basis points, respectively. The reserve requirement ratio for the Parent Company is at 7% and 9.5% while 1% and 2% for Rizal Microbank in 2024 and 2023, respectively.

Peso-denominated LTNCDs of the Parent Company are subject to reserve requirement equivalent of 4% in both years. As of December 31, 2024 and 2023, the Group is in compliance with such regulatory reserve requirements.

Under BSP Circular No. 1063, *Reduction in Reserve Requirements*, cash in vault and regular reserve deposit accounts with BSP are excluded as eligible forms of compliance for the reserve requirements. The required reserve shall only be kept in the form of demand deposit accounts with the BSP. Available reserves consist of Due from BSP amounting to P51,303, P83,701, and P76,582 for the Group and P54,963, P82,771, and P75,340 for the Parent Company as of December 31, 2024, 2023 and 2022, respectively (see Note 9).

18. BILLS PAYABLE

This account consists of borrowings from:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Foreign banks	79,466	36,653	79,466	36,653
Local banks	7,150	14,165	1,462	7,304
Others	-	40	-	-
	86,616	50,858	80,928	43,957

Borrowings from foreign and local banks are subject to annual fixed interest rates as follows:

	2024	2023	2022
<u>Group</u>			
Peso denominated	2.50% - 8.50%	3.00% - 8.00%	4.66% - 8.00%
Foreign currency denominated	0.40% - 6.43%	2.50% - 6.42%	0.0001% - 0.725%
<u>Parent Company</u>			
Peso denominated	5.30%-6.34%	6.31%	4.66% - 4.96%
Foreign currency denominated	0.40%-6.43%	2.50% - 6.42%	0.0001% - 0.725%

The total interest expense incurred by the Group on the bills payable amounted to P2,951 in 2024, P2,449 in 2023, and P824 in 2022. The total interest expense incurred by the Parent Company on the bills payable amounted to P2,552 in 2024, P2,042 in 2023, and P420 in 2022.

As of December 31, 2024 and 2023, bills payable availed under repurchase agreements amounting to P66,056 and P29,797, respectively, are secured by the Group and Parent Company's investment securities (see Note 10.3). Investment securities used as collateral to the bills payable are government securities and corporate debt securities that are measured at amortized cost. The average interest rate is 2.53% in 2024, 2.80% in 2023, and 4.05% in 2022 for government securities, and 3.81% in 2024 and 3.70% in 2022 for corporate debt securities. Average remaining terms before maturity of these investment securities as of 2024, 2023, and 2022 is 9 years, 13 years, and 3 years, respectively, for government securities, and 6 years and 7 years for corporate debt securities in 2024 and 2022, respectively. There are no corporate debt securities collaterals in 2023.

19. BONDS PAYABLE

The composition of this account for the Group and the Parent Company follows:

<i>(Amounts in PHP)</i>				Outstanding Balance	
Issuance Date	Maturity Date	Coupon Interest	Face Value (in millions)	2024	2023
January 7, 2024	January 18, 2029	5.50%	\$400	22,805	-
February 21, 2022	May 21, 2024	3.00%	P14,756	-	14,756
March 31, 2021	June 30, 2026	4.18%	P4,130	4,130	4,130
September 11, 2019	September 11, 2024	3.05%	\$293	-	16,053
				<u>26,935</u>	<u>34,939</u>

On January 7, 2024, the Group issued a USD400 5-year Senior Unsecured Fixed Rate Sustainability Bonds via a drawdown under its USD3,000 Medium Term Note Program. The net proceeds from the issue of the Notes will be applied by the Group to support and finance its loans to customers or its own operating activities in eligible green and social categories as defined in the Group's Sustainable Finance Framework.

Out of the USD400 senior notes issued on January 7, 2024, USD200 are designated as liability under fair value hedge accounting (see Note 3). As of December 31, 2024, the Group has four outstanding interest rate swaps designated as fair value hedges of the interest rate risk arising from 50% of the Group's USD400 fixed rate bonds payable.

On February 21, 2022, the Parent Company issued unsecured Peso-denominated Senior Notes with principal amount and outstanding balance as of December 31, 2023 of P14,756 bearing an interest of 3.00% per annum. The senior notes matured last May 21, 2024.

On March 31, 2021, the Parent Company issued unsecured Peso-denominated Senior Notes with outstanding balance as of December 31, 2023 of P4,130 bearing an interest of 4.18% per annum, payable quarterly in arrears on March 31, June 30, September 30 and December 31 of each year. The senior notes will mature on June 30, 2026.

In September 2019, the Parent Company issued unsecured USD-denominated Senior Notes with principal amount of USD300 bearing an interest of 3.05% per annum, payable semi-annually in arrears every March 11 and September 1 of each year. The senior notes matured last September 11, 2024.

The debt issue cost incurred in 2024 and 2023 is P41 and P104, respectively. The unamortized debt issue cost as of December 31, 2024 and 2023 amounted to P129 and P15, respectively. The related amortization of unamortized debt issue cost is recorded as part of Interest Expense in the statements of profit or loss.

The interest expense incurred on these bonds payable amounted to P1,957 in 2024, P1,768 in 2023, and P3,397 in 2022. The Group and Parent Company recognized foreign currency exchange gains related to these bonds payable amounting to P718 and P3,567 in 2024 and 2022, respectively, while P450 foreign currency exchange losses in 2023. Foreign currency exchange losses are netted against foreign exchange gains presented under Other Operating Income account in the statements of profit or loss.

20. ACCRUED INTEREST, TAXES AND OTHER EXPENSES

The composition of this account follows:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Accrued expenses	5,222	5,550	4,931	5,286
Accrued interest	5,144	5,195	5,135	5,187
Taxes payable	1,301	1,337	1,253	1,313
	<u>11,667</u>	<u>12,082</u>	<u>11,319</u>	<u>11,786</u>

Accrued expenses represent mainly the accruals for utilities, employee benefits and other operating expenses. Accrued interest primarily includes unpaid interest on deposit liabilities, bills payable and bonds payable at the end of each reporting period.

21. OTHER LIABILITIES

Other liabilities consist of the following:

	Notes	Group		Parent Company	
		2024	2023	2024	2023
<i>(Amounts in PHP)</i>					
Accounts payable	27.7 (c)	35,080	10,197	34,595	9,769
Lease liabilities	13	5,342	6,687	5,541	7,029
Derivative financial liabilities	10.1	3,635	1,690	3,635	1,690
Manager's checks		2,147	1,878	2,147	1,878
Bills purchased – contra		1,868	2,673	1,868	2,673
Withholding taxes payable		1,107	1,108	1,105	1,101
Unclaimed balances-deposit		900	1,398	900	1,320
Unearned income		730	824	723	819
Deposit on lease contracts		596	796	9	18
Sundry credits		403	269	403	268
Other credits		400	381	400	381
ECL provisions on loan commitments	4.4.8 (c)	370	304	370	304
Guaranty deposits		204	6	204	6
Payment orders payable		130	147	130	147
Outstanding acceptances payable		116	1,467	116	1,467
Post-employment defined benefit obligation		-	40	-	-
Miscellaneous		622	1,601	605	1,703
		<u>53,650</u>	<u>31,466</u>	<u>52,751</u>	<u>30,573</u>

Accounts payable is mainly composed of settlement billing from credit card operations and the Group's expenditure purchases which are to be settled within the next reporting period.

Miscellaneous liabilities include due to treasury, government-related contributions, and other miscellaneous liabilities.

Interest expense incurred on other liabilities for 2024, 2023 and 2022 amounted to P137, P80 and P11 for the Group and Parent Company.

22. EQUITY

22.1 Capital Stock

Preferred and common stock represent the nominal value of shares of stock that have been issued (see Notes 22.2 and 22.3).

Capital paid in excess of par includes any premiums received on the issuance of capital stock. Any transaction costs associated with the issuance of shares of stock are deducted from capital paid in excess of par, net of any related income tax benefits (see Note 22.2).

The movements in the outstanding capital stock of the Parent Company are as follows:

	Number of Shares		
	<u>2024</u>	<u>2023</u>	<u>2022</u>
Preferred stock – voting, non-cumulative non-redeemable, participating, convertible into common stock – P10 par value Authorized – 200,000,000 shares			
Issued and outstanding			
Balance at beginning of year	267,410	267,410	267,410
Conversion of preferred stock	<u>(1,216)</u>	-	-
Balance at end of year	<u>266,194</u>	<u>267,410</u>	<u>267,410</u>
Common stock – P10 par value			
Authorized:			
Balance at beginning and end of year	<u>2,600,000,000</u>	<u>2,600,000,000</u>	<u>2,600,000,000</u>
Issued and outstanding:			
Balance at beginning of year	2,419,536,120	2,037,478,896	2,037,478,896
Conversion of preferred stock	239	-	-
Issuance of new shares	-	168,619,976	-
Reissuance of shares during the year	-	213,437,248	-
Balance at end of year	<u>2,419,536,359</u>	<u>2,419,536,120</u>	<u>2,037,478,896</u>

As of December 31, 2024, and 2023, there are 742 and 746 holders of the Parent Company's listed shares holding an equivalent of 93.00% of the Parent Company's total issued and outstanding shares, respectively. Such listed shares closed at P24.85 and P23.00 per share for years December 31, 2024 and 2023, respectively.

In 1986, the Parent Company listed its common shares with the PSE. The historical information on the Parent Company's issuance of common shares arising from the initial and subsequent public offerings, including private placements is presented below.

Issuance	Subscriber	Issuance Date	Number of Shares Issued
Initial public offering	Various	November 1986	1,410,579
Stock rights offering	Various	April 1997	44,492,908
Stock rights offering	Various	July 1997	5,308,721
Stock rights offering	Various	August 1997	830,345
Stock rights offering	Various	January 2002	167,035,982
Stock rights offering	Various	June 2002	32,964,018
Follow-on offering	Various	March 2007	210,000,000
Private placement	International Finance Corporation (IFC)	March 2011	73,448,275
Private placement	Hexagon Investments B.V.	September 2011	126,551,725
Private placement	PMMIC	March 2013	63,650,000
Private placement	IFC Capitalization Fund	April 2013	71,151,505
Private placement	Cathay	April 2015	124,242,272
Stock rights offering	Various	July 2018	535,710,378
Private placement	SMBC	July 2021	101,850,000
Private placement	SMBC	July 2023	382,057,224

On May 29, 2006, the Parent Company's stockholders approved the issuance of up to 200,000,000 convertible preferred shares with a par value of P10 per share, subject to the approval, among others, by the PSE. The purpose of the issuance of the convertible preferred shares is to raise the Tier 1 capital pursuant to BSP regulations, thereby strengthening the capital base of the Parent Company and allowing it to expand its operations. On February 13, 2007, the PSE approved the listing application of the underlying common shares for the 105,000 convertible preferred shares, subject to the compliance of certain conditions of the PSE.

Preferred shares have the following features:

- (a) Entitled to dividends at floating rate equivalent to the three-month LIBOR plus a spread of 2.0% per annum, calculated quarterly;
- (b) Convertible to common shares at any time after the issue date at the option of the Parent Company at a conversion price using the adjusted net book value per share of the Parent Company based on the latest available financial statements prepared in accordance with PFRS, adjusted by local regulations;
- (c) Non-redeemable; and,
- (d) Participating as to dividends on a pro rata basis with the common stockholders in the surplus of the Parent Company after dividend payments had been made to the preferred shareholders.

On June 28, 2010, the Parent Company's stockholders owning or representing more than two-thirds of the outstanding capital stock confirmed and ratified the approval by the majority of the BOD on their Executive Session held on May 21, 2010, the proposed increase in Parent Company's authorized capital stock and removal of pre-emptive rights from holders of capital stock, whether common or preferred, to subscribe for or to purchase any shares of stock of any class, by amending the Parent Company's Articles of Incorporation.

The proposed P16,000 authorized capital stock is divided into the following classes of stocks:

- (a) 1,400,000,000 common shares with a par value of ten pesos (P10.00) per share.
- (b) 200,000,000 preferred shares with a par value of ten pesos (P10.00) per share.

The removal of pre-emptive rights was approved by the BSP and SEC on October 20, 2010 and November 4, 2010, respectively. On the other hand, the increase in authorized capital stock of the Parent Company was approved by the BSP and SEC on August 24, 2011 and September 16, 2011, respectively.

On June 27, 2022, the Bank amended its AOI to delete Articles four and seven of the AOI stating the term of existence of the Bank and transfer of voting stocks to foreign nationals, respectively to allow foreign ownership of the bank to exceed 40% and to be consistent with R.A. No. 11232, which grants perpetual corporate terms. The amendment of AOI was approved by BSP and SEC on August 26, 2022 and September 30, 2022, respectively (see Note 1.1).

On November 2, 2022, the Bank's BOD approved the increase in shareholding of SMBC, an existing shareholder of 4.99% of the total outstanding common stock of the Bank, to 20% through the combined sale of subscription of an aggregate of 382 common stock to SMBC, partly coming from the reissuance of treasury shares and issuance of new common stock, at the price of P71 per share for a total consideration amounting to P27,125. The additional capital infusion was made on July 31, 2023 [see Notes 22.2 and 27.7(d)].

22.2 Issuance of Common Shares

The capital infusion from SMBC on July 31, 2023 involved issuance of common shares amounting to P1,686 and reissuance of the treasury at cost amounting to P9,287 [see Notes 22.3 and 27.7(d)]. This resulted in a net increase of the additional paid in capital account of the Bank amounting to P15,735, coming from the excess of the consideration received over the par value of common stock and cost of treasury shares amounting to P16,152 and directly attributable transaction costs amounting to P417.

On July 22, 2019, the effective date of merger, the Parent Company issued 315,287,248 common shares in exchange of the transfer of net assets of RSB at carrying value. The Parent Company recognized P10,507 as additional paid-in capital, which pertains to the difference between the par value of the shares issued and the carrying value of the net assets of RSB.

On November 27, 2017, the BOD of the Parent Company approved the increase in the Parent Company's authorized capital through the increase in the authorized common stock from 1,400,000,000 shares to 2,600,000,000 shares at P10 par value per share or for a total capital stock of P14,000 to P26,000. The BOD also approved the amendment of the Parent Company's Articles of Incorporation for the principal purpose of reflecting the said increase in authorized capital. These resolutions were approved by the Parent Company's stockholders representing at least two-thirds of its outstanding capital stock in a special meeting held on January 29, 2018. In the same meeting, the Parent Company's BOD approved the stock rights offering (Rights Offer) to be subscribed out of the increase in the authorized capital. The increase in authorized capital stock and the Rights Offer were approved by the BSP and SEC on June 29, 2018 and July 4, 2018, respectively. The offering of the stock rights representing 535,710,378 common shares (with equivalent amount of P5,357) occurred from June 25 to June 29, 2018 and the shares were listed at the PSE on July 16, 2018. The Rights Offer and issuance generated P15,000 proceeds, reduced by P217 issue costs; hence, resulting in P9,426 excess of consideration received over par value recognized in Capital Paid in Excess of Par account.

In 2015, the Parent Company issued common shares to Cathay at P64 per share for a total issue price of P7,951. This issuance resulted in the recognition of Capital Paid in Excess of Par amounting to P6,709 reduced by the total issuance cost of P222. The acquisition involves Cathay: (i) acquiring from Hexagon Investments B.V., an entity controlled by funds managed by CVC Asia Pacific Limited, 118,935,590 secondary shares at P64 per share, pursuant to a Sale and Purchase Agreement; (ii) acquiring 36,724,138 secondary common shares from IFC Capitalization Fund also at P64 per share, pursuant to a Sale and Purchase Agreement; and, (iii) entering into a shareholders agreement with PMMIC and the Parent Company.

In 2013, the Parent Company issued common shares to PMMIC and IFC Capitalization Fund at P64 and P58 per share for a total issue price of P4,074 and P4,127, respectively. These issuances resulted in the recognition of Capital Paid in Excess of Par amounting to P3,437 and P3,415, respectively, reduced by total issuance costs of P101.

22.3 Treasury Shares

Treasury shares are stated at the cost of reacquiring such shares and are deducted from equity attributable to the Parent Company's equity holder until the shares are cancelled, reissued or disposed of.

On July 31, 2023, as a result of the capital infusion of SMBC, the Bank reissued 213,437,248 treasury shares at cost of P43.51 per share or P9,287 (see Notes 22.1 and 22.2).

On July 23, 2021, the Parent Company sold 101,850,000 shares to SMBC at P44.00 per share. This came from the treasury shares resulting from the merger of Parent Company and RSB. The sale of shares held by the Parent Company in treasury is equivalent to 4.999% of the total outstanding Common Stock. The issuance resulted in a recognition of additional Capital Paid in Excess of Par amounting to P50. In 2021, the Parent Company incurred expenses related to the issuance amounting to P113 which was charged to equity resulting in a P63 net decrease in the Capital Paid in Excess of Par. In 2022, the Parent Company incurred additional expenses amounting to P12 in relation to this treasury shares reissuance and this was charged against the 2022 Capital Paid in Excess of Par account.

In 2019, subsequent to the effective date of the merger, the Parent Company acquired the 315,287,248 common shares issued in exchange of the net assets of RSB equal to the Parent Company's investment in RSB as at December 31, 2018.

On September 23, 2011, the Parent Company issued 5,821,548 common shares (equivalent of 18,082,311 preferred shares and with total par value of P58) from the treasury account reissuance (with total cost of P182) and an additional 120,730,177 common stock (with total par value of P1,207) from unissued portion of the increase in authorized capital stock on September 23, 2011 to Hexagon Investments B.V. that is equivalent to approximately 15.00% of the outstanding common shares. The issuance resulted in the recognition of additional Capital Paid in Excess of Par amounting to P2,264.

On March 17, 2011, the Parent Company issued 73,448,275 common shares, comprising of 50,427,931 treasury shares reissuance (with total cost of P771) and 23,020,344 unissued stock (with total par value of P230), to IFC Capitalization Fund for a total consideration of P2,130 representing 7.20% ownership interest. The issuance resulted in the recognition of additional Capital Paid in Excess of Par amounting to P1,078.

22.4 Hybrid Perpetual Securities

Hybrid perpetual securities are non-cumulative, unsecured, subordinated capital securities which qualify as AT1 capital under Basel III standards.

In August 27, 2020, the Parent Company issued USD300 non-cumulative, unsecured, subordinated capital securities which qualify as AT1 capital under Basel III standards. As of December 31, 2024 and 2023, the hybrid perpetual securities amounted to P14,463, net of issuance costs.

The capital securities are perpetual in respect of which there is no fixed redemption date. The Parent Company may redeem the capital securities only in certain circumstances as described in the conditions of the securities and with prior written consent of BSP. Distributions are non-cumulative and payable semi-annually in arrear at a rate of 6.5%. Certain conditions provide for circumstances under which the Parent Company will not be obliged to pay any distribution on the applicable payment date.

The proceeds of the hybrid perpetual securities are used to support and finance medium-term to long-term asset growth, loans to customers, other general corporate purposes and to maintain sufficient buffers above the minimum capital thresholds required by BSP.

22.5 Surplus and Dividend Declarations

The details of the cash dividend distributions follow:

Date Declared	Dividend		Record Date	Date Approved by BOD	Date Paid/Payable
	Per Share	Total Amount			
January 31, 2022*	-	500.57	February 28, 2022	January 31, 2022	February 28, 2022
February 28, 2022	0.0553	0.01	March 21, 2022	February 28, 2022	March 23, 2022
March 28, 2022	0.6180	1,259.16	April 11, 2022	March 28, 2022	April 27, 2022
March 28, 2022	0.6180	0.17	April 11, 2022	March 28, 2022	April 27, 2022
May 30, 2022	0.0748	0.02	June 21, 2022	May 30, 2022	June 23, 2022
July 25, 2022*	-	547.59	August 26, 2022	July 25, 2022	August 26, 2022
August 30, 2022	0.1047	0.03	September 21, 2022	August 30, 2022	September 22, 2022
November 28, 2022	0.1407	0.04	December 21, 2022	November 28, 2022	December 27, 2022
January 30, 2023*	-	534.98	February 27, 2023	January 30, 2023	February 27, 2023
February 27, 2023	0.1685	0.05	March 21, 2023	February 27, 2023	March 23, 2023
March 27, 2023	1.0800	2,200.48	April 13, 2023	March 27, 2023	April 27, 2023
March 27, 2023	1.0800	0.29	April 13, 2023	March 27, 2023	April 27, 2023
May 29, 2023	0.1789	0.05	June 21, 2023	May 29, 2023	June 26, 2023
July 31, 2023*	-	553.41	August 27, 2023	July 31, 2023	August 27, 2023
August 29, 2023	0.1920	0.05	September 21, 2023	August 29, 2023	September 25, 2023
November 29, 2023	0.1870	0.05	December 21, 2023	November 29, 2023	December 29, 2023
January 29, 2024*	-	546.53	February 27, 2024	January 29, 2024	February 27, 2024
February 26, 2024	0.1864	0.05	March 21, 2024	February 26, 2024	March 21, 2024
March 25, 2024	1.0140	2,453.11	April 13, 2024	March 25, 2024	April 26, 2024
March 25, 2024	1.0140	0.27	April 13, 2024	March 25, 2024	April 26, 2024
May 27, 2024	0.1854	0.05	June 21, 2024	May 27, 2024	June 26, 2024
July 29, 2024*	-	548.24	August 26, 2024	July 29, 2024	August 26, 2024
August 29, 2024	0.1857	0.05	September 21, 2024	August 29, 2024	September 25, 2024
November 25, 2024	0.1707	0.05	December 21, 2024	November 25, 2024	December 26, 2024

*Dividends for Hybrid Perpetual Securities

In 2015, the BSP, through the MB, approved the liberalized rules for banks and quasi-banks on dividend declaration. The policy requires that dividend declaration be immediately recognized as a liability upon the approval of the BOD and that it be disclosed in the statement of changes in equity.

A portion of the Parent Company's surplus corresponding to the equity in net earnings of certain subsidiaries and associates totaling P5,975 and P5,727 as of December 31, 2024 and 2023, respectively, is not currently available for distribution as dividends.

22.6 Revaluation Reserves

The components and reconciliation of items of other comprehensive income presented in the statements of changes in equity of the Group and Parent Company at their aggregate amount under Revaluation Reserves account are shown below.

	Revaluation of Financial Assets at FVOCI	Accumulated Translation Adjustments on Foreign Operations	Actuarial Gains (Losses) on Defined Benefit Plan	Total
<i>(Amounts in PHP)</i>				
Balance as of January 1, 2024	(3,168)	54	(2,930)	(6,044)
Actuarial gains on defined benefit plan	-	-	378	378
Fair value loss on financial assets at FVOCI	(140)	-	-	(140)
Translation adjustment	-	6	-	6
Other comprehensive income (loss)	(140)	6	378	244
Transfers of fair value gain on financial assets at FVOCI to surplus	2	-	-	2
Balance as of December 31, 2024	(3,306)	60	(2,552)	(5,798)

	Revaluation of Financial Assets at FVOCI	Accumulated Translation Adjustments on Foreign Operations	Actuarial Gains (Losses) on Defined Benefit Plan	Total
<i>(Amounts in PHP)</i>				
Balance as of January 1, 2023	(4,866)	54	(1,580)	(6,392)
Actuarial gains on defined benefit plan	-	-	(1,350)	(1,350)
Fair value gain on financial assets at FVOCI	1,695	-	-	1,695
Other comprehensive income (loss)	1,695	-	(1,350)	345
Transfers of fair value gain on financial assets at FVOCI to surplus	3	-	-	3
Balance as of December 31, 2023	<u>(3,168)</u>	<u>54</u>	<u>(2,930)</u>	<u>(6,044)</u>
Balance as of January 1, 2022	389	54	(2,366)	(1,923)
Actuarial gains on defined benefit plan	-	-	786	786
Fair value loss on financial assets at FVOCI	(5,255)	-	-	(5,255)
Other comprehensive income (loss)	(5,255)	-	786	(4,469)
Balance as of December 31, 2022	<u>(4,866)</u>	<u>54</u>	<u>(1,580)</u>	<u>(6,392)</u>

22.7 Appropriation for General Loan Loss Reserves

Pursuant to the requirements of the BSP under Circular No. 1011, the Group shall recognize general loan loss provisions equivalent to one percent of all outstanding loans as of the end of the reporting period, except for accounts considered as credit risk-free under the existing BSP regulations. In cases when the computed allowance for ECL on those exposures is less than one percent of the general loan loss provisions required, the deficiency is recognized through appropriation from the Group's available Surplus. Such appropriation is considered as Tier 2 capital subject to the limit provided under the CAR framework. The outstanding balance of appropriation for General Loan Loss Reserves as of December 31, 2024 and 2023 amounted to P5,564 and P4,599 for the Group, and P5,537 and P4,589 for the Parent Company, respectively. The additional appropriations made in 2024 amounted to P965 and P948 and in 2023 amounted to P775 and P766 respectively, for the Group and Parent Company, respectively.

22.8 Reserve for Trust Business

Reserve for trust business represents the accumulated amount set aside by the Group under existing regulations requiring the Parent Company to appropriate and transfer to surplus 10% of its net profits accruing from their trust business until the surplus shall amount to 20% of the regulatory capital. The reserve shall not be paid out in dividends, but losses accruing in the course of the trust business may be charged against this account.

In 2024, the reserves for trust business was reclassified to Surplus account under Equity as a result of the spin-off of the trust operations of the Group into RTC (see Note 1.1).

22.9 Other Reserves

Other reserves refer to the amount attributable to the Parent Company arising from the changes in the ownership of the Non-controlling Interest (NCI) in the Group.

As of December 31, 2024 and 2023, this account consists of reserves arising from the acquisition of RCBC LFC amounting to P86 for both years.

In 2022, the Parent Company has acquired remaining interest to Rizal Microbank making it a wholly-owned subsidiary of the Parent Company (see Note 1.2). This acquisition resulted in the reduction of Other Reserves and NCI accounts amounting to P11 and P10, respectively. There is no similar transaction in 2024 and 2023.

23. EMPLOYEE BENEFITS

23.1 Short-Term Employee Benefits

Expenses recognized for salaries and other employee benefits are shown below.

	Group		
	2024	2023	2022
<i>(Amounts in PHP)</i>			
Short-term employee benefits	7,559	6,732	6,100
Post-employment defined benefits	500	418	463
	8,059	7,150	6,563
	Parent Company		
	2024	2023	2022
<i>(Amounts in PHP)</i>			
Short-term employee benefits	6,604	5,938	5,368
Post-employment defined benefits	457	383	426
	7,061	6,321	5,794

23.2 Post-employment Defined Benefit Plan

(a) Characteristics of the Defined Benefit Plan

The Parent Company and certain subsidiaries maintain a funded, tax-qualified, non-contributory post-employment benefit plan that is being administered by RTC, an associate of the Group, covering all regular full-time employees. RTC manages the fund in coordination with the Parent Company's Retirement Plan Committee (RPC), Trust Committee and the respective committees of the subsidiaries which act in the best interest of the plan assets and are responsible for setting the investment policies.

The normal retirement age of the Group's employees ranges between 55 to 60 but the plan also provides for an early retirement at age 50 to 55 with a minimum of 10 to 20 years of credited service. The maximum retirement benefit is the lump sum equivalent to two months pay per year of continuous employment based on the employees' salary at retirement. Any fraction of a year shall be computed proportionately.

(b) Explanation of Amounts Presented in the Financial Statements

Actuarial valuations are made annually to update the post-employment benefit costs and the amount of contributions. All amounts presented below are based on the actuarial valuation reports obtained from independent actuaries in 2024 and 2023.

The amounts of post-employment benefit assets recognized in the financial statements are determined as follows:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Present value of the obligation	(6,004)	(5,932)	(5,645)	(5,603)
Fair value of plan assets	9,511	9,697	9,151	9,407
Effect of asset ceiling test	(762)	(1,140)	(760)	(1,139)
Excess of plan assets	2,745	2,625	2,746	2,665

The Group and Parent Company's post-employment defined benefit plan is included under Other Resources as of December 31, 2024 and 2023 (see Note 15).

The movements in the present value of the defined benefit obligation follow:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Balance at beginning of year	5,932	5,130	5,603	4,857
Current and past service cost	500	418	457	383
Interest expense	407	382	386	361
Remeasurements – actuarial				
Gains arising from changes in:				
– demographic assumptions	(543)	(1)	(535)	-
– financial assumptions	284	301	276	271
– experience adjustments	97	201	93	207
Benefits paid by the plan	(673)	(499)	(635)	(476)
Balance at end of year	6,004	5,932	5,645	5,603

The movements in the fair value of plan assets are presented below.

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Balance at beginning of year	9,697	3,145	9,407	2,885
Interest income	643	451	625	430
Gains on plan assets (excluding amounts included in net interest)	(249)	275	(246)	293
Contributions paid into the plan	93	6,326	-	6,275
Business combination	-	(1)	-	-
Benefits paid by the plan	(673)	(499)	(635)	(476)
Balance at end of year	9,511	9,697	9,151	9,407

On March 16, 2023, the Bank transferred and leased back certain real estate properties to Frame Properties, Inc. for a 100% ownership in the latter, which was subsequently transferred to the post-employment defined benefit plan as contribution to the plan assets (see Notes 13 and 27.5).

On April 8, 2024, the Bank executed a Deed of Donation and Acceptance where the Bank donated and transferred ownership of 36,612,373 Preferred C shares representing 19.41% of the outstanding capital of RCBC JPL to RCBC Retirement Fund which is managed by RTC. Subsequent to the donation, the Bank's ownership interest over RCBC JPL is now reduced to 80% (see Note 1.1).

The composition of the fair value of plan assets at the end of each reporting period by category and risk characteristics is shown below.

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Cash and cash equivalents	68	701	26	644
Debt securities:				
Government bonds	236	243	185	230
Corporate debt securities	488	208	369	62
Equity securities:				
Transportation and communication	562	514	562	514
Financial intermediaries	421	420	418	418
Diversified holding companies	235	201	234	200
Electricity, gas and water	100	138	100	137
Quoted equity securities	78	23	-	-
Others	63	50	-	-
Unquoted long-term equity				
Investments	6,961	6,929	6,961	6,927
UITF	276	260	276	260
Investment properties	10	7	10	7
Loans and receivables	10	8	10	8
Others	3	(5)	-	-
Balance at end of year	9,511	9,697	9,151	9,407

The fair values of the above debt securities and quoted equity securities are determined based on market prices in active markets. Long-term equity investments represent investment in corporations not listed in active and organized markets. Fair values are determined based on the book value per share based on latest audited financial statements of the investee company. The fair value of the UITF is determined based on the net asset value per unit of investment held in the fund.

The fair value of the plan assets is at Level 1 in the fair value hierarchy except for UITF which are at Level 2 and unquoted long-term equity investments, loans and receivables, investment properties and other investments which are at Level 3.

The net gains on plan assets are as follows:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Interest income	643	451	625	430
Fair value gains (losses) - net	(249)	275	(246)	293
Actual gains - net	394	726	379	723

The amounts of post-employment benefit expense recognized in the profit or loss and in other comprehensive income in respect of the defined benefit post-employment plan are determined below as follows:

	Group		
	2024	2023	2022
<i>(Amounts in PHP)</i>			
<i>Reported in profit or loss:</i>			
Current and past service cost	500	418	463
Net interest expense (income)	(236)	(69)	141
Interest on the effect of asset ceiling	80	-	-
	344	349	604
<i>Reported in other comprehensive income:</i>			
Actuarial gains (losses) arising from changes in:			
– Demographic assumptions	543	1	1
– Financial assumptions	(284)	(301)	730
– Experience adjustments	(97)	(201)	44
Effect of asset ceiling test	458	(1,140)	-
Gains on plan assets (excluding amounts included in net interest)	(249)	275	7
	371	(1,366)	782
	Parent Company		
	2024	2023	2022
<i>(Amounts in PHP)</i>			
<i>Reported in profit or loss:</i>			
Current and past service cost	457	383	426
Net interest expense (income)	(239)	(69)	127
Interest on the effect of asset ceiling	78	-	-
	296	314	553
<i>Reported in other comprehensive income:</i>			
Actuarial gains (losses) arising from changes in:			
– Demographic assumptions	535	-	-
– Financial assumptions	(276)	(271)	700
– Experience adjustments	(93)	(207)	57
Effect of asset ceiling test	457	(1,139)	-
Gains on plan assets (excluding amounts included in net interest)	(246)	293	25
	377	(1,324)	782

Current service costs, including the effect of curtailment and past service cost, form part of Employee Benefits under the Other Operating Expenses account, while net interest expense or income is presented as part of Interest Expense on Bills payable and other borrowings in the statements of profit or loss.

Amounts recognized in other comprehensive income were included within items that will not be reclassified subsequently to profit or loss.

In determining the amounts of post-employment obligation, the following ranges of actuarial assumptions were used:

	<u>2024</u>	<u>2023</u>	<u>2022</u>
<u>Group</u>			
Discount rates	6.06% - 6.13%	6.28% - 7.00%	7.22% - 7.56%
Expected rate of salary increases	3.50% - 6.00%	4.00% - 8.00%	5.00% - 8.00%
<u>Parent Company</u>			
Discount rates	6.09%	6.88%	7.44%
Expected rate of salary increases	5.00%	5.00%	5.00%

Assumptions regarding future mortality are based on published statistics and mortality tables. The average life expectancy of an individual retiring at the Group's normal retiring age of 60 is based on the 2017 Philippine Intercompany Mortality table. These assumptions were developed by management with the assistance of an independent actuary. Discount factors are determined close to the end of each reporting period by reference to the interest rates of zero coupon government bonds with terms to maturity approximating to the terms of the post-employment obligation. Other assumptions are based on current actuarial benchmarks and management's historical experience.

(c) *Risks Associated with the Retirement Plan*

The plan exposes the Group and Parent Company to actuarial risks such as investment risk, interest rate risk, longevity risk and salary risk.

(i) *Investment and Interest Rate Risks*

The present value of the defined benefit obligation is calculated using a discount rate determined by reference to market yields of government bonds. Generally, a decrease in the interest rate of a reference government bonds will increase the plan obligation. However, this will be partially offset by an increase in the return on the plan's investments in debt securities and if the return on plan asset falls below this rate, it will create a deficit in the plan.

Currently, the plan assets of the Group and Parent Company are significantly invested in equity and debt securities, while the Group and Parent Company also invests in cash and cash equivalents and other investments. Due to the long-term nature of the plan obligation, a level of continuing equity investments is an appropriate element of the Group and Parent Company's long-term strategy to manage the plan efficiently.

(ii) *Longevity and Salary Risks*

The present value of the defined benefit obligation is calculated by reference to the best estimate of the mortality of the plan participants during their employment, and to their future salaries. Consequently, increases in the life expectancy and salary of the plan participants will result in an increase in the plan obligation.

(d) *Other Information*

The information on the sensitivity analysis for certain significant actuarial assumptions, the Group's asset-liability matching strategy, and the timing and uncertainty of future cash flows related to the post-employment plan are described in the succeeding pages.

(i) *Sensitivity Analysis*

The following table summarizes the effects of changes in the significant actuarial assumptions used in the determination of the defined benefit obligation as of December 31, 2024 and 2023:

	Group		
	Impact on Post-employment Defined Benefit Obligation		
	Change in Assumption	Increase in Assumption	Decrease in Assumption
<i>(Amounts in PHP)</i>			
2024:			
Discount rate	+/-1 %	(379)	427
Salary growth rate	+/-1 %	428	(385)
2023:			
Discount rate	+/-1 %	(462)	537
Salary growth rate	+/-1 %	565	(495)
	Parent Company		
	Impact on Post-employment Defined Benefit Obligation		
	Change in Assumption	Increase in Assumption	Decrease in Assumption
<i>(Amounts in PHP)</i>			
2024:			
Discount rate	+/-1 %	(346)	388
Salary growth rate	+/-1 %	388	(352)
2023:			
Discount rate	+/-1 %	(469)	543
Salary growth rate	+/-1 %	548	(481)

The sensitivity analysis is based on a change in an assumption while holding all other assumptions constant. This analysis may not be representative of the actual change in the defined benefit obligation as it is unlikely that the change in assumptions would occur in isolation of one another as some of the assumptions may be correlated. Furthermore, in presenting the sensitivity analysis, the present value of the defined benefit obligation at the end of each reporting period has been calculated using the projected unit credit method, which is the same as that applied in calculating the defined benefit obligation recognized in the statements of financial position.

(ii) *Asset-liability Matching Strategies*

To efficiently manage the retirement plan, the Parent Company through its RPC in coordination with the fund manager or RTC, ensures that the investment positions are managed considering the computed retirement obligations under the retirement plan. This strategy aims to match the plan assets to the retirement obligations due by investing in assets that are easy to liquidate (i.e., government securities, corporate bonds, equities with high value turnover).

As the Group's retirement obligations are in Philippine peso, all assets are invested in the same currency. The Group actively monitors how the duration and the expected yield of the investments are matching the expected cash outflows arising from the retirement obligations. In view of this, various investments are made in a portfolio that may be liquidated within a reasonable period of time.

A large portion of the plan assets as of December 31, 2024 and 2023 consists of equity securities with the balance invested in fixed income securities and cash and cash equivalents. The Group believes that equity securities offer the best returns over the long term with an acceptable level of risk.

(iii) *Funding Arrangements and Expected Contributions*

The plan is currently overfunded by P2,629 and P2,639 in 2024 for the Group and Parent Company, respectively, based on the latest funding actuarial valuations in 2024.

The maturity profile of undiscounted expected benefit payments from the end of each reporting period follows:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Less than one year	655	416	638	405
More than one year to five years	3,093	1,966	2,957	1,850
More than five years to ten years	4,587	4,906	4,331	4,683
More than ten to fifteen years	22	23	-	-
More than fifteen years	20	22	-	-
	8,377	7,333	7,926	6,938

The Group and Parent Company expect to contribute P21 and nil, respectively, to the plan in 2025.

24. MISCELLANEOUS INCOME AND EXPENSES

These accounts consist of the following:

24.1 Miscellaneous Income

	Notes	Group		
		2024	2023	2022
<i>(Amounts in PHP)</i>				
Recoveries from written off assets		651	600	486
Dividend income	10.1,10.2	322	318	311
Rentals	14.2, 28.2(b)	283	424	872
Gain on extinguishment of loan		-	390	890
Others		210	77	145
		1,466	1,809	2,704
	Notes	Parent Company		
		2024	2023	2022
<i>(Amounts in PHP)</i>				
Recoveries from written off assets		651	600	486
Dividend income	10.2	273	252	227
Rentals	14.2 27.7 (b)	62	57	261
Gain on extinguishment of loan		-	390	890
Others		175	74	148
		1,161	1,373	2,012

In 2023, the Bank recovered settlement-related fees from HHIC-Phil, Inc. related to the full collection of its outstanding receivables and was recognized as Gain on extinguishment of loan under Miscellaneous Income in the 2023 statement of profit or loss.

Miscellaneous income classified as Others includes rebates, penalty charges and other income items that cannot be appropriately classified under any of the foregoing income accounts.

24.2 Miscellaneous Expenses

	Group		
	2024	2023	2022
<i>(Amounts in PHP)</i>			
Credit card-related expenses	2,361	1,756	1,302
Insurance	1,978	1,821	1,543
Service and processing fees	1,168	845	776
Litigation/assets acquired expenses	830	823	600
Advertising and publicity	629	501	322
Communication and information services	616	631	582
Management and other professional fees	553	539	505
Employee activities	282	302	315
Banking fees	226	417	376
Stationery and office supplies	191	208	140
Information services	179	204	111
Other outside services	154	132	122
Donation and charitable contribution	130	182	107
Transportation and travel	102	167	225
Christmas expenses	35	14	13
Representation and entertainment	23	51	55
Membership fees	20	22	21
Fines and penalties	4	33	137
Others	454	635	695
	9,935	9,283	7,947
	Parent Company		
	2024	2023	2022
<i>(Amounts in PHP)</i>			
Credit card-related expenses	2,347	1,744	1,279
Insurance	1,976	1,819	1,541
Service and processing fees	1,950	1,581	1,418
Litigation/assets acquired expenses	827	818	589
Advertising and publicity	625	495	465
Communication and information services	586	604	552
Management and other professional fees	504	499	318
Employee activities	278	300	314
Banking fees	218	412	370
Stationery and office supplies	186	204	135
Information services	178	204	110
Other outside services	155	108	106
Donation and charitable contribution	129	151	213
Transportation and travel	85	132	122
Christmas expenses	35	14	13
Membership fees	18	20	19
Representation and entertainment	11	42	48
Fines and penalties	1	31	136
Others	552	613	660
	10,661	9,791	8,408

The Group's other expenses are composed of freight, various processing fees, fines and penalties, and seasonal giveaways. The Group and Parent Company's other expenses also include fees for records, facilities and management services to a related party under common control amounting to P540, P728, and P688 in 2024, 2023 and 2022, respectively (see Note 27).

25. INCOME AND OTHER TAXES

Under Philippine tax laws, the regular banking unit (RBU) of the Parent Company and its domestic subsidiaries are subject to percentage and other taxes (presented as Taxes and Licenses in the statements of profit or loss), as well as income taxes. Percentage and other taxes paid consist principally of the gross receipts tax (GRT) and documentary stamp tax (DST).

RA No. 9238, which was enacted on February 10, 2004, provides for the reimposition of GRT on banks and non-bank financial intermediaries performing quasi-banking functions and other non-bank financial intermediaries beginning January 1, 2004.

The recognition of liability of the Parent Company and certain subsidiaries for GRT is based on the related regulations issued by the tax authorities.

Income taxes include the regular corporate income tax (RCIT), and final tax paid at the rate of 20%, which represents the final withholding tax on gross interest income from government securities and other deposit substitutes.

Interest allowed as a deductible expense is reduced by an amount equivalent to certain percentage of interest income subjected to final tax. Minimum corporate income tax (MCIT) of 1% or 2% on modified gross income is computed and compared with the RCIT. Any excess of the MCIT over the RCIT is deferred and can be used as a tax credit against regular income tax liability in the next three consecutive years. In addition, ordinarily, the Group's net operating loss carry over (NOLCO) is allowed as a deduction from taxable income in the next three consecutive years.

However, pursuant to Section 4 (bbb) of Bayanihan to Recover as One (BARO) Act and as implemented under Revenue Regulation 25-2020, the net operating losses of a business or enterprise incurred for taxable years 2021 and 2022 can be carried over as a deduction from gross income for the next five consecutive taxable years following the year of such loss.

Effective May 2004, RA No. 9294 restored the tax exemption of FCDUs and offshore banking units (OBUs). Under such law, the income derived by the FCDU from foreign currency transactions with non-residents, OBUs, local commercial banks including branches of foreign banks is tax-exempt while interest income on foreign currency loans from residents other than OBUs or other depository banks under the expanded system is subject to 10% gross income tax.

Interest income on deposits with other FCDUs and offshore banking units is subject to 15.0% final tax effective January 1, 2018.

In 2024, 2023 and 2022, the Group opted to continue claiming itemized deductions for income tax purposes.

The Parent Company's foreign subsidiaries are subject to income and other taxes based on the enacted tax laws of the countries and/or jurisdictions where they operate.

25.1 Current and Deferred Taxes

On March 26, 2021, R.A. No. 11534, *Corporate Recovery and Tax Incentives for Enterprises (CREATE) Act*, as amended, was signed into law and shall be effective beginning July 1, 2020. The following are the major changes brought about by the CREATE Act that are relevant to and considered by the Parent Company.

- RCIT was reduced from 30% to 25% starting July 1, 2020;
- MCIT was reduced from 2% to 1% starting July 1, 2020 until June 30, 2023; and,
- The allowable deduction for interest expense is reduced from 33% to 20% of the interest income subjected to final tax.

Starting July 1, 2023, corporations, excluding non-profit proprietary educational institutions and hospitals, and non-resident foreign corporations, will be subject to the original 2% MCIT rate based on their gross income.

The tax expense as reported in the statements of profit or loss consists of:

	Group		
	2024	2023	2022
<i>(Amounts in PHP)</i>			
Current tax expense:			
Final tax	2,971	2,659	1,564
RCIT at 25%	979	222	286
Excess MCIT over RCIT	6	452	252
	<u>3,956</u>	<u>3,333</u>	<u>2,102</u>
Application of MCIT	<u>(226)</u>	-	-
	<u>3,730</u>	<u>3,333</u>	<u>2,102</u>
Deferred tax income arising from origination and reversal of temporary differences	<u>(262)</u>	<u>(2,035)</u>	<u>(534)</u>
	<u><u>3,468</u></u>	<u><u>1,298</u></u>	<u><u>1,568</u></u>
	Parent Company		
	2024	2023	2022
<i>(Amounts in PHP)</i>			
Current tax expense:			
Final tax	2,968	2,578	1,553
RCIT at 25%	829	117	209
Excess MCIT over RCIT	-	431	251
	<u>3,797</u>	<u>3,126</u>	<u>2,013</u>
Application of MCIT	<u>(226)</u>	-	-
	<u>3,571</u>	<u>3,126</u>	<u>2,013</u>
Deferred tax income arising from origination and reversal of temporary differences	<u>(227)</u>	<u>(1,843)</u>	<u>(495)</u>
	<u><u>3,344</u></u>	<u><u>1,283</u></u>	<u><u>1,518</u></u>

A reconciliation of tax on pretax profit computed at the applicable statutory rates to tax expense reported in profit or loss is as follows:

	Group		
	2024	2023	2022
<i>(Amounts in PHP)</i>			
Tax on pretax profit at 25%	3,247	3,379	3,412
Adjustments for income subjected to lower income tax rates	(1,111)	(2,702)	(399)
Tax effects of:			
Non-deductible expenses	1,691	1,268	504
FCDU income	1,119	296	(780)
Non-taxable income	(1,014)	(699)	(562)
Unrecognized temporary differences	(29)	(692)	(852)
Excess MCIT over RCIT	11	431	252
Recognition of previously unrecognized deferred tax asset	(441)	-	-
Utilization of NOLCO	(35)	-	-
Others	30	17	(7)
	3,468	1,298	1,568
Parent Company			
	2024	2023	2022
<i>(Amounts in PHP)</i>			
Tax on pretax profit at at 25%	3,216	3,375	3,399
Adjustments for income subjected to lower income tax rates	(1,284)	(2,757)	(397)
Tax effects of:			
Non-deductible expenses	1,642	1,227	481
FCDU income	1,119	296	(780)
Non-taxable income	(908)	(605)	(511)
Recognition of previously unrecognized deferred tax asset	(441)	-	-
Unrecognized temporary difference	-	(684)	(925)
Excess MCIT over RCIT	-	431	251
	3,344	1,283	1,518

The deferred tax assets of the Group recognized in the consolidated statements of financial position as of December 31, 2024 and 2023 relate to the operations of the Parent Company and certain subsidiaries as shown below.

	Statements of Financial Position		Statements of Profit or Loss		
	2024	2023	2024	2023	2022
<i>(Amounts in PHP)</i>					
Allowance for impairment	3,935	3,360	560	435	140
Post-employment benefit obligation	1,260	1,387	(127)	1,304	(19)
Excess MCIT over RCIT	689	990	(301)	452	252
NOLCO	167	38	129	(156)	161
Others	1	-	1	-	-
Deferred tax assets – net	6,052	5,775			
Deferred tax income – net			262	2,035	534

The deferred tax assets of the Parent Company recognized in its statements of financial position as of December 31, 2024 and 2023 is shown below.

	Statements of Financial Position		Statements of Profit or Loss		
	2024	2023	2024	2023	2022
<i>(Amounts in PHP)</i>					
Allowance for impairment	3,631	3,018	613	271	99
Post-employment benefit obligation	1,227	1,387	(160)	1,296	(15)
Excess MCIT over RCIT	682	908	(226)	431	251
NOLCO	38	38	-	(155)	160
Deferred tax assets – net	<u>5,578</u>	<u>5,351</u>			
Deferred tax income – net			<u>227</u>	<u>1,843</u>	<u>495</u>

The Parent Company and certain subsidiaries have not recognized deferred tax assets on certain temporary differences since management believes that the Parent Company and certain subsidiaries may not be able to generate sufficient taxable profit in the future against which the tax benefits arising from those deductible temporary differences, NOLCO and other tax credits can be utilized.

The unrecognized deferred tax assets relate to the following:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Allowance for impairment	1,009	1,551	985	759
NOLCO	24	221	-	-
Excess MCIT over RCIT	10	33	-	-
Post-employment benefit obligation	-	406	-	-
Others	5	-	-	-
	<u>1,048</u>	<u>2,211</u>	<u>985</u>	<u>759</u>

Consequently, deferred tax liabilities were also not recognized on certain taxable temporary differences as the settlement of those can be offset by the available deductible temporary differences in the future.

In addition, deferred tax liabilities on accumulated translation adjustments, relating to its foreign subsidiaries were not recognized since their reversal can be led, and it is probable that the temporary difference will not reverse in the foreseeable future.

NOLCO can be claimed as deduction from future taxable income within three and five years from the year the taxable loss was incurred. In accordance with BARO Act, NOLCO incurred in 2020 and 2021 can be claimed as a deduction from the gross income until 2025 and 2026, respectively.

The details of the Group's NOLCO are shown below.

(Amounts in PHP)

Inception Year	Amount	Utilized	Expired	Balance	Expiry Year
2024	257	-	-	257	2027
2023	210	-	-	210	2026
2022	749	494	-	255	2025
2021	140	139	-	1	2026
2020	249	208	-	41	2025
	<u>1,605</u>	<u>841</u>	<u>-</u>	<u>764</u>	

The details of the Parent Company's NOLCO are shown below:

(Amounts in PHP)

Inception Year	Amount	Utilized	Expired	Balance	Expiry Year
2022	640	490	-	150	2025
2021	132	132	-	-	2026
	<u>772</u>	<u>622</u>	<u>-</u>	<u>150</u>	

The breakdown of the Group's excess MCIT over RCIT with the corresponding validity periods follows:

(Amounts in PHP)

Inception Year	Amount	Utilized	Expired	Balance	Expiry Year
2024	10	-	-	10	2027
2023	435	-	-	435	2026
2022	254	-	-	254	2025
2021	231	226	5	-	2024
2020	7	1	6	-	2023
	<u>937</u>	<u>227</u>	<u>11</u>	<u>699</u>	

The breakdown of the Parent Company's excess MCIT over RCIT with the corresponding validity periods follows:

(Amounts in PHP)

Inception Year	Amount	Utilized	Expired	Balance	Expiry Year
2023	431	-	-	431	2026
2022	251	-	-	251	2025
2021	226	226	-	-	2026
	<u>908</u>	<u>226</u>	<u>-</u>	<u>682</u>	

25.2 Supplementary Information Required Under Revenue Regulation No. 15-2010

The Bureau of Internal Revenue (BIR) issued RR 15-2010 on November 25, 2010 which require certain tax information to be disclosed as part of the notes to financial statements. Such supplementary information is, however, not a required part of the basic financial statements prepared in accordance with PFRS; it is neither a required disclosure under the SEC rules and regulations covering form and content of financial statements under the Revised Securities Regulation Code Rule 68.

The Parent Company presented this tax information required by the BIR as a supplemental schedule filed separately from the basic financial statements.

26. TRUST OPERATIONS

In 2023 and prior years, the Group commonly acts as trustee and in other fiduciary capacities that result in the holding or placing of assets on behalf of individuals, trusts, retirement benefit plans and other institutions. The resources, liabilities and income or loss arising thereon are excluded from these financial statements, as these are neither resources nor income of the Group.

Securities and properties (other than deposits) held by the Parent Company in fiduciary or agency capacity for its customers are not included in the financial statements, since these are not resources of the Parent Company. The Group and Parent Company's total trust resources amounted to P155,705 as of December 31, 2023 (see Note 33).

Investment in government securities which are shown as part of Investment securities at amortized cost (see Note 10.3) with a total face value of P1,324 as of December 31, 2023, for both the Group and the Parent Company are deposited with the BSP as security for faithful compliance with fiduciary obligations.

Income from trust operations, shown as Trust fees under Other Operating Income account, amounted to P423 and P415 in 2023 and 2022, respectively, in the Group and Parent Company's statements of profit or loss.

On November 28, 2022, the Parent Company's BOD approved the spin-off of the Bank's Trust operations into a separate corporate entity, which materialized on March 27, 2023 when RTC was incorporated to become a separate trust corporation, which commenced operations in January 2, 2024 (see Note 1.1).

27. RELATED PARTY TRANSACTIONS

The Group and Parent Company's related parties include its ultimate parent company, subsidiaries, associates, entities under common ownership, key management personnel and others.

The RPT Committee, which meet monthly and as necessary, review proposed RPT within the materiality threshold to determine whether or not the transaction is on terms no less favorable to the Group than terms available to any unconnected third party under the same or similar circumstances. On favorable review, the RPT Committee endorse transactions to the BOD for approval.

All material related party transactions shall be approved by at least two-thirds vote of the BOD, with at least a majority of the independent directors voting to approve the material related party transactions. In case that a majority of the independent directors' is not secured, the material related party transaction may be ratified by the vote of the stockholders representing at least two-thirds of the outstanding capital stock. Transactions amounting to 10% or more of the consolidated total resources based on the latest audited consolidated financial statements entered into with related parties are considered material.

A summary of the Group and Parent Company's transactions and outstanding balances of such transactions with related parties as of and for the years ended December 31, 2024, 2023 and 2022 is presented below.

	Notes	Group					
		2024		2023		2022	
		Amount of Transaction	Outstanding Balance	Amount of Transaction	Outstanding Balance	Amount of Transaction	Outstanding Balance
<i>(Amounts in PHP)</i>							
Stockholders							
Due from other banks	27.1	113	2,009	1,860	1,896	(2,299)	36
Loans and receivables	27.2	-	-	-	-	(96)	-
Deposit liabilities	27.3	(239)	3,277	846	3,516	670	2,670
Bills payable	27.6	710	14,870	14,160	14,160	-	-
Interest expense on deposits	27.3	216	-	60	-	46	-
Cash received from issuance of shares of stock	22.2	-	-	9,287	-	-	-
Associates							
Loans and receivables	27.2	(104)	-	104	104	-	-
Deposit liabilities	27.3	6,236	6,905	553	669	33	116
Interest expense on deposits	27.3	83	-	12	-	2	-
Sale of investment securities	27.4	3,678	-	-	-	-	-
Purchase of investment securities	27.4	1,186	-	-	-	-	-
Service processing fees	27.5	45	45	-	-	-	-
Related Parties Under Common Ownership							
Loans and receivables	27.2	2,432	5,605	(424)	3,173	2,782	3,597
Deposit liabilities	27.3	5,953	19,182	6,204	13,229	4,009	7,025
Interest income from loans and receivables	27.2	326	-	176	-	98	-
Interest expense on deposits	27.3	1,035	-	105	-	56	-
Gain on assets sold	27.7 (f)	-	2,139	2,288	2,139	2,352	-
Occupancy and equipment-related expenses	27.7 (b)	1,446	-	1,421	-	1,061	-
Miscellaneous expenses – others	24.2	540	-	728	-	688	-

	Notes	Group					
		2024		2023		2022	
		Amount of Transaction	Outstanding Balance	Amount of Transaction	Outstanding Balance	Amount of Transaction	Outstanding Balance
<i>(Amounts in PHP)</i>							
Key Management Personnel							
Loans and receivables	27.2	(3)	35	4	38	14	34
Deposit liabilities	27.3	(33)	729	337	762	106	425
Interest expense on deposits	27.3	53	-	7	-	4	-
Salaries and employee benefits	27.7 (g)	572	-	582	-	565	-
Interest income from loans and receivables	27.2	2	-	-	-	-	-
Other Related Interests							
Loans and receivables	27.2	(221)	23,205	2,511	23,426	1,903	20,915
Deposit liabilities	27.3	(3,917)	9,835	(54)	13,752	8,372	13,806
Interest income from loans and receivables	27.2	1,590	-	856	-	824	-
Interest expense on deposits	27.3	149	-	133	-	137	-
Occupancy and equipment-related expenses	27.7 (b)	403	-	524	-	12	-
Gain on assets sold	13	-	-	3,051	-	-	-

	Notes	Parent Company					
		2024		2023		2022	
		Amount of Transaction	Outstanding Balance	Amount of Transaction	Outstanding Balance	Amount of Transaction	Outstanding Balance
<i>(Amounts in PHP)</i>							
Stockholders							
Due from other banks	27.1	113	2,009	1,860	1,896	(2,299)	36
Loans and receivables	27.2	-	-	-	-	(96)	-
Deposit liabilities	27.3	(241)	3,269	840	3,510	670	2,670
Bills payable	27.6	710	14,870	14,160	14,160	-	-
Interest expense on deposits	27.3	215	-	60	-	46	-
Cash received from issuance of shares of stock	22.2	-	-	9,287	-	-	-

	Notes	Parent Company					
		2024		2023		2022	
		Amount of Transaction	Outstanding Balance	Amount of Transaction	Outstanding Balance	Amount of Transaction	Outstanding Balance
<i>(Amounts in PHP)</i>							
Subsidiaries							
Loans and receivables	27.2	(40)	-	40	40	-	-
Deposit liabilities	27.3	(1,031)	888	426	1,919	(1,159)	1,493
Interest expense on deposits	27.3	34	-	8	-	6	-
Dividend	12	167	160	92	-	71	-
Rental income	27.7 (a)	223	-	221	-	199	-
Occupancy and equipment-related expenses	27.7 (a)	169	-	176	-	162	-
Service and processing fees	27.7 (b)	909	-	744	-	650	-
Sale of investment securities	27.4	-	-	828	-	1,780	-
Purchase of investment securities	27.4	520	-	2	-	620	-
Assignment of receivables	11	(18)	87	(22)	105	-	127
Associates							
Loans and receivables	27.2	(104)	-	104	104	-	-
Deposit liabilities	27.3	6,236	6,905	553	669	15	116
Interest expense on deposits	27.3	83	-	12	-	2	-
Sale of investment securities	27.4	3,678	-	-	-	-	-
Purchase of investment securities	27.4	1,186	-	-	-	-	-
Service processing fees	27.5	45	45	-	-	-	-
Related Parties Under Common Ownership							
Loans and receivables	27.2	2,432	5,605	(424)	3,173	2,782	3,597
Deposit liabilities	27.3	5,953	19,182	6,204	13,229	2,112	7,025
Interest income from loans and receivables	27.2	326	-	176	-	98	-
Interest expense on deposits	27.3	1,035	-	105	-	56	-
Gain on assets sold	27.7 (f)	-	2,139	2,288	2,139	2,352	-
Occupancy and equipment-related expenses	27.7 (b)	1,445	-	1,418	-	1,061	-
Miscellaneous expenses – others	24.2	539	-	728	-	688	-

	Notes	Parent Company					
		2024		2023		2022	
		Amount of Transaction	Outstanding Balance	Amount of Transaction	Outstanding Balance	Amount of Transaction	Outstanding Balance
<i>(Amounts in PHP)</i>							
Key Management Personnel							
Loans and receivables	27.2	1	31	4	30	25	26
Deposit liabilities	27.3	(31)	727	345	758	107	413
Interest income from							
loans and receivables	27.2	2	-	-	-	-	-
Interest expense on deposits	27.3	53	-	7	-	4	-
Salaries and employee benefits	27.7 (g)	358	-	395	-	334	-
Other Related Interests							
Loans and receivables	27.2	(249)	23,150	2,501	23,399	2,368	20,898
Deposit liabilities	27.3	(3,915)	9,834	(49)	13,749	5,794	13,798
Interest income from							
loans and receivables	27.2	1,587	-	854	-	823	-
Interest expense on deposits	27.3	149	-	133	-	137	-
Occupancy and equipment-related expenses	27.7 (b)	367	-	489	-	12	-
Gain on assets sold	13	-	-	3,051	-	-	-

27.1 Due from Other Banks

The outstanding balances for due from other banks with certain Directors, Officers, Stockholders and Related Interests (DOSRI) as of and for the periods ended December 31, 2024, 2023 and 2022 amounted to P2,009, P1,896, and P36, respectively.

27.2 Loans and Receivables

The summary of the Group and Parent Company's significant transactions and the related outstanding balances for loans and receivables with its related parties as of and for the years ended December 31, 2024, 2023 and 2022 are as follows:

<u>Related Party Category</u> <i>(Amounts in PHP)</i>	Group			
	<u>Issuances</u>	<u>Repayments</u>	<u>Interest Income</u>	<u>Loans Outstanding</u>
2024:				
Associates	-	104	-	-
Related parties under common ownership	3,566	1,134	326	5,605
Key management personnel	6	9	2	35
Other related interests	4,338	4,559	1,590	23,205
	7,910	5,806	1,918	28,845
2023:				
Associates	104	-	-	104
Related parties under common ownership	700	1,124	176	3,173
Key management personnel	20	16	-	38
Other related interests	7,822	5,311	856	23,426
	8,646	6,451	1,032	26,741
2022:				
Stockholders	-	96	-	-
Related parties under common ownership	5,360	2,578	98	3,597
Key management personnel	26	1	-	34
Other related interests	4,276	2,373	824	20,915
	9,662	5,048	922	24,546

<u>Related Party Category</u>	<u>Parent Company</u>			
	<u>Issuances</u>	<u>Repayments</u>	<u>Interest Income</u>	<u>Loans Outstanding</u>
<i>(Amounts in PHP)</i>				
2024:				
Subsidiaries	-	40	-	-
Associates	-	104	-	-
Related parties under common ownership	3,566	1,134	326	5,605
Key management personnel	3	2	2	31
Other related interests	4,294	4,543	1,587	23,150
	<u>7,863</u>	<u>5,823</u>	<u>1,915</u>	<u>28,786</u>
2023:				
Subsidiaries	40	-	-	40
Associates	104	-	-	104
Related parties under common ownership	700	1,124	176	3,173
Key management personnel	4	-	-	30
Other related interests	7,797	5,296	854	23,399
	<u>8,645</u>	<u>6,420</u>	<u>1,030</u>	<u>26,746</u>
2022:				
Stockholders	-	96	-	-
Related parties under common ownership	5,360	2,578	98	3,597
Key management personnel	26	1	-	26
Other related interests	4,729	2,361	823	20,898
	<u>10,115</u>	<u>5,036</u>	<u>921</u>	<u>24,521</u>

In the ordinary course of business, the Group has loan transactions with each other, their other affiliates, and with certain DOSRIs. Under existing policies of the Group, these loans are made substantially on the same terms as loans to other individuals and businesses of comparable risks.

As of December 31, 2024, 2023 and 2022, the Group and Parent Company is in compliance with these regulatory requirements.

As of December 31, 2024, 2023 and 2022, the Group has not recognized impairment loss on loans and receivables from DOSRI.

27.3 Deposit Liabilities

The summary of the Group and Parent Company's significant transactions and the related outstanding balances for deposit liabilities with its related parties as of and for the years ended December 31, 2024, 2023 and 2022 are as follows (see Note 17):

Related Party Category <i>(Amounts in PHP)</i>	Group			Outstanding Balance
	Deposits	Withdrawals	Interest Expense	
2024:				
Stockholders	8,414	8,653	216	3,277
Associates	394,155	387,919	83	6,905
Related parties under common ownership	488,561	482,608	1,035	19,182
Key management personnel	16,524	16,557	53	729
Other related interests	213,328	217,245	149	9,835
	<u>1,120,982</u>	<u>1,112,982</u>	<u>1,536</u>	<u>39,928</u>
2023:				
Stockholders	10,511	9,665	60	3,516
Associates	49,646	49,093	12	669
Related parties under common ownership	200,946	194,742	105	13,229
Key management personnel	862	525	7	762
Other related interests	192,634	192,688	133	13,752
	<u>454,599</u>	<u>446,713</u>	<u>317</u>	<u>31,928</u>
2022:				
Stockholders	10,299	9,629	46	2,670
Associates	48,691	48,658	2	116
Related parties under common ownership	198,903	194,894	56	7,025
Key management personnel	844	738	4	425
Other related interests	191,435	183,063	137	13,806
	<u>450,172</u>	<u>436,982</u>	<u>245</u>	<u>24,042</u>

<u>Related Party Category</u>	<u>Parent Company</u>			
	<u>Deposits</u>	<u>Withdrawals</u>	<u>Interest Expense</u>	<u>Outstanding Balance</u>
<i>(Amounts in PHP)</i>				
2024:				
Stockholders	8,412	8,653	215	3,269
Subsidiaries	150,483	151,514	34	888
Associates	394,155	387,919	83	6,905
Related parties under common ownership	488,561	482,608	1,035	19,182
Key management personnel	16,526	16,557	53	727
Other related interests	213,330	217,245	149	9,834
	<u>1,271,467</u>	<u>1,264,496</u>	<u>1,569</u>	<u>40,805</u>
2023:				
Stockholders	10,505	9,665	60	3,510
Subsidiaries	144,725	144,299	8	1,919
Associates	49,646	49,093	12	669
Related parties under common ownership	200,946	194,742	105	13,229
Key management personnel	862	517	7	758
Other related interests	192,634	192,683	133	13,749
	<u>599,318</u>	<u>590,999</u>	<u>325</u>	<u>33,834</u>
2022:				
Stockholders	10,299	9,629	46	2,670
Subsidiaries	141,887	143,046	6	1,493
Associates	48,673	48,658	2	116
Related parties under common ownership	197,006	194,894	56	7,025
Key management personnel	845	738	4	413
Other related interests	188,857	183,063	137	13,798
	<u>587,567</u>	<u>580,028</u>	<u>251</u>	<u>25,515</u>

Deposit liabilities transactions with related parties have similar terms with third party depositors.

27.4 Sale and Purchase of Securities

The Parent Company and certain subsidiaries engage in the trading of investment securities as counterparties to the transaction. These transactions are priced similar to transactions with other counterparties outside the Group and there are no unsettled transactions as of the end of each reporting period.

27.5 Retirement Fund

The Parent Company and certain subsidiaries' retirement funds covered under their post-employment plan maintained for qualified employees are administered and managed by RTC in accordance with the respective trust agreements covering the plan.

The retirement funds have transactions with the Group and Parent Company as of December 31, 2024, 2023 and 2022 as follows:

Nature of Transactions	Group		Parent Company	
	Net Amount Transaction	Outstanding Balance	Net Amount Transaction	Outstanding Balance
<i>(Amounts in PHP)</i>				
2024:				
Investment in common shares of Parent Company	32	425	31	418
Deposits with the Parent Company	2	40	-	-
Fair value gains	32	-	31	-
Post-employment benefit asset	120	2,745	81	2,746
2023:				
Investment in common shares of Parent Company	(862)	393	(862)	387
Investments in corporate debt securities of Parent Company	(2)	-	-	-
Deposits with the Parent Company	4	38	(4)	-
Fair value gains	(12)	-	(12)	-
Interest income	2	-	-	-
Post-employment benefit asset	3,127	2,625	3,127	2,665
2022:				
Investment in common shares of Parent Company	215	1,255	214	1,249
Investments in corporate debt securities of Parent Company	(2)	2	-	-
Deposits with the Parent Company	(49)	34	(49)	4
Fair value gains	1	-	191	-
Interest income	1	-	-	-

On March 16, 2023, the Bank transferred and leased back certain real estate properties to Frame Properties, Inc. for a 100% ownership in the latter, which was subsequently transferred to the post-employment defined benefit plan as contribution to the plan assets (see Notes 13 and 23.2). The sale qualified as a sale and leaseback and was accounted under PFRS 16. Right-of-use asset and lease liability recognized amounted to P554 and P1,915, respectively. Lease payments made on the lease amounted to P361 and P321 during 2024 and 2023, respectively.

The carrying amount and the composition of the plan assets as of December 31, 2024, 2023 and 2022 are disclosed in Note 23.2. Investments in corporate debt securities include LTNCD issued by the Parent Company.

The information on the Group and Parent Company's contributions to the retirement fund and benefit payments through the fund are disclosed in Note 23.2.

The retirement fund neither provides any guarantee or surety for any obligation of the Group nor its investments in its own shares of stock covered by any restriction and liens.

27.6 Bills Payable

The outstanding balances for bills payable with its related parties as of December 31, 2024 and 2023 amounted to P14,870 and P14,160, respectively.

27.7 Other Related Party Transactions

(a) Sale of ATYC to ATYCI

In 2022, the Parent Company sold to ATYCI and immediately leased back from the later a portion of its bank premises and investment properties pertaining to ATYC (see Notes 13 and 14).

(b) Lease Contracts with ATYCI and RRC and Sublease Agreement with Subsidiaries

The Parent Company and certain subsidiaries occupy several floors of RCBC Plaza as leaseholders of RRC [see Note 28.2(b)]. In October 2022, the Parent Company entered into a five-year lease agreement with ATYCI [see Notes 13 and 27.7 (a)]. Amortization of right-of-use of asset amounted to P553, P719 and P400 for the years ended December 31, 2024, 2023 and 2022, respectively, and are presented as part of Depreciation and Amortization account in the statements of profit or loss. The Parent Company's lease contract with RRC and ATYCI is effective until December 31, 2025 and September 30, 2027, respectively.

The Parent Company entered into sublease agreements with certain subsidiaries which occupy several floors of RCBC Plaza. Rental income by Parent Company related to these sublease arrangements is included as part of Rentals under the Miscellaneous Income account in the statements of profit or loss (see Notes 14.2 and 24.1). The outstanding receivable on the lease contracts, if any, is presented as part of Accounts receivable under Loans and Receivables account in the statements of financial position (see Note 11). The related outstanding receivable is unsecured, noninterest-bearing and payable in cash on demand. Management believes that the receivables on the sublease agreements are fully recoverable.

(c) Service Agreement with RBSC

The Parent Company has Service Agreement (the Agreement) with RBSC, wherein RBSC shall provide the Parent Company with marketing, distribution, technical, collection and selling assistance and processing services in connection with the operation of the Parent Company's credit card, and personal and salary loans business. The total service processing fees incurred by the Parent Company is recognized as part of the Service and processing fees under the Miscellaneous expenses account in the statements of profit or loss (see Note 24.2). The outstanding payable related to the service agreement is presented as part of Accounts payable under Other Liabilities account in the statements of financial position (see Note 21). The related outstanding payable is unsecured, noninterest-bearing and payable in cash on demand.

(d) *Increase in Shareholding of SMBC*

On November 2, 2022, the Bank's BOD approved the increase in shareholding of SMBC, an existing shareholder of 4.99% of the total outstanding common stock of the Bank, to 20% through the combined sale of subscription of an aggregate of 382 common stock to SMBC, partly coming from the reissuance of treasury shares and issuance of new common stock, at the price of P71 per share. The additional capital infusion was made on July 31, 2023 (see Notes 22.1 and 22.2).

(e) *Donation of Properties from NPFI to RCBC*

On July 7, 2023, NPFI executed a deed of donation transferring to the Parent Bank certain real estate properties with a carrying amount of P2. On November 6, 2023, these properties were subsequently sold by the Parent Bank to PMMIC for a total consideration amounting to P57.

(f) *Sale of Tarlac Property to a Subsidiary of HOI*

On December 29, 2023, the Parent Company sold a property located in Tarlac with a selling price of P2,673 and a carrying amount of P385 resulting to a P2,288 gain, presented as part of Gain on assets sold – net under Other Operating Income in the 2023 statement of profit or loss (see Notes 15.1 and 30).

(g) *Key Management Personnel Compensation*

The breakdown of key management personnel compensation follows:

	Group		
	<u>2024</u>	<u>2023</u>	<u>2022</u>
<i>(Amounts in PHP)</i>			
Short-term employee benefits	546	566	555
Post-employment defined benefits	26	16	10
	<u>572</u>	<u>582</u>	<u>565</u>
	Parent Company		
	<u>2024</u>	<u>2023</u>	<u>2022</u>
Short-term employee benefits	<u>358</u>	<u>395</u>	<u>334</u>

(h) *Lease Contracts with Frame Properties, Inc.*

The Parent Company and certain subsidiaries leases office spaces and parking space from Frame Properties, Inc. In March 31, 2023, the Parent Company entered into a five-year lease agreement with Frame Properties, Inc.

In 2024, the Bank amended its lease contract with Frame Properties, Inc. to revise area occupied and lease rate for selected properties resulting in a reduction in right-of-use asset and lease liability amounting to P9 and P41, respectively.

Amortization of right-of-use of asset amounted to P227 and P199 for the years ended December 31, 2024 and 2023, respectively, and are presented as part of Depreciation and Amortization account in the statements of profit or loss. The Parent Company's lease contract with Frame Properties, Inc. is effective until March 30, 2028.

28. COMMITMENTS AND CONTINGENCIES

In the normal course of operations of the Group and Parent Company, there are various outstanding commitments and contingent liabilities such as guarantees, commitments to extend credit, tax assessments, claims from customers and third parties, etc., with amounts not reflected in the financial statements. Management does not anticipate losses from these transactions that will adversely affect the Group's and Parent Company's operations.

In the opinion of management, the suits and claims arising from the normal course of operations of the Group and Parent Company that remain unsettled, if decided adversely, will not involve sums that would have material effect on the Group's and Parent Company's financial position or operating results.

28.1 Alleged Unauthorized Transfer of Funds – Bank of Bangladesh

In February 2016, four (4) allegedly unauthorized fund transfers were made into four (4) accounts with the Bank from Bangladesh Bank's account with the Federal Reserve Bank of New York (NY Fed), before being further dispersed to other banks and casinos.

In August 2016, the MB imposed a P1,000 fine upon the Bank, which it paid in full, without any effect on its ability to perform its existing obligations or its operations.

28.1.1 U.S. Litigation Relating to the Bangladesh Bank Incident

Failing to prosecute the Bank under the Federal Racketeer Influence and Corrupt Organizations Act, Bangladesh Bank initiated a second complaint before the New York State Court (NY State Court) on May 27, 2020. The Bank has since sought the dismissal of this second case, citing (a) New York's lack of personal jurisdiction over it; (b) the impropriety of New York as a forum, given the ongoing related proceedings in the Philippines and the location of material witnesses/evidence; and (c) the untenable nature of the fraud charge against the Bank due to the lack of any fiduciary duty to Bangladesh Bank.

In a Decision/Order dated January 13, 2023, the NY State Court denied the Bank's Motion to Dismiss, ruling, among others, that (a) it has jurisdiction over the case, as the Bank's mere act of maintaining correspondent accounts in New York is purportedly tantamount to conducting business in the said jurisdiction; (b) it is irrelevant that the Bank was not the entity which initiated the transfer of funds; (c) the NY State Court will properly focus on the theft which occurred in New York and not the laundering of the funds stolen; and (c) the location of the witnesses/documents favor New York.

The Bank timely filed its Answer within the extension period granted by the NY State Court. The Bank likewise participated in the May 16, 2023 court-mandated mediation; which, however, failed and was terminated. The parties are currently availing of the different modes of discovery as directed by the NY State Court, the deadline of which is now on May 7, 2025. Thereafter, Depositions are expected to commence on May 12, 2025.

28.1.2 U.S. Appellate Litigation at the Supreme Court of the State of New York Appellate Division, First Judicial Department (the NY Appellate Division, First Judicial Department) relating to the Bangladesh Bank Incident

The Bank filed its appeal on the aforesaid January 13, 2023 Decision/Order of the NY State Court, and timely filed its Appellant's Brief on July 19, 2023. The Bank argued that, in denying its Motion to Dismiss, the NY State Court practically reversed its earlier Decision/rulings on the very same issues which had resulted in the dismissal of the case against the Philippine casinos.

The Bank further pointed out that (a) the NY Appellate Division, First Judicial Department in *Bangladesh Bank v. Rizal Commercial Banking Corp.* 216 AD 3d590 (the *Bloomberry* case) has affirmed (1) the correctness of the aforesaid dismissal, as with the NY State Court's ruling that New York does not have a substantial nexus to the action; and (2) that the Philippines is a viable alternate forum; and (b) given the lack of material distinction between the facts/circumstances of the now-final Decision in the *Bloomberry* case and the Bank's case, the assailed NY State Court's Decision/Order dated January 13, 2023 violates the said judicial precedent and must be set aside.

Bangladesh Bank, on the other hand, (a) made it appear that the NY Fed was the target of the supposed conspirators when (1) its Complaint states otherwise; and (2) the NY Fed, in the *Bloomberry* case, stated that there was no evidence of any attempt to actually penetrate the Federal Reserve System or that the same was compromised; (b) now claimed that it is a quasi in rem resident of New York via its ownership of a bank account in New York with hundreds of millions of dollars; and (c) tried to downplay the significance of the *Bloomberry* case Decision, claiming that the Philippine casinos were involved in money laundering while the Bank was involved in the conspiracy and theft of funds.

In a Decision and Order dated 29 February 2024, the Appellate Division, First Judicial Department of the Supreme Court of the State of New York (the "Appellate Court") dismissed three (3) causes of action (i.e., conversion aiding and abetting conversion, and conspiracy to commit conversion) against the Bank and its impleaded officers.

The Appellate Court likewise dismissed the case against four of the Bank's officers. It was held, however, that the case can proceed against the Bank and the remaining defendants on the other causes of action.

Appeals were filed but all were denied. No further development is expected in this case. This appeal is now considered closed.

28.1.3 Philippine Litigation Relating to the Bangladesh Bank Incident

After initially issuing differing rulings on whether Bangladesh Bank was properly served with summons and even dismissing the case, the Makati Trial Court, in its Resolution dated May 31, 2023, (a) reinstated the same; and (b) deputized Bangladesh Bank's Philippine counsel to serve summons upon its client, citing Sec. 13, Rule 14 of the 2019 Amendments to the 1997 Rules of Civil Procedure. The Makati Trial Court reiterated this ruling in its Resolution dated October 11, 2023, which denied Bangladesh Bank's Motion for Reconsideration. Instead of appealing the resolution of the Makati Trial Court, Bangladesh Bank filed a Memorandum of Authorities dated 7 December 2023. In an Order dated 27 February 2024, the Makati Trial Court held that the matter regarding Bangladesh Bank's state immunity is deemed submitted for resolution.

RCBC continues to deny liability and is vigorously defending itself against Bangladesh Bank's claims. As discussed above, the Court has dismissed several causes of action asserted against RCBC. Discovery is ongoing and the parties will continue to exchange documents and proceed to depositions over the next several months. To date, document discovery by the parties does not clearly establish that RCBC officers or directors engaged in or had knowledge of the intentional wrongdoing alleged by Bangladesh Bank.

Except for the matters discussed above, the Bank is not aware of any suits and claims by or against it or its subsidiaries, which if decided adversely, would have a material effect on its financial position or operating results.

28.2 Lease Commitments – Group as a Lessor

a. Finance Lease

The Group, as a lessor, enters into finance leases covering various equipment and vehicles with lease term ranging one to more than five years. To manage its risks over these finance leases, the Group retains its legal title over the underlying assets and are used as securities over the finance lease receivables. The Group's future minimum lease payments receivable (MLPR) under this finance lease together with the present value of net minimum lease payments receivable (NMLPR) are shown below:

	2024		2023	
	Future MLPR	PV of NMLPR	Future MLPR	PV of NMLPR
<i>(Amounts in PHP)</i>				
Within one year	145	138	244	233
After one year but not more than two years	741	641	521	474
After two years but not more than three years	268	231	622	531
After three years but not more than four years	15	12	143	117
After four years but not more than five years	190	151	289	222
More than five years	39	29	13	10
Total MLPR	1,398	1,202	1,832	1,587
Unearned lease income	(196)	-	(245)	-
Present value of MLPR	1,202	1,202	1,587	1,587

The only change in the carrying amount of the net investment in finance leases during the year is the amortization of finance income. The net investment relating to this finance lease is presented as Lease contract receivables under Loans and Receivables account in the statements of financial position (see Note 11). The interest income from the finance leases amount to P226, P323, and P202 in 2024, 2023 and 2022, respectively, and is presented as part of is recognized as part of Interest Income in the statements of profit or loss (see Note 11).

b. Operating Lease

Prior to the sale of the ATYC, the Group and Parent Company has entered into various lease contracts related to this property, with lease terms ranging from one to five years and with monthly rent depending on market price with 6% escalation rate every year. Moreover, RRC entered into several lease agreements for lease of machineries and equipment for a period of one to more than five years. Total rent income earned from these leases amounted to P283, P424, and P872 in 2024, 2023, and 2022, respectively, which are presented as Rentals under the Miscellaneous Income account in the statements of profit or loss (see Note 24.1).

The Group is subject to risk incidental to the leasing operations which include, among others, changes in the market rental rates, inability to renew leases upon lease expiration and inability to collect rent from lessees due to bankruptcy or insolvency of lessees. To mitigate these risks, lessees pay guarantee deposit ranging from 10% to 20% of the value of the leased assets, which is forfeited in case a lessee pre-terminates without prior notice or before the expiry of lease terminate without cause.

There are no variable lease rentals as of December 31, 2024, 2023, and 2022. The Group's and Parent Company's future minimum rental receivables under this non-cancellable operating lease arrangement are as follows:

	Group		
	<u>2024</u>	<u>2023</u>	<u>2022</u>
<i>(Amounts in PHP)</i>			
Within one year	326	338	598
After one year but not more than two years	140	312	444
After two years but not more three five years	45	126	392
After three years but not more than four years	16	31	173
After four years but not more than five years	3	7	13
	<u>530</u>	<u>814</u>	<u>1,620</u>

28.3 Capital Commitments

As of December 31, 2024 and 2023, the Group and Parent bank has no contractual commitment for the acquisition of Bank premises, furniture, fixtures and equipment, Intangible assets, and Investment properties (see Notes 13, 14 and 15).

29. EARNINGS PER SHARE

The following shows the Group's profit and per share data used in the basic and diluted EPS computations for the three years presented:

	<u>2024</u>	<u>2023</u>	<u>2022</u>
<i>(Amounts in PHP)</i>			
Net profit attributable to Parent Company's shareholders	9,520	12,218	12,080
Dividends paid to preferred shareholders and distributions allocated to holders of hybrid perpetual securities	<u>(1,096)</u>	<u>(1,068)</u>	<u>(1,037)</u>
	<u>8,424</u>	<u>11,150</u>	<u>11,043</u>
Weighted average number of outstanding common shares of stock	<u>2,420</u>	<u>2,198</u>	<u>2,037</u>
Basic and diluted EPS	<u>3.48</u>	<u>5.07</u>	<u>5.42</u>

The convertible preferred shares did not have a significant impact on the EPS for each of the periods presented. The Group and the Parent Company has no potential dilutive shares as of the end of each reporting period.

30. SUPPLEMENTARY INFORMATION TO STATEMENTS OF CASH FLOWS

Significant non-cash transactions of the Group and the Parent Company include additional leases under PFRS 16 as discussed in Notes 13 and 27; disposals of bank premises and investment properties as discussed in Notes 13 and 14; sale and leaseback of properties to Frame Properties, Inc. for a 100% ownership which was subsequently transferred to retirement fund as discussed in Notes 13 and 27.4; reclassifications between investment properties to NCAHS as discussed in Notes 14 and 15; additions of real properties, chattel properties and other assets through foreclosures, dacion in payment and repossessions as discussed in Notes 14.1 and 15; and, partial settlement of certain loan in exchange of equity securities as discussed in Note 15.

In 2023, the Parent Company sold a property located in Tarlac with a total selling price of P2,673, which is paid partly in cash and through issuance of sales contract receivables [see Notes 15.1 and 27.7 (f)]. In 2022, the Parent Company disposed of a portion of its bank premises and investment properties with total selling price P6,065, which is paid partly in cash and through issuance of notes receivables [see Notes 11, 13, 14 and 27.7(a)].

On July 14, 2023, the Parent Company sold NPHI and Cajel to FLI for a total consideration price of P544, broken down into cash amounting to P190 and loans receivable amounting to P364 (see Note 12).

Presented below is the reconciliation of the Group and Parent Company's liabilities arising from financing activities, which includes both cash and non-cash changes.

	Group				
	Bills Payable <small>(see Note 18)</small>	Bonds Payable <small>(see Note 19)</small>	Lease Liability <small>(see Note 21)</small>	Hybrid Perpetual Securities <small>(see Note 22.4)</small>	Total Financing Activities
<i>(Amounts in PHP)</i>					
Balance at January 1, 2024	50,858	34,939	6,687	14,463	106,947
Cash flow from financing activities:					
Availments/proceeds from issuance	43,948	23,138	-	-	67,086
Payments/redemption	(10,232)	(31,542)	(2,366)	-	(44,140)
Non-cash financing activities:					
Additional lease liabilities	-	-	669	-	669
Lease termination	-	-	(12)	-	(12)
Foreign exchange gains	2,042	718	-	-	2,760
Amortization of discount and interest	-	(114)	364	-	250
FV Hedge – bonds payable	-	(204)	-	-	(204)
Balance at December 31, 2024	86,616	26,935	5,342	14,463	133,356
Balance at January 1, 2023	66,660	74,411	5,500	14,463	161,034
Cash flow from financing activities:					
Availments/proceeds from issuance	15,333	-	-	-	15,333
Payments/redemption	(29,767)	(39,041)	(2,131)	-	(70,939)
Non-cash financing activities:					
Additional lease liabilities	-	-	2,983	-	2,983
Foreign exchange losses	(1,368)	(450)	-	-	(1,818)
Amortization of discount and interest	-	19	335	-	354
Balance at December 31, 2023	50,858	34,939	6,687	14,463	106,947
Balance at January 1, 2022	55,904	87,215	4,050	14,463	161,632
Cash flow from financing activities:					
Availments/proceeds from issuance	62,142	14,756	-	-	76,898
Payments/redemption	(52,865)	(31,170)	(2,265)	-	(86,300)
Non-cash financing activities:					
Additional lease liabilities	-	-	3,526	-	3,526
Foreign exchange gains	1,479	3,567	-	-	5,046
Amortization of discount and interest	-	43	189	-	232
Balance at December 31, 2022	66,660	74,411	5,500	14,463	161,034

	Parent Company				
	Bills Payable (see Note 18)	Bonds Payable (see Note 19)	Lease Liability (see Note 21)	Hybrid Perpetual Securities (see Note 22.4)	Total Financing Activities
<i>(Amounts in PHP)</i>					
Balance at January 1, 2024	43,957	34,939	7,029	14,463	100,388
Cash flow from financing activities:					
Availments/proceeds from issuance	41,100	23,138	-	-	64,238
Payments/redemption	(6,171)	(31,542)	(2,283)	-	(39,996)
Non-cash financing activities:					
Additional lease liabilities	-	-	456	-	456
Lease termination	-	-	(12)	-	(12)
Foreign exchange gains	2,042	718	-	-	2,760
Amortization of discount and interest	-	(114)	351	-	237
FV Hedge – bonds payable	-	(204)	-	-	(204)
Balance at December 31, 2024	80,928	26,935	5,541	14,463	127,867
Balance at January 1, 2023	58,391	74,411	5,913	14,463	153,178
Cash flow from financing activities:					
Availments/proceeds from issuance	15,333	-	-	-	15,333
Payments/redemption	(28,399)	(39,041)	(2,044)	-	(69,484)
Non-cash financing activities:					
Additional lease liabilities	-	-	2,976	-	2,976
Lease termination	-	-	(178)	-	(178)
Foreign exchange losses	(1,368)	(450)	-	-	(1,818)
Amortization of discount and interest	-	19	362	-	381
Balance at December 31, 2023	43,957	34,939	7,029	14,463	100,388
Balance at January 1, 2022	46,399	87,215	4,479	14,463	152,556
Cash flow from financing activities:					
Availments/proceeds from issuance	55,380	14,756	-	-	70,136
Payments/redemption	(44,867)	(31,170)	(2,189)	-	(78,226)
Non-cash financing activities:					
Additional lease liabilities	-	-	3,551	-	3,551
Foreign exchange gains	1,479	3,567	-	-	5,046
Amortization of discount and interest	-	43	72	-	115
Balance at December 31, 2022	58,391	74,411	5,913	14,463	153,178

31. MATURITY ANALYSIS OF ASSETS AND LIABILITIES

The table below and in the succeeding page shows an analysis of assets and liabilities analyzed according to when they are expected to be recovered or settled:

	2024					
	Group			Parent Company		
	Within One Year	Beyond One Year	Total	Within One Year	Beyond One Year	Total
<i>(Amounts in PHP)</i>						
Financial Assets						
Cash and other cash items	23,003	-	23,003	22,907	-	22,907
Due from BSP	71,235	43,995	115,230	69,459	43,304	112,763
Due from other banks	14,569	-	14,569	14,433	-	14,433
Interbank loans receivables	32,567	-	32,567	32,567	-	32,567
Financial assets at FVTPL	10,234	-	10,234	9,525	-	9,525
Financial assets at FVOCI - net	95,890	62,740	158,630	95,215	62,739	157,954
Investments at amortized cost - net	18,349	241,873	260,222	17,515	241,872	259,387
Loans and other receivables - net	70,547	639,383	709,930	69,330	634,634	703,964
Other resources - net	1,688	-	1,688	1,669	-	1,669
	<u>338,082</u>	<u>987,991</u>	<u>1,326,073</u>	<u>332,620</u>	<u>982,549</u>	<u>1,315,169</u>
Non-financial Assets						
Investment in subsidiaries and associates - net	-	600	600	-	6,720	6,720
Bank premises, furniture, fixtures and equipment - net	-	8,033	8,033	-	7,060	7,060
Investment properties - net	-	695	695	-	695	695
Deferred tax asset - net	-	6,052	6,052	-	5,578	5,578
Other resources - net	16,419	2,281	18,700	15,305	2,625	17,930
	<u>16,419</u>	<u>17,661</u>	<u>34,080</u>	<u>15,305</u>	<u>22,678</u>	<u>37,983</u>
	<u>354,501</u>	<u>1,005,652</u>	<u>1,360,153</u>	<u>347,925</u>	<u>1,005,227</u>	<u>1,353,152</u>
Financial Liabilities						
Deposit liabilities	239,203	783,591	1,022,794	238,557	784,180	1,022,737
Bills payable	66,874	19,742	86,616	65,412	15,516	80,928
Bonds payable	-	26,935	26,935	-	26,935	26,935
Accrued interest and other expenses	8,342	2,024	10,366	9,431	1,881	11,312
Other liabilities	11,360	38,952	50,312	11,360	38,077	49,437
	<u>325,779</u>	<u>871,244</u>	<u>1,197,023</u>	<u>324,760</u>	<u>866,589</u>	<u>1,191,349</u>
Non-financial Liabilities						
Accrued interest and other expenses	1,294	-	1,294	7	-	7
Other liabilities	3,338	-	3,338	3,314	-	3,314
	<u>4,632</u>	<u>-</u>	<u>4,632</u>	<u>3,321</u>	<u>-</u>	<u>3,321</u>
	<u>330,411</u>	<u>871,244</u>	<u>1,201,655</u>	<u>328,081</u>	<u>866,589</u>	<u>1,194,670</u>

	2023					
	Group			Parent Company		
	Within One Year	Beyond One Year	Total	Within One Year	Beyond One Year	Total
<i>(Amounts in PHP)</i>						
<i>Financial Assets</i>						
Cash and other cash items	19,875	-	19,875	19,812	-	19,812
Due from BSP	94,369	57,393	151,762	93,714	57,057	150,771
Due from other banks	14,526	366	14,892	14,630	-	14,630
Loans and receivables arising from reverse repurchase agreements	35,799	-	35,799	34,948	-	34,948
Interbank loans receivables	27,780	-	27,780	27,780	-	27,780
Financial assets at FVTPL	7,166	4,612	11,778	6,342	4,612	10,954
Financial assets at FVOCI - net	2,256	80,181	82,437	3,814	77,943	81,757
Investments at amortized cost - net	4,385	232,142	236,527	386	235,346	235,732
Loans and other receivables - net	68,481	553,668	622,149	67,251	548,650	615,901
Other resources - net	1,459	-	1,459	1,457	-	1,457
	<u>276,096</u>	<u>928,362</u>	<u>1,204,458</u>	<u>270,134</u>	<u>923,608</u>	<u>1,193,742</u>
<i>Non-financial Assets</i>						
Investment in subsidiaries and associates - net	-	509	509	-	6,401	6,401
Bank premises, furniture, fixtures and equipment - net	-	9,129	9,129	-	7,805	7,805
Investment properties - net	-	543	543	-	543	543
Deferred tax asset - net	-	5,775	5,775	-	5,351	5,351
Other resources - net	12,764	5,154	17,918	12,523	4,525	17,048
	<u>12,764</u>	<u>21,110</u>	<u>33,874</u>	<u>12,523</u>	<u>24,625</u>	<u>37,148</u>
	<u>288,860</u>	<u>949,472</u>	<u>1,238,332</u>	<u>282,657</u>	<u>948,233</u>	<u>1,230,890</u>
<i>Financial Liabilities</i>						
Deposit liabilities	199,862	756,850	956,712	199,179	758,190	957,369
Bills payable	44,991	5,867	50,858	42,314	1,643	43,957
Bonds payable	30,809	4,130	34,939	30,809	4,130	34,939
Accrued interest and other expenses	5,985	4,760	10,745	5,695	4,780	10,475
Other liabilities	19,252	9,428	28,680	18,665	9,243	27,908
	<u>300,899</u>	<u>781,035</u>	<u>1,081,934</u>	<u>296,662</u>	<u>777,986</u>	<u>1,074,648</u>
<i>Non-financial Liabilities</i>						
Accrued interest and other expenses	1,337	-	1,337	1,311	-	1,311
Other liabilities	2,747	39	2,786	2,665	-	2,665
	<u>4,084</u>	<u>39</u>	<u>4,123</u>	<u>3,976</u>	<u>-</u>	<u>3,976</u>
	<u>304,983</u>	<u>781,074</u>	<u>1,086,057</u>	<u>300,638</u>	<u>777,986</u>	<u>1,078,624</u>

32. OTHER MATTERS

32.1 Impact of Global Conflicts

The ongoing Russia-Ukraine war since February 24, 2022 led to higher global crude oil and other commodity prices in 2022 which partly bloated the Philippines' imports and trade deficit to record levels. This resulted in elevated inflation worldwide which triggered aggressive Federal rate hikes that supported a strong U.S. dollar earlier in 2022.

This event prompted BSP to implement local policy rate hikes totaling 350 basis points in 2022 and another 50 bps this February 2023 to temper the high domestic inflation and be in sync with US Federal hikes to help manage the peso exchange rate. Further, the BSP also made a surprise 25 basis points off-cycle rate hike effective October 27, 2023, after the Israel-Hamas war started on October 7, 2023; for a total of rate hikes of 450 basis points since May 2022.

The increase in BSP policy rates resulted in higher cost of deposits. It has also led to unrealized mark-to-market losses in FVOCI portfolio which fluctuates according to market condition; unless sold, these losses are recorded as part of the other comprehensive income or loss under Statement of comprehensive income.

The Group has implemented strategies to mitigate the increase in cost by issuances of loans with higher rates and growing low-cost deposits. BSP has already cut policy rates by 75 basis points in 2024 and is seen to continue rate cuts in 2025, although at a slower pace.

32.2 Issuance of Sustainability Bonds

On January 22, 2025, the Group priced a USD350 5-year and 1-day Senior Unsecured Fixed Rate Sustainability Bonds via a drawdown under its USD4,000 Medium Term Note Program.

The net proceeds from the issue of the Notes will be applied by the Group to support and finance its loans to customers or its own operating activities in eligible green and social categories as defined in the Group's Sustainable Finance Framework.

32.3 Dividend Declaration on Hybrid Perpetual Securities

On January 27, 2025, the BOD approved the dividend declaration amounting to USD9.75 payable on February 27, 2025. This dividend declaration is relative to the Bank's USD300 non-cumulative hybrid perpetual securities payable on a semi-annual basis.

33. SUPPLEMENTARY INFORMATION REQUIRED BY THE BSP

Presented below are the supplementary information required by the BSP under Section 174 (Appendix 55) of the BSP MORB to be disclosed as part of the notes to financial statements based on BSP Circular No. 1074, *Amendments to Regulations on Financial Audit of Banks*.

(a) Selected Financial Performance Indicators

The following basic ratios measure the financial performance of the Group and the Parent Company:

	<u>2024</u>	<u>Group 2023</u>	<u>2022</u>
Return on average equity			
<u>Net profit</u>	6.03%	9.53%	11.24%
Average total equity			
Return on average resources			
<u>Net profit</u>	0.75%	1.06%	1.20%
Average total resources			
Net interest margin			
<u>Net interest income</u>	3.88%	3.43%	3.70%
Average interest earning resources			

	Parent Company		
	2024	2023	2022
Return on average equity			
<u>Net profit</u> Average total equity	6.03%	9.52%	11.24%
Return on average resources			
<u>Net profit</u> Average total resources	0.76%	1.07%	1.21%
Net interest margin			
<u>Net interest income</u> Average interest earning resources	3.85%	3.39%	3.70%

(b) *Capital Instruments Issued*

(i) *Common Stock*

As of December 31, 2024, the Parent Company's common stock amounted to P24,195 representing 2,419,536,359 issued common shares as compared to December 31, 2023 common stock amounted to P24,195 representing 2,419,536,120 common shares.

On July 31, 2023, the Bank received a total consideration amount of P27,125 as a capital infusion coming from SMBC which involved issuance of common shares amounting to P1,686 and reissuance of the treasury at cost amounting to P9,287 (see Note 22.3). The investment of SMBC resulted in a net increase of the additional paid in capital account of the Bank amounting to P15,735, coming from the excess of the consideration received over the par value of common stock and cost of treasury shares amounting to P16,152 and directly attributable transaction costs amounting to P417.

(ii) *Preferred Stock*

As of December 31, 2024 and 2023, the Parent Company's issued and outstanding preferred stock amounted to P3 representing 266,194 preferred shares. These preferred shares are voting, non-cumulative, non-redeemable, participating and convertible into common stock.

(iii) *Hybrid Perpetual Securities*

In August 27, 2020, the Parent Company issued USD300 non-cumulative, unsecured, subordinated AT1 capital securities. The capital securities are perpetual in respect of which there is no fixed redemption date. The Parent Company may redeem the capital securities only in certain circumstances as described in the conditions of the securities and with prior written consent of BSP. Distributions are non-cumulative and payable semi-annually in arrear at a rate of 6.5%. Certain conditions provide for circumstances under which the Parent Company will not be obliged to pay any distribution on the applicable payment date.

(c) *Significant Credit Exposures for Loans*

The Group and Bank's concentration of credit as to industry for its receivables from customers gross of allowance for ECL is reflected below and in the succeeding page. This table also includes the industry groups above the 10% of Tier 1 capital of the Group and the Parent Bank amounting to P13,315 and P12,943, respectively, as of December 31, 2024, and P12,943 and P12,608, respectively, as of December 31, 2023.

	Group			
	2024		2023	
	Amount	Share	Amount	Share
<i>(Amounts in PHP)</i>				
Credit cards	110,453	16%	74,667	12%
Housing	98,954	14%	80,864	13%
Real estate, renting and other related activities	93,193	13%	100,969	16%
Financial intermediaries	72,473	10%	49,479	8%
Wholesale and retail trade	72,324	10%	63,963	10%
Electricity, gas and water	69,851	10%	70,407	11%
Auto	62,472	9%	43,257	7%
Manufacturing (various industries)	47,839	7%	58,061	9%
Transportation and communication	47,554	7%	53,146	9%
Consumer*	10,090	1%	3,117	1%
Mining and quarrying	4,581	1%	2,243	-
Agriculture, fishing, and forestry	4,075	1%	5,076	1%
Hotels and restaurants	3,972	-	4,079	1%
Other community, social and personal activities	2,461	-	2,847	0%
Others	10,342	1%	9,747	2%
	710,634	100%	621,922	100%

	Parent Company			
	2024		2023	
	Amount	Share	Amount	Share
<i>(Amounts in PHP)</i>				
Credit cards	110,453	16%	74,667	12%
Housing	98,940	14%	80,855	13%
Real estate, renting and other related activities	92,202	13%	99,982	16%
Financial intermediaries	72,467	10%	49,477	8%
Wholesale and retail trade	71,297	10%	69,363	11%
Electricity, gas and water	69,827	10%	63,905	10%
Auto	62,411	9%	43,232	7%
Manufacturing (various industries)	46,892	7%	56,972	9%
Transportation and communication	44,952	6%	50,524	8%
Consumer*	10,077	1%	3,106	1%
Mining and quarrying	4,485	1%	2,077	1%
Hotels and restaurants	3,878	1%	3,997	1%
Agriculture, fishing, and forestry	3,867	1%	4,726	1%
Other community, social and personal activities	2,340	-	2,838	-
Others	10,323	1%	9,519	2%
	704,411	100%	615,240	100%

*Includes personal and salary loans

The BSP considers that loan concentration exists when the total loan exposure to a particular industry exceeds 30% of the total loan portfolio plus the outstanding interbank loans receivable or 10% of Tier 1 capital.

(d) *Credit Status of Loans*

The breakdown of receivable from customers as to status is shown below.

	Group		
	Performing	Non-performing	Total Loan Portfolio
<i>(Amounts in PHP)</i>			
2024			
Gross carrying amount:			
Corporate	404,765	19,380	424,145
Consumer	273,857	12,632	286,489
	678,622	32,012	710,634
Allowance for ECL	(4,441)	(13,875)	(18,316)
Net carrying amount	674,181	18,137	692,318
2023			
Gross carrying amount:			
Corporate	404,158	12,954	417,112
Consumer	194,878	9,932	204,810
	599,036	22,886	621,922
Allowance for ECL	(3,856)	(11,976)	(15,832)
Net carrying amount	595,180	10,910	606,090

<i>(Amounts in PHP)</i>	Parent Company		
	Performing	Non-performing	Total Loan Portfolio
2024			
Gross carrying amount:			
Corporate	402,506	16,579	419,085
Consumer	272,781	12,545	285,326
	<u>675,287</u>	<u>29,124</u>	<u>704,411</u>
Allowance for ECL	<u>(4,415)</u>	<u>(12,797)</u>	<u>(17,212)</u>
Net carrying amount	<u><u>670,872</u></u>	<u><u>16,327</u></u>	<u><u>687,199</u></u>
2023			
Gross carrying amount:			
Corporate	399,965	11,741	411,706
Consumer	193,949	9,585	203,534
	<u>593,914</u>	<u>21,326</u>	<u>615,240</u>
Allowance for ECL	<u>(3,687)</u>	<u>(11,024)</u>	<u>(14,711)</u>
Net carrying amount	<u><u>590,227</u></u>	<u><u>10,302</u></u>	<u><u>600,529</u></u>

NPLs included in the total loan portfolio of the Group and the Parent Company as of December 31 as reported to the BSP are presented below.

<i>(Amounts in PHP)</i>	Group		Parent Company	
	2024	2023	2024	2023
Gross NPLs	32,012	22,886	29,124	21,326
Allowance for impairment	<u>(13,875)</u>	<u>(11,976)</u>	<u>(12,797)</u>	<u>(11,024)</u>
	<u><u>18,137</u></u>	<u><u>10,910</u></u>	<u><u>16,327</u></u>	<u><u>10,302</u></u>

Under banking regulations, loan accounts shall be considered non-performing, even without any missed contractual payments, when they are considered impaired under existing accounting standards, classified as doubtful or loss, in litigation, and/or there is evidence that full repayment of principal or interest is unlikely without foreclosure of collateral, if any. All other loans, even if not considered impaired, shall be considered non-performing if any principal and/or interest are unpaid for more than 90 days from contractual due date, or accrued interests for more than 90 days have been capitalized, refinanced, or delayed by agreement.

Restructured loans shall be considered non-performing. However, if prior to restructuring, the loans were categorized as performing, such classification shall be retained. Moreover, NPLs shall remain classified as such until (a) there is sufficient evidence to support that full collection of principal and interests is probable and payments of interest and/or principal are received for at least 6 months; or (b) written-off. Microfinance and other small loans with similar credit characteristics shall be considered non-performing after contractual due date or after they have become past due.

As of December 31, 2024, gross and net NPL ratios of the Group and the Parent Company as reported to BSP were 4.31% and 2.44%, and 3.95% and 2.22%, respectively. As of December 31, 2023, gross and net NPL ratios of the Group and the Parent Company as reported to BSP were 3.34% and 1.59%, and 3.15% and 1.52%, respectively. Most of the NPLs are secured by real estate or chattel mortgages.

As of December 31, 2024 and 2023, the amount of restructured receivables from customer were P4,930 and P4,786 for the Group and P2,636 and P2,383 for the Parent Company.

Interest income from restructured receivables from customers amounted P147, P112, and P18 in 2024, 2023, 2022, respectively, for both the Group and the Parent Company.

(e) *Analysis of Loan Portfolio as to Type of Security*

The breakdown of the receivables from customers' portfolio as to secured and unsecured follows:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Secured:				
Real estate mortgage	203,996	184,910	203,103	183,828
Chattel mortgage	63,435	51,280	61,266	49,214
Hold-out deposits	15,089	8,153	15,089	8,152
Other securities	11,553	11,119	8,908	8,034
	294,073	255,462	288,366	249,228
Unsecured	416,561	366,460	416,045	366,012
	710,634	621,922	704,411	615,240

(f) *Information on Related Party Loans*

In the ordinary course of business, the Bank has loan transactions with each other, their other affiliates, and with certain DOSRI. Under existing policies of the Bank, these loans are made substantially on the same terms as loans to other individuals and businesses of comparable risks.

Under the current BSP regulations, the amount of individual loans to a DOSRI, 70% of which must be secured, should not exceed the amount of the encumbered deposit and book value of the investment in the Bank and/or any of its lending and nonbank financial subsidiaries. In the aggregate, loans to DOSRIs, generally, should not exceed the total equity or 15% of the total loan portfolio of the Bank. However, non-risk loans are excluded in both individual and aggregate ceiling computation.

The following table shows the information relating to the loans, credit accommodations and guarantees to DOSRI, excluding loans granted as fringe benefits to officers which are excluded from the individual ceiling as of December 31 in accordance with BSP reporting guidelines:

	Group		Parent Company	
	2024	2023	2024	2023
Total outstanding				
DOSRI loans	-	-	-	-
Unsecured DOSRI	-	-	-	-
Past due DOSRI	-	-	-	-
Non-accruing DOSRI	-	-	-	-
Percent of DOSRI loans to total loan portfolio	0.00%	0.00%	0.00%	0.00%
Percent of unsecured DOSRI loans to total DOSRI loans	0.00%	0.00%	0.00%	0.00%
Percent of past due DOSRI Loans to total DOSRI	0.00%	0.00%	0.00%	0.00%
Percent of non-accruing DOSRI loans to total DOSRI loans	0.00%	0.00%	0.00%	0.00%

The following table shows the other information relating to the loans, other credit accommodations and guarantees granted to related parties (inclusive of DOSRI) as of December 31 as reported to the BSP:

	Group		Parent Company	
	2024	2023	2024	2023
<i>(Amounts in PHP)</i>				
Total outstanding				
related party loans	28,846	26,739	28,786	26,746
Unsecured related party	19,827	19,268	19,800	19,257
Past due related party	19	1	19	1
Percent of related party loans to total loan portfolio	4.06%	4.30%	4.09%	4.35%
Percent of unsecured related party loans to total related party loans	68.73%	72.06%	68.78%	72.00%
Percent of past due related party loans to total related party loans	0.07%	0.00%	0.07%	0.00%
Percent of non-accruing related party loans to total related party loans	0.00%	0.00%	0.00%	0.00%

In accordance with existing BSP regulations, the reported DOSRI performing loans exclude loans extended to certain borrowers before these borrowers became DOSRI. Under BSP regulations, total outstanding exposures to each of the Parent Company's subsidiaries and affiliates shall not exceed 10.0% of the Group's net worth, the unsecured portion of which shall not exceed 5.0% of such net worth. Further, the total outstanding exposures to subsidiaries and affiliates shall not exceed 20.0% of the net worth of the Parent Company.

As of December 31, 2024, 2023 and 2022, the Group and Parent Company is in compliance with these regulatory requirements.

As of December 31, 2024, 2023 and 2022, the Group has not recognized impairment loss on loans and receivables from DOSRI.

(g) *Secured Liabilities and Assets Pledged as Security*

Assets pledged as security for liabilities of the Group and Parent Company are shown below.

	<u>2024</u>	<u>2023</u>
<i>(Amounts in PHP)</i>		
Aggregate amount of secured liabilities	<u>66,056</u>	<u>29,797</u>
Aggregate amount of resources pledged as security	<u>80,523</u>	<u>41,597</u>

(h) *Contingencies and Commitments Arising from Off-balance Sheet Items*

The following is a summary of contingencies and commitments arising from transactions not given recognition in the statement of financial position, expressed at their equivalent peso contractual amounts as of December 31, 2024 and 2023:

	<u>2024</u>	<u>2023</u>
<i>(Amounts in PHP)</i>		
Outstanding guarantees issued	268,149	205,268
Derivative assets	206,527	142,921
Derivative liabilities	105,484	84,461
Unused commercial letters of credit	23,098	25,079
Inward bills for collection	10,677	8,061
Spot exchange sold	10,617	16,985
Spot exchange bought	10,613	16,980
Late deposits/payments received	859	872
Outward bills for collection	28	1
Trust Investment Group accounts	-	155,705
Others	63	64



**Report of Independent Auditors
to Accompany Supplementary
Information Required by the
Securities and Exchange Commission
Filed Separately from the
Basic Consolidated Financial Statements**

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The Board of Directors and the Stockholders
Rizal Commercial Banking Corporation
Yuchengco Tower, RCBC Plaza
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Makati City

We have audited, in accordance with Philippine Standards on Auditing, the consolidated financial statements of Rizal Commercial Banking Corporation and subsidiaries (together hereinafter referred to as the Group) for the year ended December 31, 2024, on which we have rendered our report dated February 24, 2025. Our audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The applicable supplementary information (see List of Supplementary Information) is presented for purposes of additional analysis in compliance with the requirements of Revised Securities Regulation Code Rule 68, and is not a required part of the basic consolidated financial statements prepared in accordance with Philippine Financial Reporting Standards (PFRS Accounting Standards). Such supplementary information is the responsibility of the Group's management. The supplementary information has been subjected to the auditing procedures applied in the audit of the basic consolidated financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic consolidated financial statements taken as a whole.

PUNONGBAYAN & ARAULLO

By: Maria Isabel E. Comedia
Partner

CPA Reg. No. 0092966
TIN 189-477-563
PTR No. 10465901, January 2, 2025, Makati City
BIR AN 08-002511-021-2022 (until Oct. 13, 2025)
BOA/PRC Cert. of Reg. No. 0002/P-005 (until Aug. 12, 2027)

February 24, 2025

Rizal Commercial Banking Corporation and Subsidiaries
List of Supplementary Information
December 31, 2024

<u>Schedule</u>	<u>Description</u>	<u>Page</u>
Schedules Required under Annex 68-J of the Revised Securities Regulation Code Rule 68		
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B	Amounts Receivable from Directors, Officers, Employees, Related Parties and Principal Stockholders (Other than Related Parties)	<u>3</u>
C	Amounts Receivable from Related Parties which are Eliminated during the Consolidation of Financial Statements	<u>4</u>
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E	Indebtedness to Related Parties (Long-term Loans from Related Companies)	<u>6</u>
F	Guarantees of Securities of Other Issuers	<u>7</u>
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Other Required Information		
	Reconciliation of Retained Earnings Available for Dividend Declaration*	<u>9</u>
	Schedule of Recent Public Offerings	<u>10</u>
	Map Showing the Relationship Between the Company and its Related Entities	<u>11</u>
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**Information therein are based on the separate financial statements of the Parent Company.*

Rizal Commercial Banking Corporation and Subsidiaries
Schedule A - Financial Assets
December 31, 2024
(Amount in Millions of Philippine Pesos, Except Share Data)

<i>Name of issuing entity and association of cash issue</i>	<i>Number of shares or principal amount of bonds or notes</i>	<i>Amount shown on the balance sheet</i>	<i>Value based on the market quotation at balance sheet date</i>	<i>Income received and accrued</i>
<i>Financial Asset at Fair Value Through Profit or Loss</i>				
Government securities	P 7,239	P 7,257	P 7,257	P 282
Corporate debt securities	P 132	132	132	1
Equity securities	72,986,753	778	778	-
Derivative financial assets	P 2,067	2,067	2,067	113
		<u>10,234</u>	<u>10,234</u>	<u>396</u>
<i>Financial Asset at Fair Value Through Other Comprehensive Income</i>				
Quoted equity securities	84	1,551	1,551	-
Unquoted equity securities	63,103	2,591	2,591	-
Government securities	P 142,196	140,397	140,397	5,408
Corporate debt securities	P 15,560	14,091	14,091	195
		<u>158,630</u>	<u>158,630</u>	<u>5,603</u>
<i>Investment Securities at Amortized Cost</i>				
Government securities	P 227,221	230,302	208,395	9,073
Corporate debt securities	P 30,378	30,042	27,872	893
		<u>260,344</u>	<u>236,267</u>	<u>9,966</u>
Allowance for impairment		(<u>122</u>)	-	-
		<u>260,222</u>	<u>236,267</u>	<u>9,966</u>
		<u>P 429,086</u>	<u>P 405,131</u>	<u>P 15,965</u>

Rizal Commercial Banking Corporation and Subsidiaries
Schedule B - Amounts Receivable from Directors, Officers, Employees, Related Parties and Principal Stockholders (Other than Related Parties)
December 31, 2024
(Amount in Millions of Philippine Pesos)

Name and Designation of debtor	Balance at beginning of period	Additions	Amounts collected	Amounts written off	Current	Not Current	Balance at end of period
Rizal Commercial Banking Corporation							
Loans Receivable							
House of Investments Inc.	51	-	51	-	-	-	-
Petrogreen Energy Corporation	160	-	80	-	80	-	80
RCBC Realty Corporation	536	-	65	-	65	406	471
ATYC, Inc.	2,426	-	-	-	2,426	-	2,426
San Lorenzo Ruiz Investment Holdings and Services Inc.	-	1,089	200	-	889	-	889
Malayan Colleges Mindanao (a Mapua School) Inc	-	500	-	-	500	-	500
Isuzu Philippines Corporation	-	-	-	-	-	-	-
HI Cars, Inc.	-	522	112	-	410	-	410
Petroenergy Resources Corporation	-	558	279	-	-	279	279
Tarlac Terra Ventures Inc.	-	550	-	-	550	-	550
Credit Card Receivables							
Bankard (Officers)	114	454	429	-	138	1	139
Due from Other Banks							
Sumitomo Mitsui Banking Corporation (SMBC)	1,886	106	-	-	1,992	-	1,992
Cathay United Bank Co. Ltd.	10	7	-	-	17	-	17
RCBC Capital Corporation							
Loans Receivable							
Employee Loans - RCAP	-	1	1	-	-	-	-
Employee Loans- RSEC	3	1	3	-	1	-	1
RCBC Leasing and Finance Corp.							
Loans Receivable							
Employee Loans	-	2	1	-	1	-	1
RCBC Bankard Services Corporation							
Loans Receivable							
Employee Loans	23	12	11	-	11	13	24
Accounts Receivables	66	1,016	986	-	96	-	96
Rizal Microbank Inc., - A Thrift Bank of RCBC							
Loans Receivable							
Employee Loans	7	19	19	-	2	5	7

Rizal Commercial Banking Corporation and Subsidiaries
Schedule C - Amounts Receivable from Related Parties which are Eliminated during the Consolidation of Financial Statements
December 31, 2024
(Amount in Millions of Philippine Pesos)

Name and Designation of debtor	Balance at beginning of period	Additions	Deductions		Classification		Balance at end of period
			Amounts collected	Amounts written off	Current	Not Current	
Rizal Microbank, Inc.							
Due from other banks - RCBC	93	5,662	(5,675)	-	80	-	80
RCBC Capital Corporation							
Due from other banks	96	147	(96)	-	147	-	147
Accounts Receivable - RBSC	66	19	(66)	-	19	-	19
RCBC Leasing and Finance Corp.							
Due from other banks - RCBC	871	62	(726)	-	207	-	207
RCBC International Finance, Ltd.							
Due from other banks - RCBC	19	946	(891)	-	74	-	74
RCBC Forex Brokers Corp.							
Due from other banks - RCBC	27	7	-	-	34	-	34
RCBC - JPL Holding Company							
Assignment of receivables	92	-	(6)	-	86	-	86

Rizal Commercial Banking Corporation and Subsidiaries
Schedule D - Long Term Debt
December 31, 2024
(Amount in Millions)

Title of Issue and type of obligation	Amount authorized by indenture	Amount shown under caption "Current portion of long-term debt" in related balance sheet	Amount shown under caption "Long-Term Debt" in related balance sheet
Rizal Commercial Banking Corporation			
<u>P 4,130,000,000 Senior Notes</u> Interest Rate: 4.18% Fixed Rate Maturity Date: 6/30/2026 Number of periodic installments: Not applicable	P4,130		P 4,130
<u>US\$ 400,000,000 Senior Notes</u> Interest Rate: 5.5% Fixed Rate Maturity Date: 1/18/2029 Number of periodic installments: Not applicable	US\$ 400		P 22,805

Rizal Commercial Banking Corporation and Subsidiaries
Schedule E - Indebtedness to Related Parties (Long-Term Loans from Related Companies)
December 31, 2024
(Amount in Millions of Philippine Pesos)

<i>Name of related party</i>	<i>Balance at beginning of period</i>	<i>Balance at end of period</i>
------------------------------	---------------------------------------	---------------------------------

Not applicable

Rizal Commercial Banking Corporation and Subsidiaries
Schedule F - Guarantees of Securities of Other Issuers
December 31, 2024
(Amount in Millions of Philippine Pesos)

<i>Name of issuing entity of securities guaranteed by the company for which this statement is filed</i>	<i>Title of issue of each class of securities guaranteed</i>	<i>Total amount guaranteed and outstanding</i>	<i>Amount owned by person for which statement is filed</i>	<i>Nature of guarantee</i>
---	--	--	--	----------------------------

Not applicable

Rizal Commercial Banking Corporation and Subsidiaries
Schedule G - Capital Stock
December 31, 2024
(Amount in Millions of Philippine Pesos, Except Share Data)

<i>Title of Issue</i>	<i>Number of shares authorized</i>	<i>Number of shares issued and outstanding as shown under related statement of financial position caption</i>	<i>Number of shares reserved for options, warrants, conversion and other rights</i>	<i>Number of shares held by related parties</i>	<i>Directors, officers and employees</i>	<i>Others</i>
Preferred Shares <i>voting, non-cumulative, non-redeemable, participating convertible into common shares</i>	200,000,000	266,194	266,194	-	-	-
Common Shares	2,600,000,000	2,419,536,359	-	1,961,340,614	2,004,546	456,191,199

RIZAL COMMERCIAL BANKING CORPORATION
Yuchengco Tower, RCBC Plaza, 6819 Ayala Avenue cor. Sen Gil Puyat Avenue, Makati City
Parent Company Reconciliation of Retained Earnings Available for Dividend Declaration
December 31, 2024
(Amounts in Millions of Philippine Pesos)

Unappropriated Retained Earnings at Beginning of Year		P	50,707
Add: Category A: Items that are directly credited to Unappropriated Retained Earnings			
Transfer of trust reserves to surplus	P	551	
Effect of restatements or prior-period adjustments	-		
Others	-		551
	-----		-----
Less: Category B: Items that are directly debited to Unappropriated Retained Earnings			
Dividend declaration during the reporting period	(	3,548)	
Appropriation for general loan loss provisions	(	948)	
Effect of restatements or prior-period adjustments	-		
Transfer of fair value gain on financial asset at fair value through other comprehensive income (FVOCI) to surplus	(	2)	
Others	(	78)	(4,576)
	-----		-----
Unappropriated Retained Earnings at Beginning of Year, as adjusted			46,682
Add: Net Income for the Current Year			9,520
Less: Category C.1: Unrealized income recognized in the profit or loss during the reporting period (net of tax)			
Equity in net income of associates, net of dividends declared	(	64)	
Equity in net income of subsidiaries, net of dividends declared	(	179)	
Unrealized foreign exchange gain, except those attributable to cash and cash equivalents	-		
Unrealized fair value adjustment (mark-to-market gains) of financial instruments at fair value through profit or loss (FVTPL)	-		
Unrealized fair value gain of investment property	-		
Other unrealized gains or adjustments to the retained earnings as result of certain transactions accounted for under the PFRS	-		
	-----		(243)
Add: Category C.2: Unrealized income recognized in the profit or loss in prior reporting periods but realized in the current reporting period (net of tax)			
Realized foreign exchange gain, except those attributable to cash and cash equivalents	-		
Realized fair value adjustment (mark-to-market gains) of financial instruments at FVTPL	-		
Realized fair value gain of investment property	-		
Other realized gains or adjustments to the retained earnings as a result of certain transactions accounted for under the PFRS	-		
	-----		-
Add: Category C.3: Unrealized income recognized in profit or loss in prior periods but reversed in the current reporting period (net of tax)			
Reversal of previously recorded foreign exchange gain, except those attributable to cash and cash equivalents	-		
Reversal of previously recorded fair value adjustment (mark-to-market gains) of financial instruments at FVTPL	-		
Reversal of previously recorded fair value gain of investment property	-		
Reversal of other unrealized gains or adjustments to the retained earnings as a result of certain transactions accounted for under the PFRS, previously recorded	-		
	-----		-
Adjusted Net Income/Loss			9,277
Add: Category D: Non-actual lossess recognized in profit or loss during the reporting period (net of tax)			
Depreciation on revaluation increment (after tax)	-		
	-----		-
Add/ Less: Category E: Adjustments related to relief granted by the SEC and BSP			
Amortization of the effect of reporting relief	-		
Total amount of reporting relief granted during the year	-		
Others	-		
	-----		-
Add/ Less: Category F: Other items that should be excluded from the determination of the amount of available for dividends distribution			
Net movement of treasury shares (except for reacquisition of redeemable shares)	-		
Net movement of deferred tax asset not considered in the reconciling items under the previous categories	(	227)	
Net movement in deferred tax asset and deferred tax liabilities related to same transaction, e.g., set up of right-of-use of asset and lease liability, set-up of asset and asset retirement obligation, and set-up of service concession asset and concession payable	-		
Adjustment due to deviation from PFRS/GAAP - gain (loss)	-		
Others	-		
	-----		(227)
Unappropriated Retained Earnings Available for Dividend Distribution at End of Year		P	55,732

Supplementary information —

The Company's investments in subsidiaries are initially recognized at cost and subsequently accounted for using the equity method.

Rizal Commercial Banking Corporation and Subsidiaries
Schedule of Recent Public Offerings
December 31, 2024

2017 - P2,502,000,000 Long Term Negotiable Certificate of Deposit

Gross Proceeds: P2,502,000,000 (Issue Price: P2,502,000,000 @ 100.00%)

Related Expenses: P15,703,828

Use of Proceeds: To be used for general funding purposes.

2018 - P3,580,000,000 Long Term Negotiable Certificate of Deposit

Gross Proceeds: P3,580,000,000 (Issue Price: P3,580,000,000 @ 100.00%)

Related Expenses: P30,915,597.18

Use of Proceeds: To be used for general funding purposes.

2018 - US\$ 450,000,000 Senior Note

Gross Proceeds: US\$450,000,000 (Issue Price: US\$ 420,000,000 @ 100.00%)

Related Expenses: US\$885,914.99

Use of Proceeds: To be used for general banking and re-lending purposes.

2018 - P15,000,000,000 Stock Rights Offering (535,710,378 shares)

Gross Proceeds: P15,000,000,000 (Issue Price: P28 per share)

Related Expenses: P217,262,589

Use of Proceeds: To strengthen the Bank's capital ratio and fund its business expansion (i.e. loan growth).

2019 - US\$ 300,000,000 Senior Note

Gross Proceeds: US\$300,000,000 (Issue Price: US\$ 300,000,000 @ 99.751%)

Related Expenses: US\$862,031.65

2020 - US\$ 300,000,000 Hybrid Perpetual Securities

Gross Proceeds: US\$ 300,000,000 (Issue Price: US\$ 300,000,000 @ 100.00%)

Related Expenses: US\$796,991.93

Use of Proceeds: To support and finance medium-term to long-term asset growth, loans to customers, other general corporate purposes and to maintain sufficient buffers above the minimum capital thresholds required by BSP.

2021 - P13,742,840,000 Senior Note

Gross Proceeds: P13,742,840,000 (Issue Price: P13,742,840,000 @ 100.00%)

Related Expenses: P103,071,300

Use of Proceeds: To be used for general banking and re-lending purposes.

2021 - P4,129,730,000 Senior Note

Gross Proceeds: P4,129,730,000 (Issue Price: P4,129,730,000 @ 100.00%)

Related Expenses: P30,972,975

Use of Proceeds: To be used for general banking and re-lending purposes.

2022 - P14,756,260,000 Senior Note

Gross Proceeds: P14,756,260,000 (Issue Price: P14,756,260,000 @ 100.00%)

Related Expenses: P110,671,950

Use of Proceeds: To be used for general banking and re-lending purposes.

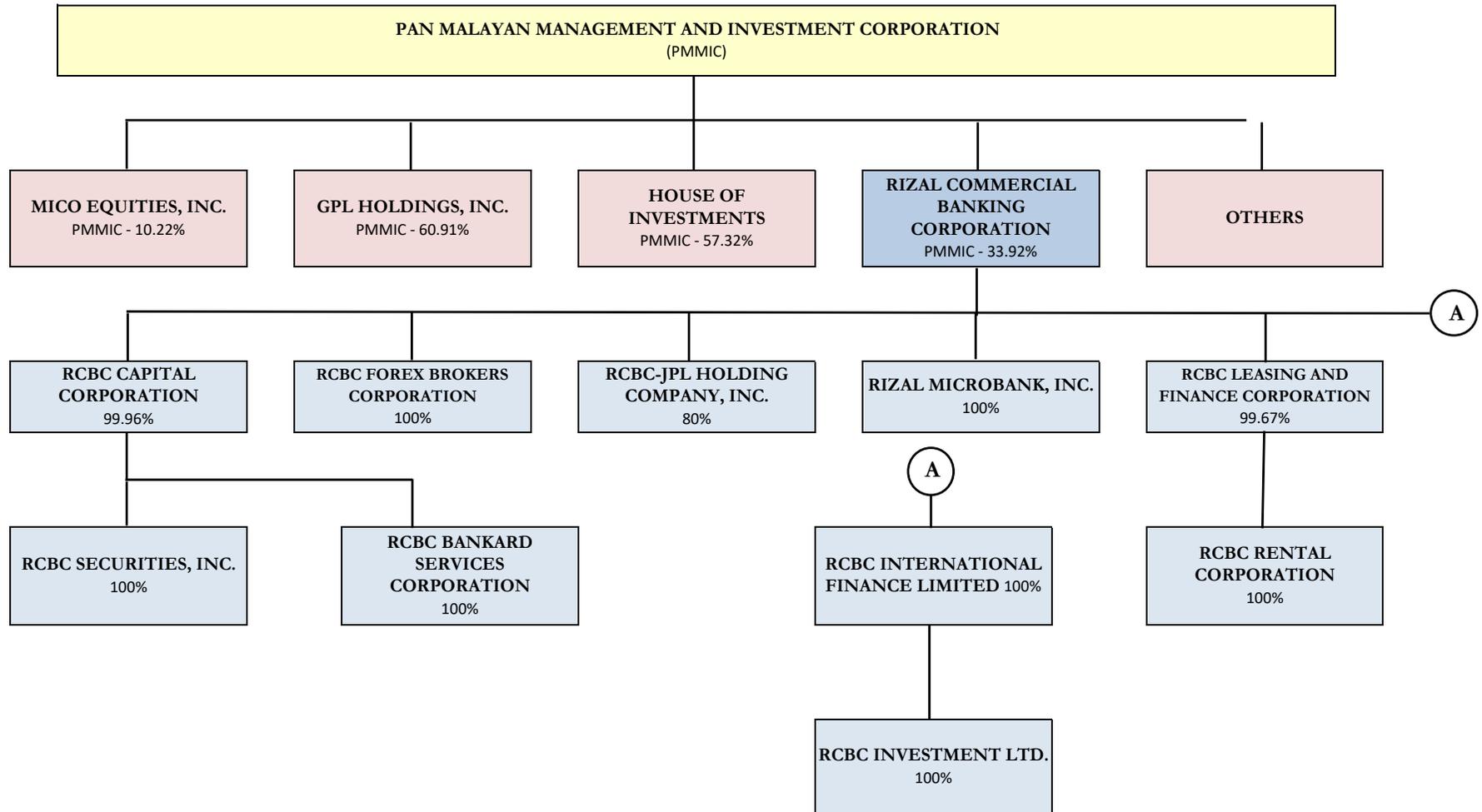
2024 - USD400,000,000 Senior Note

Gross Proceeds: USD400,000,000 (Issue Price: USD 400,000,000 @ 99.543%)

Related Expenses: USD849,799.85 and P4,790,398.66

Use of Proceeds: To be used for general banking and re-lending purposes.

Rizal Commercial Banking Corporation and Subsidiaries
 Map Showing the Relationships Between and Among the RCBC and Its Related Parties
 December 31, 2024



Rizal Commercial Banking Corporation and Subsidiaries
Supplemental Schedule of Financial Soundness Indicators
(Amount in Millions of Philippine Pesos, Except Share Data)
December 31, 2024 and 2023

Ratio	Formula	Ratio			
		2024		2023	
Current ratio	Total current assets	354,501	1.07	288,860	0.95
	Total current liabilities	330,411		304,983	
Acid test ratio	Quick assets	195,603	0.59	261,886	0.86
	Total current liabilities	330,411		304,983	
Solvency ratio	Total liabilities	1,201,662	88.35%	1,086,057	87.70%
	Total resources	1,360,153		1,238,332	
Debt-to-equity ratio	Total liabilities	1,201,662	7.58	1,086,057	7.13
	Total equity	158,491		152,275	
Resources-to-equity ratio	Total resources	1,360,153	8.58	1,238,332	8.13
	Total equity	158,491		152,275	
Interest rate coverage ratio	Earnings before interest and taxes	49,570	1.36	46,175	1.41
	Interest expense	36,582		32,660	
Return on equity	Net profit (net of AT1)	8,398	6.03%	11,150	9.53%
	Average total equity	139,296		117,046	
Return on resources	Net profit	9,520	0.75%	12,217	1.06%
	Average total resources	1,262,951		1,153,713	
Net profit margin	Net profit	9,520	17.83%	12,217	24.44%
	Revenues	53,408		49,997	
Other ratios:					
Net interest margin	Net interest income	42,363	3.88%	33,744	3.43%
	Average interest earning resources	1,092,519		983,672	
Cost-to-income ratio	Total other operating expenses	31,801	59.54%	29,594	59.19%
	Gross income	53,408		49,997	
Capital adequacy ratio	Total qualifying capital	141,071	16.08%	136,098	17.37%
	Total risk-weighted assets	877,395		783,300	

RIZAL COMMERCIAL BANKING CORPORATION AND SUBSIDIARIES
Supplementary Schedule of External Auditor Fee-Related Information
For the Years Ended December 31, 2024 and 2023

	2024	2023
Total Audit Fees	P 11,718,000	P 13,656,000
Non-audit service fees:		
Other assurance service	1,900,000	3,200,000
Review of financial statements	2,595,000	2,339,000
Total Non-Audit Fees	4,495,000	5,539,000
Total Audit and Non-audit Fees	P 16,213,000	P 19,195,000



Partners Through Generations

Rizal Commercial Banking Corporation

Sustainability Report 2024

Contextual Information

Company Details	
Name of Organization	Rizal Commercial Banking Corporation
Location of Headquarters	Yuchengco Tower, RCBC Plaza, 6819 Ayala Avenue, Makati City
Location of Operations	Philippines
Report Boundary: Legal entities (e.g. subsidiaries) included in this report	Rizal Commercial Banking Corporation www.rcbc.com
Business Model, including Primary Activities, Brands, Products, and Services	Rizal Commercial Banking Corporation (RCBC or the Bank) is a universal bank in the Philippines that provides a wide range of banking and financial products and services. The Bank offers commercial, corporate, and consumer lending products, cash management products, treasury products, and remittance services. The Bank and its subsidiaries are engaged in all aspects of traditional banking, investment banking, retail financing (auto, mortgage/housing loans, credit cards, and microfinance loans), remittance, leasing, foreign exchange, and stock brokering.
Reporting Period	January 1, 2024 – December 31, 2024
Highest Ranking Person responsible for this report	Eugene S. Acevedo President and Chief Executive Officer

Established in September 1960, Rizal Commercial Banking Corporation (RCBC or the Bank) started operations in the province of Rizal under the name Rizal Development Bank. RCBC received approvals from the Bangko Sentral ng Pilipinas (BSP) to operate as a commercial bank in 1963 under its current name and then as a universal bank in 1989. For over sixty years, the Bank has been a pillar of the banking industry in the Philippines with a wide range of services in investments, microfinancing and overseas remittances among many others.

RCBC is a member of the Yuchengco Group of Companies (YGC), a premier business organization in the Philippines covering over 60 businesses involved in a wide range of financial and non-financial services. YGC is recognized as one of the oldest and largest conglomerates in Southeast Asia. RCBC is a publicly-listed company (Stock Code: RCB) in the Philippine Stock Exchange (PSE).

RCBC solidified its position as the fifth largest private universal bank in the Philippines posting a consolidated net income of Php 9.5 billion in 2024 and total assets of over Php 1.36 trillion. Consumer lending momentum is led by credit cards, auto and housing loans with 40% growth. As of end 2024, the Bank had a total consolidated network of 465 branches and 9,908 ATM¹s.

As a diversified financial institution, RCBC serves corporate and individual banking needs through multiple customer channels offering innovative products and services to various markets. RCBC's inclusive financial business model expanded in 2010 when it ventured into the microfinance business via Rizal MicroBank (RMB, the thrift bank subsidiary) to serve the unbanked and underserved segments of the country's population. RMB is one of the more recent affiliates of YGC. RMB mainly provides loans to microenterprise and small business operators as well as agricultural value chain players.

¹ Includes ATM Go terminals (RCBC's handheld ATM facility enabling banking transactions outside branches and ATMs)

RCBC aligns its business strategy to support the development needs of the environment and society, as articulated in the United Nations (UN) Sustainable Development Goals (SDGs) and the Paris Agreement on Climate Change. RCBC institutionalizes awareness of environmental and social (E&S) issues within the organization, with its clients, and communities served. The Bank believes that sustainable practices are a key pillar of responsible lending which delivers meaningful impact on the environment and communities. In December 2020, RCBC committed to cease funding of the construction of new coal power plants in the country or anywhere else in the world. The Bank's remaining exposure to coal-fired power projects will be zeroed out by 2031, initially disclosed in RCBC's 2021 Sustainability Report and re-confirmed by RCBC's President and Chief Executive Officer (CEO) Eugene S. Acevedo through a press release in March 2022.

RCBC recognizes that digitalization is a key driver of sustainable practices and development. These digital innovations have propelled RCBC to new heights. In 2024, the Bank was named "Best Bank for Digital" by Euromoney (formerly AsiaMoney) for the fifth consecutive year and scored multiple global awards including the sole Philippine winner as "Sustainable Innovator" at the Singapore FinTech Festival (SFF) FinTech Excellence Awards; twin recognitions from Asia CEO Awards as Most Innovative Company of the Year and Sustainability Company of the Year; triple wins in the Infosys Finacle Innovation Awards in the following categories: Business Model Innovation (DiskarTech), Maximizing Customer Engagement (Pulz), and ESG-Led Innovation (ATM Go); Best SME Financial Inclusion Initiative in the Global SME Banking Innovation Awards 2024 (ATM Go), Best in Future of Customer Experience in the IDC Future Enterprise Awards 2024 (Pulz), and the Best Customer Experience Bank in the International Finance Awards 2024.

Similarly, RCBC remains to be a leader in sustainable banking. The Bank has been lauded as (i) "Best Bank for Sustainable Development Philippines" at the 2024 Global Banking & Finance Awards, (ii) recipient of the "3G Eco-Friendly Financial Services Award 2024" and (iii) "3G Best Sustainability Framework Award 2024" both at the 9th Global Good Governance Awards in April 2024, (iv) "Circle of Excellence Awardee for Sustainability Company of the Year" at the Asia CEO Awards 2024, and (v) "The Asset Benchmarking Award for Excellence in Environmental, Social, and Governance (ESG) – Platinum Award, 2024" by the Asset ESG Corporate Award.

Materiality Process

Explain how you applied the materiality principle (or the materiality process) in identifying your material topics.

In light of modern day issues such as climate change and cyber security, financial institutions provide essential services and support to the country's journey toward a resilient and sustainable development. There are significant economic, environmental and social impacts which banks bring about in terms of their direct operations and selection of various sectors to be financed. RCBC remains to be among the country's leading private universal banks as it upholds the following fundamentals continues in the conduct of its business:

- Reinventing Products and Services through Digital Transformation, enriched through the use of Artificial Intelligence (AI) and Data Science – RCBC continues to deliver innovative and technology-driven solutions that meet the requirements of its customers, including those of the underserved and the unserved communities. There are 46 AI models deployed across the organization which help streamline operational processes.
- Scaling up Sustainable Financing and Climate Risk Management – With remarkable growth in RCBC's renewable energy (RE) portfolio alongside the implementation of new programs, the Bank has demonstrated unwavering commitment in taking action against climate change as espoused under the Bank's Sustainable Finance Framework.
- Empowering Customers against Cyber Attack and Fraud Risk through Customer Awareness Campaigns – Recognizing that information can be the customer's armour against unauthorized banking transactions, RCBC has continued to partner with various organizations in using social media platforms for disseminating relevant and effective customer educational programs.

This report covers the topics considered material to the Bank's operations with management approach to risks and opportunities detailed to the extent possible. The information provided substantively influences assessments and decisions of various stakeholders (including investors). Topics include the following:

- Compliance with BSP Circulars and applicable national and local regulations
- Bank policies on business ethics, code of conduct, supplier accreditation and vetting
- Information on data security, management against cyber security threats and fraudulent activities.
- Disclosures covering financial aspects (loan portfolio and concentration of credit), workforce readiness programs, talent acquisition and retention, training and development
- Strategy to invest in green, blue, and social projects, support to Micro-, Small- and Medium-sized Enterprises (MSMEs)
- Products, programs and initiatives including relationship with communities

Significant economic, environmental, and social impacts of the organization: RCBC continued to support the country's growth and sustainable development anchored on the following focus areas:

- **Delivering Excellent Customer Experience through Digital Strategies, Innovation and Inclusion.** RCBC continues to provide best-in-industry products with corresponding innovations that are able to bring banking services closer to MSMEs and those in rural areas.
- **Boosting Support for RE.** The Bank has surpassed its target of increasing its RE portfolio by 10-15%, having reached an exceptional actual RE portfolio growth of over 80% from 2023 to 2024. Furthermore, RCBC headquarters at the RCBC Plaza and AT Yuchengco Center (ATYC) are now 100% RE-powered, certifying the Bank's conscious effort to integrate sustainability in its day-to-day operations.

- **Upholding the Passion for Capacity Building Activities in Sustainability.** Recognizing that knowledge and awareness are key toward climate action and sustainability as a whole, RCBC has remained active in various knowledge-sharing activities, both internally and externally. RCBC continues to believe that empowering the mind propels action, and action leads to results even amidst the evolving nature of sustainability.
- **Supporting 17 UN Sustainable Development Goals (SDGs).** The Bank has now mapped out its contributions to all of the 17 UN SDGs through its Sustainable Finance Framework, products, services, and various projects that primarily promote environmental protection, financial inclusion, and social advocacies.

In this report, topics considered material are those relevant to and centered on the above significant impacts.

Information that substantively influences the assessments and decisions of stakeholders, including investors: Data on the following have remained essential as the economy continues to recover and businesses restore their pre-pandemic strength:

- **Information in fostering customer trust given the unabated dependence on digital banking.** Examples are data on customer engagement/customer satisfaction, business continuity, customer privacy, upholding the rights of the customer, data security, risk management of cyber security threats/fraud, and business ethics.
- **RCBC's transparency.** This includes all of the Bank's disclosures (e.g. financial results, workforce readiness program, talent acquisition, training and development, technological advancements, risk management strategies, implementation of Environmental, Social and Governance or ESG best practices).
- **RCBC's compliance.** This covers documents / processes to address the requirements of BSP Circulars (including all subsequent updates on such) and all relevant laws and regulations.

Matters that substantively affect the organization's ability to create value over the short-, medium- and long-term:

- Adapting to evolving environment, its economic results and financial well-being;
- Ensuring the welfare of employees and investments in human capital;
- Developing innovations to respond to customer needs and circumstances; and
- Ensuring sustainability across the value chain (including lending units, suppliers and partners).

Material Topics

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UN SUSTAINABLE DEVELOPMENT GOALS

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ECONOMIC

Economic Performance

Direct Economic Value Generated and Distributed

Disclosure (January 1 – December 31, 2024)	Amount (consolidated)	Units
Direct economic value generated (revenue)	2024: 53.408 Billion 2023: 49.997 Billion 2022: 44.454 Billion	Php
Direct economic value distributed:		
a. Total operating costs	2024: 37.963 Billion 2023: 38.587 Billion 2022: 30.457 Billion	Php
b. Employee wages and benefits	2024: 8.059 Billion 2023: 7.150 Billion 2022: 6.563 Billion	Php
c. Payments to suppliers, other operating costs	2024: 16.219 Billion 2023: 18.099 Billion 2022: 14.732 Billion	Php
d. Dividends given to stockholders	2024: 3.289 Billion 2023: 3.289 Billion 2022: 2.308 Billion	Php
e. Taxes given to government	2024: 10.266 Billion 2023: 9.867 Billion 2022: 6.747 Billion	Php
f. Investments to community (e.g. donations, CSR)	2024: 130 Million 2023: 182 Million 2022: 107 Million	Php

Which stakeholders are affected?

Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to economic value generated & distributed by the organization)
Stockholders	<ul style="list-style-type: none"> - Financial performance/health: Revenue, operating costs, remaining value retained in the company for liquidity and future investments - Fiscal and risk management to enhance profitability and bank operations - Regulatory compliance with BSP, SEC and PSE and international best practices - Economic contribution to the country - Dividends - Community investments
Loan/Fund Providers & Creditors/Depositors	<ul style="list-style-type: none"> - Equitable interest rates and sound financial advice - Value creation: financial contribution and impact to UN SDGs
Customers/Clients	<ul style="list-style-type: none"> - Evidence of financial capacity - Reliability and continuity of operations, unusual decline in financial results
Employees	<ul style="list-style-type: none"> - Equitable wages and benefits

Suppliers	- Payments made
Government	- Taxes paid
Community	- Corporate Social Responsibility - Community investments with positive impact - Periodic partnerships and sponsorships - Participation in and support of worthy causes

What is the impact and where does it occur? What is the organization's involvement in the impact?

The impacts are the following:

- o Value generation for stakeholders
- o Assurance on financial well-being for customers, employees
- o Benefits to the environment and society through lending activities²
- o Promotion of fiscal growth through taxes contribution
- o Demonstration of resilience and stability in the banking sector

These occur in the primary business operations and supply chain, and are caused by the organization.

Management Approach to Impact

RCBC upholds an inclusive financial business model that effectively serves its stakeholders through:

- i) revenue generated;
- ii) economic value deployed through employee wages and benefits, payments made to suppliers, dividends for stockholders, taxes paid to the government;
- iii) investments in local communities as well as core industries supporting the country's economic growth; and
- iv) expansion of banking access to the unbanked and underserved parts of the country

What are the risks identified?

Revenue generation may be challenged by the following risks:

- i. Climate change-related calamities, public health crises and macroeconomic environment which influence customer behavior, constrain access to financial services (especially for the unbanked and underserved communities), or adversely affect employee well-being.
- ii. Cyber security/ information security attacks, breaches and fraud as the financial system has significantly expanded through online banking and digital finance. More high profile fraud and more sophisticated scams have proliferated alongside the development of innovative electronic channels and services. These may pose risk on the overall consumer confidence in the banking system and may lead to diminishing trust on digitalization / online banking as a secure and sound means of transacting with banks, as recognized by BSP Circular 1140.
- iii. Financing support to sectors with elevated environmental risks. This leads to vulnerability toward transition risk, as acknowledged by BSP Circulars 1085 and 1128.

Management Approach to Risks

RCBC: A Domestic Systemically Important Bank (DSIB)

As a DSIB, RCBC must demonstrate the capacity to maintain resilience against distress that will affect the financial system as a whole, and the economy at large. RCBC (like other DSIBs) needs to have higher loss absorbency (HLA). The HLA requirement is attained through the Bank's Common Equity Tier 1 (CET1) which establishes a maximum degree of effective loss absorbing capacity. In the event of any breach in the HLA capital requirement, concrete and reasonable recovery plans shall be implemented as outlined in RCBC's Internal Capital

² RCBC. Sustainability. <https://www.rcbc.com/sustainability>.

Adequacy Assessment Process (ICAAP) document. The implementation of recovery plans is aimed at improving capital position and restoring financial condition to viable levels in cases of significant deterioration under certain scenarios.

As of December 31, 2024, the Bank's CET1 ratio is 13.28% (solo) and 13.53% (consolidated), both of which are above the regulatory requirement.

Business Continuity Program

RCBC has a Crisis Management Team (CMT) headed by the President and CEO. The CMT oversees the implementation of the comprehensive Crisis Management Framework which equips the Bank in responding to an event-led disruption in operations. The CMT's role is integral to the Bank's Business Continuity Program as it is responsible for synchronizing all measures for the Bank to contain losses and recover operations as quickly as possible.

The Bank's Business Resiliency Department under the Risk Management Group (RMG) ensures preparedness for any disaster/crisis by coordinating with all teams in developing and maintaining a bank-wide Business Continuity Plan (BCP) and identifying critical products/services as well as required operational support to sustain operations. The BCP identifies the necessary resources (people, processes, IT systems, and other equipment) and includes contingency procedures to guide all units on how to respond, recover, resume, and restore operations following the disaster/crisis. The BCP complies with the BSP Circular 951 on Business Continuity and with Business Continuity Management (BCM) standards such as ISO 22301 and BS25999.³

The BIG ONE

In a joint study, the Metropolitan Manila Development Authority (MMDA), the Japan International Cooperation Agency (JICA), the Philippine Institute of Volcanology and Seismology (PHIVOLCS) looked at 18 earthquake scenarios to identify the greatest risk to Metro Manila. Three scenarios were identified to pose the highest risk as follows:

1. 7.2-magnitude earthquake from the West Valley Fault,
2. offshore 7.9-magnitude earthquake from the Manila Trench, and
3. 6.5-magnitude earthquake hitting Manila Bay.

The first scenario, popularly known as the "Big One", is predicted to traverse a 100-kilometer fault that runs through six cities in Metro Manila and nearby provinces. Should this scenario happen, it could result in a disaster of never-before-seen proportions.

The scenario is characterized by at least the following events:

- The collapse of 170,000 residential houses and the death of about 34,000 people. Another 114,000 individuals will be injured while 340,000 houses will be partly damaged;
- At least seven bridges will fall, while 10% of public buildings will be heavily damaged;
- The 4,615 kilometers of water distribution pipes will suffer 4,000 points of breakage. Thirty kilometers' worth of electric cables will be cut and 95 kilometers of communication cables will be disconnected. Cellular phone service will be congested and out of use;
- Several fires will originate from factories, hospitals and kitchens. The scenario, which is assumed to occur at nighttime, predicts the fires will burn 1,710 hectares of land, claiming 18,000 lives;

³ ISO 22301 is the international standard for business continuity management, and builds on the success of British Standard BS 25999 and other regional standards. It is designed to protect business from potential disruption, which includes extreme weather, fire, flood, natural disaster, theft, IT outage, staff illness or terrorist attack. BS25999, the world's first British standard for BCM, has been developed to help minimize the risk of such disruptions.

- Ambulances will be unable to get through the streets and bodies will be lined along the road. The scenario is reminiscent of the horrors of Super Typhoon Yolanda; and
- The destruction, together with the losses that the economy will suffer, will constitute a national crisis.

As a preparation for the BIG ONE, the Bank officially inaugurated the Angeles Alternate Site (Angeles City, Pampanga) in 4Q2023. This alternate site is strategically and safely situated in the north, away from the west valley fault. It will serve as the Bank's and subsidiaries' back-up for its critical functions in case the primary office in the National Capital Region (NCR) becomes inaccessible or unsafe.

Disaster Preparedness: RCBC Response to Natural Calamities and Cyber Attacks

RCBC Senior Management has always been on top of disaster preparedness and response to natural, man-made, technological and pandemic threats and events. Comprehensive Disaster Recovery Plan, Crisis Management Plan and Institutional BCP are in place and readily available upon activation. BCP Teams and BCP Leaders are equipped with all the training and preparation strategies for any contingency. Alternate sites, Data Center back-up site outside of Metro Manila, IT redundancy infrastructure, Buddy Branch system and contingency procedures are annually tested in order to ensure that infrastructure and BCP Teams execute the plans and validate efficiency and effectiveness in preparation for any threat on cyber incident or disaster occurrence.

Incorporating Environmental and Social (E&S) risk in the Bank's BCP and disaster preparation helps the institution to formulate effective strategies to address its impacts.

The Bank has created a risk assessment tool that meticulously tracks the vulnerabilities of its employees, its assets as well as clients from escalating threats posed by climate-related disasters. This data-driven disaster risk dashboard serves as a centralized platform for visualizing, analyzing, and responding to disaster risks using up-to-date and historical data.

The risk assessment tool mitigates the impacts of climate change by monitoring key locations and assets in high-risk areas. The disaster risk dashboard tracks the vulnerabilities of the employees and various premises and offices across the country.

This initiative allows the Bank to preemptively position its disaster recovery and emergency response teams in areas most susceptible to risks such as flooding, earthquakes, and volcanic activity.

Applications of the Dashboard

1. Emergency Preparedness: Helps planners identify high-risk areas and develop contingency plans.
2. Disaster Response: Facilitates coordination among responders by providing real-time updates and resource tracking.
3. Recovery and Resilience Building: Supports long-term recovery by analyzing post-disaster impacts and identifying opportunities to reduce future risks. Tabletop exercises on E&S risks have been conducted annually to gauge the BCP teams' knowledge, awareness and capacity in effectively managing an E&S incident. For 2024, the scenario focused on La Niña weather pattern, where the country had its fair share of super typhoons and tropical cyclones including the extraordinary six (6) typhoons that affected the country within 30 days. During late October to mid-November, six (6) tropical cyclones entered the Philippines Area of Responsibility (PAR) with varying strengths from Severe Tropical Storm to Super Typhoons, with heavy to intense rainfall or strong to severe winds.

The tabletop activity prepares the Business Units to effectively manage extreme weather events with disruptions such as super typhoons. The exercise was participated by selected BCP Leaders, Support Groups and Management Teams who are the drivers of business continuity and crisis management.

There were no major natural or technological catastrophes in 2024 that triggered a crisis management plan.

However, awareness training, tabletop exercises and BCP testing are conducted annually to equip key people and responders on the updated guidelines and Bank strategies. Daily news alerts on weather forecast and volcanic movements are sent out to employees and subsidiaries twice during working days. The reports give an overview of bulletins published by reputable sources such as Philippine Atmospheric, Geophysical and Astronomical Services Administration (PAGASA) and PHILVOCS, respectively. Emergency go bags and survival kits are available at each employee's work station and offices. Earthquake and fire drills were conducted in all Bank premises nationwide to further train all employees to quickly respond during these emergencies. Crisis communication via call tree system is performed every after a super typhoon or earthquake event to account employees and extend further help and quick assistance as necessary. A mandatory E-learning on business continuity and disaster preparedness is in place for all employees (from senior management to rank and file).

Continuing Support for Financial Inclusion and Digitalization Digital Products and Services

RCBC Digital Enterprise and Innovation Group (DEIG)

In delivering innovative digital solutions, RCBC remains a strong pillar of sustainable financial development in the Philippines. Pulz, ATM Go, and DiskarTech consistently provide essential financial services to underserved and unbanked Filipinos in remote and rural areas as well as overseas communities. RCBC's success as a leading sustainable financial institution stems from the DEIG's commitment to customer-centric innovation and excellence anchored upon social purpose.

RCBC Pulz

RCBC Pulz is an all-in-one banking app that ensures a convenient, effortless banking experience. One of its standout features is its strong focus on security, utilizing advanced technology and multiple security checks for safe financial transactions. With its user-friendly and secure platform, RCBC Pulz also allows customers to open an account anytime, anywhere, without a minimum balance requirement. Filipinos worldwide can also create their bank accounts through RCBC Pulz using any international mobile number, further promoting financial inclusivity.

RCBC Pulz continues to redefine customer experience while addressing the evolving demands of modern banking. The app delivers innovative and seamless user interactions by leveraging established and emerging technologies. Pulz offers state-of-the-art digital services, including AI-powered cross-selling and upselling tools to enhance customer lifecycle value.

The app's extensive features include QR code-based deposits and withdrawals, check deposits via photo capture, and seamless local and international fund transfers. Pulz also enables users to pay bills, convert purchases into installments, reload telco SIMs and wallets, make toll payments, and engage in real-time foreign exchange transactions across six currencies. It also provides a dedicated financial literacy section and houses the country's first in-app digital Unit Investment Trust Fund (UITF) management feature.

In 2024, RCBC collaborated with the Department of Migrant Workers (DMW) to promote digital and financial literacy to Overseas Filipino Workers (OFWs) with "#OFWsGoDigital: RCBC Financial Education Campaign for OFWs".

RCBC ATM Go

RCBC ATM Go is the Philippines' first and most extensive network of grassroots-based and bank-agnostic ATM terminals. Strategically located in accessible community hubs such as public markets, transport terminals, and shopping centers, ATM Go terminals offer cash deposits, cardless withdrawals, international card withdrawals,

bank transfers, mobile loading, remittances, and bill payments. Through partnerships with local merchants, grassroots enterprises, and organizations, RCBC continuously extends its reach to a broader population segment and enhances financial accessibility nationwide. ATM Go covered 100% of provinces, 100% of cities, and 93% of municipalities, enhancing access to banking services and providing entrepreneurial opportunities in rural and remote communities.

This digital solution remains a vital component of the government's welfare programs, sustaining its impact even in the post-pandemic era, with over 65% of its financial transactions allocated to social grants and cash withdrawals for beneficiaries of the Pantawid Pamilyang Pilipino Program (4Ps).

RCBC DiskarTech

RCBC DiskarTech is the world's first multilingual financial inclusion super app, designed to make banking accessible to a broad range of Filipinos. Originally designed to support marginalized groups, including Indigenous communities in remote areas, the app has since expanded to serve a broader market. Available in Tagalog-English (Taglish) and Cebuano, DiskarTech offers various financial services, including digital savings with a competitive 4.88% interest rate, fund transfers, mobile loads, telemedicine, insurance, and loans.

DiskarTech promotes financial inclusion by addressing the needs of underserved communities, particularly in geographically disadvantaged areas. By eliminating common banking barriers such as initial deposits, maintaining balances, and dormancy fees, the app provides an accessible entry point for financial security. Its seamless end-to-end user experience empowers individuals to save, manage their money, and easily access essential financial services.

RCBC is in the initial rollout stage of Pasado Loans, a new 24/7 loan product designed to provide accessible financial assistance without requiring collateral. Powered by a digital decision engine, the loan aims to streamline credit assessment and expand borrowing opportunities for Filipinos who may struggle with traditional financial services—loan amounts range from Php 30,000 to Php 500,000. The soft launch in late 2024 is being reviewed, with the team refining parameters before a broader rollout.

RCBC Business Banking Group (BBG)

RCBC Boz

In November 2023, RCBC launched RCBC Boz designed for microentrepreneurs to manage budgets, invoices and employee payrolls. The app offers reports generation which could seamlessly grow businesses. The platform also has facilities and e-learning to provide financial education capacity to the users.

A video series known as "RCBC Boz Sessions" was rolled out in 2024 to showcase the experiences of Filipino entrepreneurs in starting and growing their businesses, and how such journey has been made easier by the RCBC Boz app.

RCBC Credit Cards

In 2024, RCBC Credit Cards implemented straight through processing (STP) in credit card applications for specific segments through its Digital Onboarding platform. This technology-driven solution automates the end-to-end application, approval and card creation process, significantly reducing reliance on manual interventions. The platform allows customers to explore and select from a variety of card products tailored to fit their unique needs and lifestyle preferences.

By digitizing processes, customer experience is improved through instant decisioning and reduced use of resources and manpower.

Strengthened Resilience against Cyber Threats and Fraud

RCBC prioritizes customer security by equipping its digital banking application with robust features such as two-factor authentication, biometric support, and real-time transaction notifications. In addition, the Bank launched the #DontGetFooled cyber security awareness campaign in August 2022 to educate customers about various scams through online platforms, webinars, and media channels. This ongoing campaign aims to enhance customer awareness and promote heightened vigilance against fraudulent transactions, both online and offline. In support of BSP regulations (BSP Memorandum No. M-2022-015 and BSP Circular 1140) and to further strengthen its security measures, RCBC and RCBC Credit Cards have removed all clickable links from customer communications (emails or electronic direct mailers, SMS, and Viber). This proactive approach has been recognized with the "Excellence in Fraud Awareness and Education Programme" award at the 2023 Regulation Asia Awards. The Bank is also fully prepared to comply with the Anti-Financial Account Scamming Act (AFASA), or Republic Act No. 12010, to protect customers from the growing threats of financial scams and cybercrimes.

In 2023, RCBC entered into an agreement with Globe Telecom, a leading telecommunications services provider in the Philippines. This networking strategy signifies the commitment of both parties to work together against online fraud, aiming to enhance joint capability to investigate and respond to financial scams and fraud, establish proactive measures, and promote a more integrated and collaborative approach to information and intelligence sharing against social and governance risks.

During the 4th Quarter of 2024, RCBC Credit Cards and Mastercard have partnered to launch a Safety & Security Educational Campaign on social media platforms. The aim of the Campaign is to raise awareness about fraud tactics and to educate cardholders on how to proactively protect their accounts and avoid becoming victims of cybercriminals. The campaign reached over 2 million people on Facebook and received active engagement from the RCBC Credit Card holders.

RCBC's management of digital risks is characterized by advanced and sophisticated cyber-security tools and programs. The Bank's Information Technology and Fraud Risk Management System work together to ensure that the Bank's security systems are robust and that the protection of RCBC's account holders is constantly upheld. In June 2022, RCBC and its technology partner GBG, were recognized as the Best Fraud Technology Implementation under the Risk Technology Implementation Award of the Asian Banker. This attests to the reliability and soundness of RCBC's fraud risk management system, which is equipped with real-time monitoring capability to detect fraudulent transactions and automate counter measures 24/7 from the Bank's digital channels. RCBC has also partnered with other financial institutions, telecommunication companies and government agencies such as Cybercrime Investigation and Coordinating Center (CICC) and Philippine National Police – Anti-Cybercrime Group (PNP-ACG) to have a direct communication channel for efficient reporting of fraudulent activities for immediate investigation, blocking, and possible return of funds. This signifies the Bank's commitment to work together against fraud.

Sustainable Finance

RCBC remains at the forefront of sustainability in the banking industry in support of the Philippines' drive for action against climate change. These are supported by the Bank's (1) Environmental and Social Management System (ESMS) Policy which requires the vetting of all lending relationships from an E&S perspective, and the (2) Sustainable Finance Framework which articulates the Bank's funding strategy to prioritize sectors that have clear E&S benefits, foremost of which is clean energy. Both initiatives fall under the Charter of the Bank's Risk Oversight Committee (ROC), a Board-level Committee, which is responsible for the integration of sustainability principles into the risk governance / risk management frameworks of RCBC.

The ESMS Policy and Sustainable Finance Framework adhere to respective Exclusionary Criteria such as that of the International Finance Corporation (IFC) Exclusion List and global bond standards guidelines. The ESMS Policy

incorporates RCBC's commitment to cease funding of new coal power plants. The Bank's coal exposure is expected to taper off to zero by 2031.

RCBC actively pursues fundraising and lending towards priority sectors which have clear E&S benefits as laid out in the Sustainable Finance Framework. In January 2024, the Bank raised USD 400 million in sustainability notes, drawing strong support from global investors and reflecting a positive outlook and confidence in RCBC's implementation. Furthermore, RCBC has taken the initiative to amend the Sustainable Finance Framework in February 2024 (initially issued in April 2019) to reflect updates in market best practices and in the governing principles of the International Capital Market Association (ICMA), the Loan Market Association (LMA) along with the incorporation of "blue financing" as a subset of eligible green projects. A Second Party Opinion (SPO) was issued by Sustainalytics affirming the credibility and impact of the framework. Both the revised framework and the SPO are available at the RCBC website⁴.

Based on the updated end-2024 figures, RCBC has financed around 19,000 projects under its eligible green (with a subset of blue) and eligible social portfolio amounting to over Php 120 billion⁵.

In the WWF's Sustainable Banking Assessment (SUSBA) 2024 (published in January 2025)⁶, RCBC continues to outperform other Philippine banks as it is able to meet the most SUSBA indicators through the quality of its disclosures. This further illustrates RCBC's commitment to transparency and leadership in sustainable finance vis-a-vis its peers in the banking industry.

Through identified interoperability with its ESMS and Sustainable Finance Framework, starting December 2024, RCBC has initiated support for BSP Circular 1187 (Philippine Sustainable Finance Taxonomy Guidelines or SFTG) by expanding its assessment of sustainable value chains directed toward climate change mitigation and climate change adaptation. RCBC's Chief Sustainability Officer (CSO) and representatives have attended workshops and consultative discussions to understand the SFTG. Internal learning sessions with the Bank's lending units have also been conducted and considered as a continuing activity.

What are the opportunities identified?

The national government continues to urge the private sector to pursue digital innovations and human capital development for the economy to fully recover from the pandemic. The government's call is aligned with RCBC's goal to be a leading financial institution in the field of digital and sustainable finance. RCBC continues to provide products and services which support the government's call to action in the areas of digital transformation, responsible lending and capacity building, and sustainable value chains among others.

Management Approach to Opportunities

Financial Inclusion Initiatives

Updates on DEIG Digital Products and Services

RCBC Pulz

Customers can easily perform various banking tasks, such as depositing or withdrawing money using QR codes, depositing local checks just by taking a photo, and directly transferring funds locally or abroad, with the trailblazing digital concierge service.

Customers can pay bills, convert purchases into installments, load up their telco SIM and gaming wallets, make

⁴ RCBC. Sustainability. <https://www.rcbc.com/sustainability>.

⁵ Figures are under ongoing external review, in compliance with the reporting requirements of the Sustainable Finance Framework.

⁶ WWF-Singapore – World Wide Fund for Nature (Singapore) Limited. Sustainable Banking Assessment 2024.

<https://www.wwf.sg/susba/wp-content/uploads/sites/5/2024/12/SUSTAINABLE-BANKING-ASSESSMENT-2024.pdf>

toll payments effortlessly, buy and sell of up to six foreign currencies in real time such as US Dollars, HongKong Dollars, Euro, British Pounds, Japanese Yen, and Singapore Dollars. The app also has a dedicated section for financial literacy information and on top of it all, Filipinos can now manage or place new investments through the country's first digital, in-app unit investment trust fund or UITF.

- 48% surge in transaction volume
- 46% increase in transaction value
- 33% growth in primary enrollment
- 31% leap in new-to-bank retail
- 62% increase in InstaPay transaction volume
- 40% increase in InstaPay transaction value
- 25% increase in PESONet transaction volume
- 33% increase in PESONet transaction value

RCBC ATM Go

ATM Go extends its digital financial services to areas that need them the most, like Lake Sebu in South Cotabato, Busuanga and Cullon both in Palawan, and Turtle Island, Tawi-Tawi - the southwestern tip of the Philippines and a brief 30-minute boat ride from Sabah, Malaysia. RCBC focuses on the Geographically Isolated and Disadvantaged Areas (GIDAs).

RCBC's partnerships also revolve around digital literacy and financial awareness. Through its partnerships with the DSWD nationwide, RCBC has launched financial literacy webinars and modules that equip Filipinos with digital and financial aptitude to use financial products and digital services such as RCBC ATM Go and RCBC Diskartech for their benefit.

- 17% leap in transaction volume
- 30% jump in transaction value
- 13% increase in new terminals
- 46% increase in year-end terminals
- 145% growth in ATM Go merchants
- 6-Year CAGR of ATM Go
 - 80% Gross Transaction Value
 - 81% Volume

RCBC DiskarTech

RCBC continued its expansion drive by partnering with like-minded organizations in the digital finance industry. These partnerships include MLhuillier, which will enable RCBC to penetrate communities and provide them with RCBC ATM Go services, and PeraHub and Remitly, which will enable Filipinos to receive remittances through RCBC DiskarTech. RCBC also partnered with Bayad Center, which expands the number of billers that RCBC DiskarTech users can engage with; and Express Pay and DragonPay to ease e-commerce transactions of RCBC users and encourage them to embrace digital shopping and banking.

- 13% increase in total transaction volume
- 13% increase in DiskarTech Basic Deposit Accounts (BDA) deposits
- 22.25% growth in bill payment volume
- 86.03% surge in bill payment gross transaction value
- 41.37% increase in transaction volume of InstaPay incoming transactions
- 40.60% increase in transaction value of InstaPay incoming transactions

Innovations and Partnerships on Financial Inclusion

- Access Payroll Program. This is a revolutionary financial inclusion program which fosters a culture of shared

financial growth for both the company and its employees. It aims to improve the overall payroll experience through quality solutions not only for the company but most especially for the underserved employees ensuring access to financial literacy workshops, savings options, life and property protection, loan facilities, investments and other essential financial benefits

- Kabalikat Cooperative Program is a transformative initiative aimed in fostering financial inclusion and empowering cooperatives to create sustainable growth. The program also opens opportunities for cooperatives to generate additional revenue streams. By availing featured bank products and services by their members, cooperatives can earn commissions, creating a sustainable source of income for their operations. These offerings include Auto Loans, RCBC Credit Cards, ATM Go, Sunlife Grepa and Malayan Insurance.
- Public Utility Vehicle (PUV) Modernization Program. RCBC stands out as one of the few commercial banks in the country that actively supports the government's PUV Modernization Program. By providing specialized financing solutions to transport cooperatives and drivers, RCBC demonstrates its commitment to not only advancing sustainable transportation but also promoting financial inclusion for underserved sectors. This unique initiative reflects RCBC's leadership in bridging the gap between public service modernization and inclusive economic growth.
- Financial Access for Overseas Filipinos. Through a Memorandum of Understanding (MOU), RCBC has partnered with the Commission on Filipinos Overseas (CFO) to deliver digital finance literacy and services to Filipinos worldwide⁷. The MOU signing in February 2025 was attended by RCBC Chairperson Helen Yuchengco-Dee and President and CEO Eugene Acevedo.
- Promotion of fair trade practices. In partnership with the Department of Trade and Industry (DTI), the Department of Science and Technology (DOST) and the Department of Interior and Local Government (DILG), launched the *Timbangan ng Bayan* in various municipalities to empower customers to verify the weight of their purchases. This helps supports the government's efforts against unfair trade practices.⁸
- Boosting financial inclusion in the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM). RCBC signed a landmark agreement with the Ministry of Social Services and Development (MSSD) to expand digital literacy and deliver digital financing solutions to the region⁹.

Responsible Lending, Capacity-Building, and Embedding Sustainability in RCBC

- RCBC has continually supported Renewable Energy (RE) projects, funding for which has dominated the Bank's eligible sustainable portfolio. As approved by the Bank's ROC in March 2023, RCBC targeted to increase its RE portfolio by 10% to 15% per annum (p.a.) for the succeeding 12 to 24 months The Bank has attained this, surpassing the target through actual year-on-year RE portfolio growth of over 80% as of December 2024.

RCBC ended the year 2024 with its power generation loan portfolio dominated by financing for RE. The Bank's RE portfolio settled at approximately 6.8% of total loan portfolio, surpassing the Bank's remaining

⁷ Manila Times (March 2025). RCBC, CFO ink partnership to promote digital finance literacy. <https://www.manilatimes.net/2025/03/03/tmt-newswire/rcbc-cfo-ink-partnership-to-promote-digital-finance-literacy/2065445>

⁸ Department of Trade and Industry (August 2024). DTI, other gov't agencies partner with RCBC, roll out "Timbangan ng Bayan" to bolster consumer protection in 4th-6th class LGUs. <https://www.dti.gov.ph/news/dti-other-govt-agencies-partner-rcbc-roll-out-timbangan-ng-bayan-to-bolster-consumer-protection-4th-6th-class-lgus/>

⁹ Manila Times (October 2024). RCBC, Barmm Social Services pair to boost financial inclusion. <https://www.manilatimes.net/2024/10/08/tmt-newswire/rcbc-barmm-social-services-pair-to-boost-financial-inclusion/1981414>

exposure to coal power generation projects

- RCBC is now among Tesla’s preferred financing partners in the country following the electric vehicle manufacturer’s entry into the local market. RCBC is rolling out a digital auto loan application processes¹⁰, offering solutions for RCBC customers who want to experience Tesla’s vision of sustainable mobility.
- The Bank’s headquarters – the RCBC Plaza in Makati City and the AT Yuchengco Centre (ATYC) in Taguig City have started being powered by RE sources from ACEN in August 2024¹¹ and September 2024,¹² respectively.
- Starting 2022, RCBC has integrated a mandatory Sustainability Key Result Area (KRA) as part of the performance evaluation among employees as advocated by BSP Circulars 1085 and 1128. The objective is to promote E&S responsibility among all employees, with the internally-developed Sustainability e-learning materials and infographics used as primary tools in applying this new performance metric. These materials are made accessible to all RCBC associates, from rank-and-file employees up to the Board of Directors.
- In 2024, the Bank’s Sustainable Finance Division started to develop a regular consolidation of sustainability-related news, with dedicated portion on RCBC initiatives. These electronically-circulated newsletters have been shared internally and will be cascaded Bank-wide within 2025 to promote understanding of sustainable finance developments within the organization and in the industry.
- RCBC has shifted from paper-based correspondences to e-mail notifications. This project significantly lowers the paper consumption and waste along with less energy use in the transport and delivery of paper-based correspondences. Savings have also been realized due to lower postage and printing costs. These applies to the following implemented activities:
 - Cessation of sending paper-based Time Deposit (TD) Statement of Accounts (SOAs).
 - Reduction of paper usage by shifting paper-based notifications via registered mail to email notifications for various account correspondences.
- The Bank has carried on with its capacity-building programs for the benefit of its clients, and employees, through sustainability knowledge-sharing events in 2024:
 - Financial Literacy (FinLit) Program. Started in 2023 as collaboration between RCBC and the Sumitomo Mitsui Banking Corp (SMBC) Group, this program facilitated by select branch sales staff initially focused on payroll employees in various ecozone regions. As of October 2024, a total of 392 sessions have been conducted empowering 15,246 attendees. The FinLit Program has been selected among the top 7 to the “SMBC Group Shaka-kachi Award”, the SMBC Group’s recognition of programs creating social values.
 - Participation in Sustainability Forums. In August 2024, RCBC’s CSO served as one of the panelists in the SME Forum arranged by FINEX, aimed at educating SMEs and financial institutions on various ways for financing through sustainable finance. RCBC’s CSO also attended the Asian Business Changemakers Conference held in Hong Kong and organized by the Centre for Asian Philanthropy and Society in May 2024. The Conference gathered over 20 sustainability executives across the region to hold discussions and exchange views on the evolution of responsible business in Asia. In early 2025, RCBC’s CSO was one of the speakers in the capacity building programs of the BSP, furthering the regulator’s sustainable finance initiatives.

¹⁰ <https://www.philstar.com/business/2024/11/24/2402415/tesla-partners-rcbc-financing>

¹¹ <https://mb.com.ph/2024/8/15/rcbc-plaza-greens-power-supply-through-partnership-with-ayala-s-acen-res>

¹² <https://www.philstar.com/business/2024/09/11/2384307/atyc-switches-100-re-acen-res>

Climate-related Risks and Opportunities

The impact of climate change has accentuated the call for urgency toward climate action as rising global temperatures and water levels already manifest in our daily lives. The year 2024 has logged as the hottest year in the Philippines since 1951, as much as 1.55°C higher than the average temperature from period 1850-1900¹³. This led to agricultural damage of around Php 10 billion affecting up to 175,000 farmers¹⁴. This phenomenon was also felt through heat waves across the country with heat indices reaching up to 51°C¹⁵ leading to classes shifting to alternative delivery modes or even cancellations in some instances¹⁶.

As early as 2023, scientists have observed rising cases of the dengue fever in Bangladesh brought about by increased temperature and rain leading to the proliferation of the mosquito carrying the dengue virus¹⁷. As of this report's writing, various cities in Metro Manila and nearby regions are reporting rapid surges in dengue cases with at least one city already declaring an outbreak,¹⁸ despite the country not yet into its usual rainy season.

All these are on top of the various relentless typhoons which hit the country. Notably in the period of October to mid-November 2024 (roughly 30 days), six typhoons devastated the country with three of these categorized as super typhoons¹⁹ affecting more than 13 million people²⁰. Climate change continues to disrupt and shake the humanity's ways of living – in health, agriculture, education, livelihood to name just a few.

The BSP, through Guidance on the Implementation of Environmental and Social Risk Management (ESRM) System, “recognizes that climate change and environmental hazards could pose significant risks to the safety and soundness of individual financial institutions and the entire financial system.” The Philippine Regulator encouraged banks to evaluate their assets and portfolios “based on their potential impact on the environment” in order to identify necessary “changes in policies, litigations, technological developments and shifts in market sentiment in line with global and national climate objectives and SDGs. This will also inform the development of appropriate and sound risk management and portfolio reallocation strategies in response to potential transition risks.”

Governance

RCBC affirms its commitment in ESG as part of the Bank's Risk Governance Framework (RGF). The RGF follows a top-down approach whereby the Board of Directors (BOD) takes ultimate accountability for the risks taken and for setting the tolerance level for these risks. The BOD constitutes committees for decision-making in various functions affecting the Bank's over-all business. The ROC is the Board-level committee which provides oversight and management of risk exposures of RCBC and its subsidiaries. RMB and RCBC Leasing and Finance Corporation have been implementing E&S

¹³ Ariel Rojas, ABC-CBN News (January 2025). 2024 is hottest year in Philippines: PAGASA. <https://www.abs-cbn.com/news/weather-traffic/2025/1/23/2024-is-hottest-year-in-philippines-pagasa-1717>

¹⁴ *Ibid*

¹⁵ Mariel Celine Serquiña, GMA Integrated News (December 2024). Extreme heat, multiple storms: Natural hazards that hit PH in 2024. <https://www.gmanetwork.com/news/scitech/content/930985/philippines-natural-hazards/story/>

¹⁶ Department of Education (April 2024). On class suspensions and shifting to ADM due to high heat index, other calamities. <https://www.deped.gov.ph/2024/04/04/on-class-suspensions-and-shifting-to-adm-due-to-high-heat-index-other-calamities/>

¹⁷ Vaishnavi Chandrasekhar, Yale Environment 360 (November 2025). As temperatures rise, dengue fever spreads and cases rise. <https://e360.yale.edu/features/dengue-fever-climate-change>

¹⁸ Manila Bulletin (February 2025). Climate change: Dengue fever outbreak hits too early.

<https://mb.com.ph/2025/2/20/climate-change-dengue-fever-outbreak-hits-too-early>

¹⁹ World Food Programme. 2024 Typhoon Season Situation Report #7. <https://reliefweb.int/report/philippines/wfp-philippines-2024-typhoon-season-situation-report-7-24-december-2024>

²⁰ Vincent Abordo (December 2024). Yearender: The Philippines' unprecedented storms in 2024.

<https://www.gmanetwork.com/regionalnews/105867/yearender-the-philippines-unprecedented-storms-in-2024/story/>

policies which essentially adopt the principles embedded in RCBC’s E&S Risk Management. More information on the Bank’s corporate governance policies can be accessed from the RCBC website²¹.

Strategy and Risk Management

RCBC Sustainable Finance Strategy

RCBC strongly supports the BSP’s call for financial institutions to be enablers of environmentally and socially responsible business decisions. The Bank has implemented its ESMS as part of the Bank’s lending process as early as 2011, almost a decade ahead from the issuance of BSP 1085, while the Bank’s Sustainable Finance Framework was initially published in April 2019 (a first in the Philippine banking industry) and was updated in February 2024:

- A. The ESMS Policy is a declaration of the Bank’s commitment to sustainable development and management of E&S issues. It subscribes to the IFC Exclusion List and the IFC’s eight Performance Standards. IFC is a shareholder of RCBC; its Performance Standards are a global benchmark for identifying and managing E&S risks. A monitoring mechanism for addressing potential E&S concerns has proven to be an effective tool in engaging clients to take appropriate action, thereby establishing a shared commitment with RCBC toward sustainable practices. Unresolved concerns over an established monitoring period (if any) are escalated to the ROC for proper guidance / oversight discussions. The Policy was updated in September 2022 to incorporate relevant provisions under BSP Circular 1128 (ESRM Framework). This followed discussions among various teams and Senior Management before the revised Policy was approved by the ROC.
- The ESMS Policy requires all lending relationships or credits, both pipeline and portfolio, to be vetted from an environmental and social risk perspective;
 - The ESMS assessment takes place before a lending decision is made, and continues during the life cycle of the loan agreement with the client. Through RCBC’s implementation of the ESMS policy, the Bank is able to share its sustainability principles to help clients stay compliant with E&S regulations.
 - ESMS updates are submitted by the Bank’s RMG to the ROC on a monthly basis. E&S portfolio highlights and issues are also presented and discussed with the ROC through the monthly Chief Risk Officer (CRO) Report.

Certain ESMS Policy tools were recalibrated in 2024 given their interoperability with the SFTG assessment. Similar to earlier updates made on the ESMS Policy and tools, consultations among various teams and Senior Management were conducted, with the SFTG implementation (synergized with the ESMS process) approved by the Bank’s ROC.

- B. The RCBC Sustainable Finance Framework (updated February 2024) articulates the Bank’s strategy to prioritize fundraising for specific sectors. Under this Framework, RCBC can issue Sustainable Financing Instruments (SFIs) to fund loans and projects that have clear environmental and/or social benefits. SFIs include Green Bonds, Blue Bonds, Social Bonds, Sustainability Bonds, Green Loans, Blue Loans, and other debt financing instruments which fund Eligible Green (with subset of Blue) and Social Assets. RCBC’s Sustainable Finance Framework subscribes to the global bond standards²² which are continually updated to

RCBC’s Sustainable Finance Framework is structured with the following key pillars:

- **Use of Proceeds:** RCBC will allocate proceeds to finance and refinance RCBC’s loans to customers in Eligible Green (and its subset of Eligible Blue) Categories and/or Eligible Social Categories.
- **Project Evaluation & Selection:** The green (and its subset of blue) and social assets will be selected following the eligibility criteria and evaluated by the Sustainable Finance Committee.
- **Management of Proceeds:** The proceeds will be managed in a portfolio approach.
- **Reporting:** RCBC will report on the allocation of the net proceeds to the Eligible Green (and its subset of Eligible Blue) and Social Portfolio, and their environmental and social impact.

²¹ RCBC. Corporate Governance. <https://www.rcbc.com/corporate-governance>

²² International Capital Market Association (“ICMA”) Green Bond Principles 2021 (“GBP”), Social Bond Principles 2023 (“SBP”), Sustainability Bond Guidelines 2021; ASEAN Capital Markets Forum (“ACMF”) ASEAN Green Bond Standards 2018, ASEAN Social Bond Standards 2018, ASEAN Sustainability Bond Standards 2018; Loan Market Association (“LMA”), Asia Pacific Loan Market Association (“APLMA”) and Loan Syndications and Trading Association (“LSTA”) Green Loan Principles 2023 and Social Loan Principles 2023,

remain relevant and connected with global ESG standards:

- RCBC's Framework obtained a Second Party Opinion (SPO) from Sustainalytics which opined that the eligible green and social projects and lending activities defined in the Framework contribute to the decreasing environmental footprint of the Philippines, advancing employment generation, and improving access to essential services of vulnerable groups in Philippines. Under the SPO, Sustainalytics cited RCBC's Framework as "credible and impactful." These documents are published in RCBC's website²³.
- The Framework prescribes an Exclusionary Criteria which identify certain projects as ineligible for the use proceeds from the SFIs. Foremost of this is fossil fuel power generation – an exclusionary criterion consistent with the ASEAN Green Bond Standards and ASEAN Sustainability Bond Standards.
- RCBC allocates the proceeds of SFIs to finance and/or refinance loans to customers or its own operating activities. RCBC's Allocation Report discloses the Bank's Eligible Sustainable Portfolio and Sustainable Funding. The allocation report covering 2023 data underwent limited assurance procedures by RGMabat and Co. (KPMG Philippines). KPMG has confirmed that RCBC's application of funds from its sustainability bond issuances and Peso Green Time Deposits are in accordance with the Eligibility Criteria described in its Sustainable Finance Framework. The allocation of the proceeds is as follows:
 - Proceeds of RCBC's Green Bond or Green Loan go to Eligible Green Categories
 - Proceeds of RCBC's Social Bond or Social Loan go to Eligible Social Categories
 - Proceeds of RCBC's Sustainability Bond go to Eligible Green Categories and Eligible Social Eligible Categories
- RCBC provides disclosures on the benefits of its green and social assets through the issuance of the Sustainability and Impact Report, supplemented by a video which provides an effective visualization of the contribution of the Bank's lending activities to the environment and the society, effectively combatting climate change. Both the annual Allocation Report and the Sustainability and Impact Report are published on RCBC's website²⁴.
- RCBC raised USD 400 million in January 2024 from its five-year Sustainability Bonds issuance and another USD 350 million in January 2025 reflecting the trust in RCBC's sustainability efforts and credit outlook.
- RCBC's total sustainable portfolio consisted of around 19,000 projects as of 31 December 2024²⁵. These projects contribute to 12 of the 17 UN SDGs. Funding for RE accounted for more than 40% of the Bank's total sustainable portfolio surpassing the remaining exposure to coal-fired power projects.

Metrics for Climate-Related Risks and Opportunities

RCBC is the first local bank to adopt quantitative global climate risk analyses tools which will enable the Bank to contribute to the Philippine climate action commitment to the Paris Agreement.

A. Quantitative Tool for E&S Stress Testing

RCBC entered into an advisory engagement with IFC and 2DII in January 2021 (as approved by the ROC) for the use of the Paris Agreement Capital Transition Assessment (PACTA) tool and the climate stress testing modules developed by 2DII. This was the first advisory engagement to be conducted by IFC and 2DII in Asia. The tools enable RCBC to:

- Generate a comparison of the Bank's power generation portfolio versus globally-accepted climate reference scenarios covering short- to long-term time horizons (up to year 2040).

²³ RCBC. Sustainability. <https://www.rcbc.com/sustainability>.

²⁴ *Ibid*

²⁵ Figures are under ongoing external review, in compliance with the reporting requirements of the Sustainable Finance Framework.

- Perform climate scenario analysis and stress testing to determine the impact of transition risk on the power generation borrowers' probability of default (PD) and the corresponding Expected Credit Loss for the Bank.

Senior Management engagement is practiced by the Bank in the finalization of results generated by the PACTA and climate stress testing tools. RCBC also has a Credit Framework for Physical Risks and Calamity Response which is the basis for account monitoring in terms of physical risks and natural calamities. The Bank identifies the most affected areas (e.g. typhoon, earthquake, etc.) and the potentially impacted clients who are located in the identified areas.

The analyses of both transition and physical risks results have been included in RCBC's annual ICAAP submission since 2023.

B. Quantitative Tool for E&S Risk Monitoring Through GHG Emission Reporting

RCBC became the first Philippine bank to participate in the Partnership for Carbon Accounting Financials (PCAF), an initiative among financial institutions worldwide to enable harmonized assessments and disclosures of GHG emissions financed by loans and investments²⁶. RCBC completed the PCAF on-boarding training program in early October 2021. RCBC's participation in PCAF is a decisive step in understanding the climate risk arising from the businesses that the Bank supports, hence providing a baseline assessment of the Bank's indirect climate impact. As a PCAF participant, RCBC has started to disclose its financed emissions in the 2022 Sustainability and Impact Report (ahead of the Bank's commitment to PCAF).

Financial Intermediation

Loan Portfolio

The industry concentration of credit as of December 31, 2024 is as follows²⁷:

Economic Activity	Amount (Php M)	%
Credit Cards	110,453	16%
Housing	98,954	14%
Real estate, renting and other related activities	93,193	13%
Financial intermediaries	72,473	10%
Wholesale and retail trade	72,324	10%
Electricity, gas and water ²⁸	69,851	10%
Auto	62,472	9%
Manufacturing (various industries)	47,839	7%
Transportation and communication	47,554	7%
Consumer ²⁹	10,090	1%
Mining and quarrying	4,581	1%
Agriculture, fishing, and forestry	4,075	1%
Hotels and restaurants	3,972	-
Other community, social and personal activities	2,461	-
Others	10,342	1%
Total	710,634	100%
Which stakeholders are affected?		

²⁶ GHG emission assessment is advocated under BSP Circular 1149.

²⁷ Notes to Financial Statements, December 31, 2024

²⁸ Around 56% are from renewable energy

²⁹ Includes personal and salary loans

Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to loan portfolio)
Management	<ul style="list-style-type: none"> - Credit risk of the portfolio - Profitability of the portfolio - Transition risk of the portfolio
Stockholders	<ul style="list-style-type: none"> - Credit risk of the portfolio - Profitability of the portfolio
Customers/Clients	<ul style="list-style-type: none"> - Support for financing
Government/Regulators	<ul style="list-style-type: none"> - Credit risk of the portfolio - Compliance with laws and regulation
Community, Inc. environmental NGOs	<ul style="list-style-type: none"> - Reduction of environmental and social impacts from the Bank's clients' operations
Public, Inc. media	<ul style="list-style-type: none"> - Reduction of environmental and social impacts from the Bank's clients' operations – potential reputational impact

What is the impact and where does it occur? What is the organization's involvement in the impact?

Indirect E&S impacts may arise from the nature of businesses that RCBC supports through its lending activities.

Management Approach to Impact

In accordance with the ESMS Policy, all credit proposals for loans and other credit accommodations from RCBC need to go through E&S risk initial screening, due diligence and impact assessment. Only activities or projects which pass the E&S risk and impact assessment shall be eligible for financing.

What are the risks identified?

The operations of borrowers supported by RCBC may have negative E&S impacts.

Management Approach to Risks

E&S risk mitigation in the Bank's loan portfolio continues to be handled by the ESMS function which provides oversight on the implementation of RCBC's ESMS Policy.

The ESMS of RCBC requires that all lending relationships/credits, both pipeline and portfolio, are vetted from an E&S risk perspective. The ESMS is implemented to safeguard lending operations from exposure to activities with identified E&S risks. The ESMS Policy goes through a comprehensive review process on a regular basis to ensure its alignment with relevant BSP Circulars and E&S regulations. Policy updates were implemented in September 2022 to primarily incorporate certain requirements of BSP Circular 1128. Certain ESMS Policy tools were recalibrated in 2024 given their interoperability with the SFTG assessment which expands the assessment through the identification of sustainable value chains directed toward climate change mitigation and climate change adaptation. The ESMS Policy is published on the Bank's Online Library and is accessible to all employees.

In accordance with the ESMS Policy, all credit proposals are screened using the applicable requirements – the IFC Exclusion List (for environmentally and socially sensitive sectors), relevant national (DENR-EMB guidelines) and international laws / IFC Performance Standards on environment, biodiversity, deforestation, marine environment, water risk (Philippine Clean Water Act), pollution prevention (Philippine Clean Air Act), indigenous peoples (The Indigenous Peoples Rights Act), protection of cultural heritage, health, human and labour rights, safety and social issues, and any standards established therein. Environmental Risk Categories (ERCs) are assigned to accounts, and credit approvals obtained in accordance with requirements depending on the confirmed ERC. Based on the initial assessment of relationship managers (first line of defense), an account is risk-classified as ERC A (high), B (medium), or C (low) in consideration of the type and scale of potential impacts of the respective account's operations. The ERC classification is validated or confirmed by the ESRO, the second line of defense, who has the authority to override first line E&S risk assessment, if warranted. Validated ERC assessments are eventually included in the regular review of Internal Audit (third line of defense). The ERC assessment takes place before a lending decision is made, and

continues during the life cycle of the loan agreement with the client. Applicable environmental covenants are also incorporated in the loan/credit agreement and these are periodically evaluated and monitored to ensure compliance.

To ensure faithful compliance with the ESMS Policy, the Bank has ESROs equipped with the expertise to conduct appropriate E&S review and assessments. The ESRO function is part of RCBC Sustainable Finance Division³⁰ (headed by the CSO) that oversees the effective implementation of the ESMS Policy. The ESROs conduct learning sessions on the ESMS Policy implementation to ensure that the updates are communicated to the internal stakeholders. At least four ESMS trainings are conducted per year for the Bank's relationship managers.

The ESMS Policy subscribes to IFC's 8 Performance Standards, as follows, to benchmark projects or business activities on. These are applied in the assessment of medium- and high-risk accounts as measures of enhanced due diligence:

- | | |
|--|---|
| 1. Assessment and Management of Environmental and Social Risks and Impacts | 5. Land Acquisition and Involuntary Resettlement |
| 2. Labor and Working Conditions | 6. Biodiversity Conservation and Sustainable Management of Living Natural Resources |
| 3. Resource Efficiency and Pollution Prevention | 7. Indigenous Peoples |
| 4. Community Health, Safety, and Security | 8. Cultural Heritage |

Environmental and social due diligence (ESDD) conducted through site visits or desk reviews by the ESRO is integral to the assessment of high risk accounts. RCBC explains the importance of the ESDD process to clients and other stakeholders, and requires them to engage in activities that meet the Bank's sustainability standards. By means of RCBC's follow-through ESDD with its clients (18-24 month cycle), the Bank is able to validate the closure of previous ESDD findings by the next cycle of RCBC's evaluation, hence providing a proper monitoring mechanism for addressing potential E&S concerns. The actions taken by the clients affirm the development of the clients' shared commitment with RCBC toward sustainable practices.

Transactions which may be complex or have potential E&S concerns as well as those with unresolved matters over an established monitoring period are escalated for higher level review and discussion. The implementation of the Bank's ESMS and the continual monitoring required under the Policy help create long-term solutions to E&S issues – mitigating negative effects on the environment and affected communities, and enhancing sustainable development impacts.

What are the opportunities identified?

RCBC is committed to promoting sustainable business practices and furthering sustainable finance.

Management Approach to Opportunities

RCBC's sustainable portfolio is growing and continues to be ahead of the Bank's erstwhile investments in coal and other fossil fuel energy assets. The Bank's Eligible Sustainable Portfolio accounted for approximately 16% of total loan portfolio as of end-Dec 2024 (based on the updated Sustainable Finance Framework as updated), surpassing the share of coal exposures and of ERC A accounts. Moreover, RCBC ended the year 2024 with its power generation loan portfolio dominated by financing for RE. The Bank's RE portfolio settled at approximately 6.8% of total loan portfolio, surpassing the Bank's remaining exposure to coal power generation projects.

Regular monitoring and reporting of eligible green and eligible social assets through the accomplishment of the Allocation Report is undertaken by the Sustainable Finance Officers who are part of RCBC Sustainable Finance Division. Periodic Allocation Reports are submitted and presented to the ROC, the Asset and Liability Committee, and to the Sustainable Finance Committee. These provide regular tracking of opportunities to further asset growth and/or fundraising through SFIs.

³⁰ SFTG assessment is being handled by a separate team within the Sustainable Finance Division

Procurement Practices

Proportion of Spending on Local Suppliers

Disclosure (January 1 – December 31, 2024)		Quantity	Units
Percentage of procurement spending (actual payments) used for significant locations of operations that is spent on local suppliers		86.47	%
Which stakeholders are affected?			
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to proportion of spending on local suppliers)		
Management	- Local sourcing can be a strategy to help ensure supply		
Community	<ul style="list-style-type: none"> - Payments to locally-based suppliers – economic inclusion as positive impact - Local sourcing can support a stable local economy and maintain community relations - By supporting local suppliers, an organization can indirectly attract additional investment to the local economy 		
What is the impact and where does it occur? What is the organization’s involvement in the impact?			
The impact of our practice of spending on local suppliers is economic inclusion. This occurs in the supply chain and local community. This is caused by the organization, and is linked to impacts through the Bank’s business relationship with local suppliers.			
Management Approach to Impact			
RCBC supports the local economy and community. The Bank selects locally-based suppliers and promotes economic inclusion when selecting suppliers.			
What are the risks identified?			
Limiting procurement to only local suppliers may not necessarily result in lower costs; other suppliers must be considered to validate market prices.			
Management Approach to Risks			
RCBC follows a standard procurement procedure in purchasing the best resources at reasonable prices. This procedure is reviewed and revised as necessary.			
What are the opportunities identified?			
Supporting local suppliers can indirectly attract additional investments to the local economy, making their prices lower and supply readily available. In addition, it could lead to job generation. The creation of new businesses could be a potential source of new clients for the Bank.			
Management Approach to Opportunities			
RCBC supports the local economy and community. The Bank selects locally-based suppliers and promotes economic inclusion in its procurement practices.			

Business Ethics

Training on Anti-corruption Policies and Procedures

Disclosure (January 1 – December 31, 2024)	Quantity	Units
Percentage of employees to whom the organization’s anti-corruption policies and procedures have been communicated to	100 ³¹	%

³¹ Conducted via regular and compulsory e-Learning courses and examinations for all employees and those with direct contracts with RCBC

Percentage of business partners ³² to whom the organization's anti-corruption policies and procedures have been communicated to	100	%
Percentage of management that have received anti-corruption training	100 ³³	%
Disclosure (January 1 – December 31, 2024)	Quantity	Units
Training: Percentage of employees that have received anti-corruption training	100	%

Incidents of Corruption

Disclosure (January 1 – December 31, 2024)	Quantity	Units
Number of incidents in which directors were removed or disciplined for corruption	0	#
Number of incidents in which employees were dismissed or disciplined for corruption	0	#
Number of incidents when contracts with business partners were terminated due to incidents of corruption	0	#

Which stakeholders are affected?

Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to business ethics and anti-corruption)
Stockholders	<ul style="list-style-type: none"> - How the company ensures that it has the necessary capability to fight against corruption - How serious the organization is on combating corruption - Advocate of transparency and accountability - Timely and transparent disclosures on governance - Enforcement of policies on anti-corruption, Anti-Money Laundering Act (AMLA) and Fraud
Loan/Fund Providers & Creditors/ Depositors	<ul style="list-style-type: none"> - How the company ensures that it has the necessary capability to fight against corruption - How serious the organization is on combating corruption - Protection of deposits and loans/credits provided
Customers/Clients	<ul style="list-style-type: none"> - How the company ensures that it has the necessary capability to fight against corruption - How serious the organization is on combating corruption - Protection of deposits
Employees	<ul style="list-style-type: none"> - How the company ensures that it has the necessary capability to fight against corruption - How serious the organization is on combating corruption - Protection of employees
Government/ Regulators	<ul style="list-style-type: none"> - Transparency and accountability of the Bank - Compliance with rules and regulations set by BSP, SEC and PSE - Regular conduct of internal and external audits - Monitoring of ethics and compliance of the Bank - How the company ensures that it has the necessary capability to fight against corruption - How serious the organization is on combating corruption
Public, Inc. media	<ul style="list-style-type: none"> - How the company ensures that it has the necessary capability to fight against corruption - How serious the organization is on combating corruption – potential reputational impact for public legal cases regarding corruption

What is the impact and where does it occur? What is the organization's involvement in the impact?

³² In this context, the term 'business partners' includes suppliers and customers/clients.

³³ Conducted via regular and compulsory e-Learning courses and examinations for all employees and those with direct contracts with RCBC

RCBC's cultivation of corporate culture is strongly founded on honesty and integrity. The Bank's training programs on anti-corruption policies and procedures as well as disclosures on the Bank's response to incidents of corruption result to the following:

- Increased capacity to prevent and combat corruption
- Awareness of how serious the organization is on combating corruption

Management Approach to Impact

RCBC conducts regular training and examinations to ensure that all employees (from senior management to rank and file) and those with direct contracts with RCBC are familiar with the Bank's anti-corruption policies and procedures. Notably, the RCBC Board, as endorsed by the AML Board Committee approved the Bank's Anti-Bribery and Corruption Policy on September 26, 2022.

The RPT e-learning was completed in April while the annual RPT refresher training for the Deputy Compliance Officers was concluded in December 2024. New employees are oriented about the Bank's anti-corruption policies during their New Employee Orientation Program.

The Bank has implemented action plans as a result of the Risk-Based audit performed in 2023 that includes releasing of periodic advisory to all employees, to update and declare more information on their immediate family members. Quarterly Assessment is likewise being performed by the Deputy Compliance Officers (DCO) as part of the Continuous Monitoring Plan Master Procedure.

What are the risks identified?

The risk of employees engaging in corrupt activities cannot be completely eliminated. Actual incidents of corruption may harm the Bank's reputation.

Management Approach to Risks

RCBC strictly implements anti-corruption policies to prevent any corruption incident. The Bank conducts training and examinations to ensure that all employees (from senior management to rank and file) and those with direct contracts with RCBC are familiar and reminded of the Bank's anti-corruption policies and procedures. From the first day that an employee is hired, RCBC discusses with the employee the Bank's Code of Conduct, including the anti-corruption policies and procedures. With this, Management ensures that all employees know and understand the policies and procedures, which should be followed throughout their tenure with the institution.

Regular corporate announcements remind employees of warning signs associated with illegal, unethical, or questionable activities/transactions. Employees are reminded to immediately report (confidentially and without risk of reprisal) any suspicious behavioral traits, warning signs, and other legitimate concerns through the whistleblowing channel of the YGC. Sanctions are imposed on erring employees. If an employee violates the company's anti-corruption policies, Management will take Legal action against them.

Adherence to the Code of Conduct:

All employees are governed by the Bank's Code of Conduct, which revolves around the Core Values of the Bank. It is designed to serve as a guide to employees on how they should conduct themselves within and outside the Bank premises and in dealing with clients/customers and co-associates. The document is published on the Bank's website³⁴.

Adherence to this Code is the responsibility of each and every associate. It is administered uniformly throughout the Bank and is independent of the practices of other banks. It is a condition for continuous employment. Any breach of this Code may result in disciplinary action ranging from reprimand to termination of employment, depending on the

³⁴ RCBC. [https://www.rcbc.com/uploads/media/Code-of-Conduct-\(Rev\).pdf](https://www.rcbc.com/uploads/media/Code-of-Conduct-(Rev).pdf).

gravity of the offense, after the observance of due process. The Code of Conduct is divided into five parts as follows:

- | | |
|-----------------------------|--|
| A. Treatment of Clients | D. Conflict of Interests |
| B. Treatment of Bank Assets | E. Knowledge, Understanding & Compliance |
| C. Treatment of Others | |

Anti-Corruption Policies:

Under Part D of the Code of Conduct on Conflict of Interests, to avoid conflict of interest, employees are to conduct business transactions for the Bank in accordance with Bank policy and avoid direct or indirect use of the Bank's goodwill, reputation, funds and property or other resources for personal gain. This involves, among other things, accepting gifts, entertainment or favors from customers or suppliers; outside employment; outside directorship; and receiving commissions or benefits from customers or suppliers.

- *Gifts and Entertainment.* The Bank does not allow solicitation of gifts, directly or indirectly, from customers or suppliers. Under no circumstance do employees accept, directly or indirectly, payments, loans, kickbacks, special privileges or services in exchange for favors.
- *Favors.* The Bank does not buy business. This is obtained on the merits of the Bank's products, services and people. It does not bend rules nor offer money, illegal or inappropriate favors of unusual value to obtain or retain business. In this regard, any and all significant donations or contributions to or through a customer for whatever purpose using Bank property or funds should be with the prior authorization of the concerned Group Head. Should said donation or contribution be through the purchase of a raffle or lottery ticket, any prize or winnings therefrom, regardless of whether the ticket is in the employee's possession or in the employee's name, must be turned over to the Bank.
- *Receiving Commissions or Benefits.* Employees must avoid situations which may unduly influence the relationships with customers or suppliers in a position to transact business with the Bank. Employees must make sure that the procedures laid down in providing customer services or in purchasing goods and services are strictly followed. Employees who have a direct hand in choosing companies from which purchases of the Bank's business requirements are to be made, are discouraged to use said authority to obtain commissions or leverage to purchase the same item/s for personal interests at terms not otherwise available to his/her colleagues or the public. Suppliers and customers are chosen based on merit and not on what can be gained from them.

The Code of Conduct is a main topic included in the Bank's Employee Orientation Program which is held on a regular basis. The Bank provides penalties for violations of its Code of Conduct. Administrative cases are handled in accordance with the Bank's Administrative Cases Procedure and existing laws. The Personnel Evaluation and Review Committee acts as an independent body in the evaluation and review of cases involving dishonesty, fraud, negligence or violation of any internal Bank policy, rule or procedure committed by an RCBC employee and ensures that the appropriate preventive, corrective and disciplinary measures are imposed on cases involving dishonesty, fraud, negligence or violation of any internal Bank policy, rule or procedure committed by an RCBC employee.

Use of Insider Information:

There are laws that prohibit the use of inside information when buying, selling or trading publicly traded securities, including RCBC securities. Inside information can take many forms, but always includes information which is not available to the public and which might influence an investor's decision to buy, sell or hold securities in a company. Under the Code of Conduct, employees are prohibited from buying, selling or trading RCBC securities or the securities of other companies about which employees have inside information, until that information becomes public. In addition, this information should not be shared with anyone else, including family members or friends or anyone about trading in any securities based on this information.

Whistleblowing Policy:

The Bank's Whistleblowing Policy is a key element in safeguarding the Bank's integrity. It aims to enhance the Bank's transparency and system for combating practices that might damage its activities and reputation. Protecting the integrity and reputation of the Bank requires the active support of its stakeholders, particularly its employees. The following are the basic principles and system protection of the Bank's Whistleblowing Policy:

1. Employees and other stakeholders must be provided with alternative and sufficient channels for whistleblowing and communication. In certain instances, they must be able to bypass the main channels for whistleblowing if these prove inappropriate;
2. Employees and other stakeholders making the report in good faith should at all times be protected against reprisals;
3. Identity of the whistleblower making the report in good faith should remain confidential and anonymous;
4. Reported incidents shall be verified in an appropriate manner, and if confirmed, the Bank must take the necessary actions;
5. The rights of any person implicated in any report must be respected.

Reports of any actual or suspected criminal activities, unlawful acts or omissions, fraud, violations of the Code of Conduct and other bank policies, danger to health and safety, improprieties or malpractice in the workplace, including those relative to matters of financial reporting, internal control and/or auditing may be sent through the YGC Open Communication system³⁵ - a confidential and anonymous reporting system for the YGC.

The Bank's HRG monitors all Whistleblowing reports and shall report potential fraud cases to the Corporate Governance Committee. The Whistleblowing Policy provides that the HRG shall monitor all reported cases, and shall make a quarterly report to the Corporate Governance Committee on the number of reports received, actions taken and the latest status of each case.

Anti-Money Laundering Act (AMLA):

The Bank's Money Laundering and Terrorist Financing Prevention Program (MLPP) is a comprehensive and risk-based policy geared toward the promotion of high ethical and professional standards and the prevention of the Bank being used, intentionally or unintentionally for money laundering and terrorist financing. The MLPP is consistent with the Anti-Money Laundering Act of 2001, as amended, The Terrorism Financing Prevention and Suppression Act of 2012, and BSP Circular No. 706, as amended. The MLPP is updated at least once every two years. This covers policies on Know Your Customer procedures, Record Keeping and Retention, Training, Risk Profiling and Covered and Suspicious Transaction Alerts Management. Central to improving the Bank's compliance with AML/ Counter-Terrorism Financing (CFT) related regulations is the review and revision of the MLPP at least once every two years. The revised MLPP addresses the requirement outlined in new regulations and addresses changes in Bank practices considered significant as part of its on-going process of re-framing the Bank's Compliance Program.

Internal Audit:

To promote and strengthen checks and balances in the Bank, RCBC promotes sound internal controls and gives due recognition to the importance of the internal audit function. On the basis of the Audit and Compliance Committee's approved audit plans, internal audit examinations of the business units are conducted between one to three years. These examinations are based on the derived level of risk using a systematic, risk-based approach to evaluate and improve the adequacy and effectiveness of governance, risk management, control systems, and processes through which the Board, senior management, and stockholders shall be provided with reasonable assurance that its key organizational and procedural controls are appropriate, adequate, effective and complied with. This approach generally includes an assessment of significant risk exposures and adequacy of the risk management process, adequacy and effectiveness of controls encompassing the organization's governance, operations, information systems, safeguarding of assets and compliance with the Bank's Code of Conduct, ethical standards, policies and documented procedures, contracts, laws, rules and regulations.

Related Party Transactions (RPT):

To align with the SEC Memorandum Circular No. 10, series of 2019 or the "Rules on Material Related Party Transactions for Publicly-listed Companies" issued on April 27, 2019, RCBC has updated the Bank's Policy on Related Party Transactions on September 30, 2024. The said policy defines "related party transactions" as transactions or dealings

³⁵ RCBC. Talk to Us. www.rcbc.com/TalktoUs

with related parties of the Bank, including its trust department, regardless of whether or not a price is charged. These shall include, but not limited, to the following:

- On- and off-balance sheet credit exposures, claims and write-offs;
- Investments and/or subscriptions for debt/equity issuances;
- Consulting, professional, agency and other service arrangements/contracts;
- Purchases and sales of assets, including transfer of technology and intangible items (e.g. research and development, trademarks and license agreements)
- Construction arrangements/contracts;
- Lease arrangements/contracts;
- Trading and derivative transactions;
- Borrowings, commitments, fund transfers and guarantees;
- Sale, purchase or supply of any goods or materials;
- Establishment of joint venture entities.

RPTs shall be interpreted broadly to include not only transactions that are entered into with related parties but also outstanding transactions that were entered into with an unrelated party that subsequently becomes a related party. The term “related parties” under the Bank’s updated RPT Policy has been expanded in scope as it broadens the definition of “close family members” to include relatives of the Bank’s Directors, Officers and Stockholders³⁶ within the 4th degree of consanguinity or affinity, legitimate or common-law. Related parties also include corresponding persons in affiliated companies, those with direct or indirect linkages with the Bank, members of the Bank’s Advisory Board and subsidiaries of related parties.

The Bank constituted the RPT Committee and RPT Management Committee: the RPT Committee reviews material RPTs to ensure that they are conducted in the regular course of business and not undertaken on more favorable economic terms (e.g., price, commissions, interest rates, fees, tenor, and collateral requirement) versus similar transactions with non-related parties under similar circumstances. On favorable review, the RPT Committee endorses material RPTs to the Board for approval.

All material RPTs shall be approved by at least two-thirds (2/3) vote of the Board of Directors, with at least a majority of the independent directors voting to approve the material RPT. In case that a majority of the independent directors’ vote is not secured, the material RPT may be ratified by the vote of the stockholders representing at least two-thirds (2/3) of the outstanding capital stock. Material RPTs approved by the Board shall be submitted to the Stockholders for confirmation during the Annual Stockholders Meeting.

On the other hand, the RPT Management Committee reviews and approves proposed RPTs below the materiality threshold or those that do not require Board approval, to ensure that said RPTs are conducted in the regular course of business and not undertaken on more favorable economic terms to such related parties than similar transactions with non-related parties under similar circumstances. On favorable review, the RPT Management Committee approves the non-material RPT and submits the same to the Board for confirmation.

Transactions with related parties involving amounts of at least Pesos: Ten Million (Php 10,000,000.00) are considered as material RPTs. The said threshold shall not apply to DOSRI loans and other credit accommodations and guarantees, and other transactions requiring Board approval under the regulations, i.e., cross-selling, outsourcing, etc., which are always considered “material” regardless of amount. Where the amount involved in the transaction is at least 10% of the combined assets of the RCBC Group, the transaction shall be accompanied by a fairness opinion issued by an external independent party to be appointed by the Board of Directors. Excluded transactions are RPTs that, regardless of the amount involved, are exempted from vetting, approval and reporting but still subject to other RPT requirements, such as:

- 1) Deposit operations;
- 2) Investment in bonds issued by the Government of the Philippines, its political subdivisions and its instrumentalities

The Bank’s RPT policy shall be reviewed by the RPT Committee and approved by the Board every three (3) years or as

³⁶ For stockholders, close family members refer to relative’s 2nd degree relatives of consanguinity and affinity.

necessary whenever there are any related amendments. The latest version of the Bank's RPT policy has been reviewed and approved in September 2024 to incorporate key changes on exemption of the sale of bank properties from prior vetting and endorsement by the RPT Committee. This updates the following list of transactions exempted from the vetting, approval and reporting requirements of RPTs provided that the amount involved in the transaction is less than the SEC Material RPT threshold (10% of the combined assets of the RCBC Group, based on the latest audited financial statements):

- 1) Regular trade transactions involving purchases and sales of debt securities traded in an active market. However, subject to post-reporting to the RPT Committee;
- 2) RPTs covered under the Trust and Investment Group's RPT Policy. (Refer to ANNEX C of the RPT Policy published on the Bank's website³⁷;
- 3) Pre-approved Treasury Transactions covered by the Policy on Related Party Transactions covering Treasury Deals³⁸;
- 4) Credit card availments, except those with credit card lines with amounts falling under the definition of "material transactions";
- 5) Availments under the BSP-approved fringe benefit program;
- 6) Transactions that do not present a real risk of potential abuse, i.e. sale of fully depreciated assets; and
- 7) Sale of bank properties (e.g., repossessed cars and real estates) to related parties done through competitive/public bidding or auction. It is emphasized that the loan component of the sale, if any, is NOT covered by this amendment.

In case the amount involved in the transaction shall reach the SEC Material RPT threshold, the transaction shall be subject to the vetting, approval and reporting requirements of RPTs, including the following processes:

- 1) The Board of Directors shall appoint an external independent party to evaluate the fairness of the terms of the material RPT. An external independent party may include, but is not limited to, auditing/accounting firms and third party consultants and appraisers.
- 2) An Advisement Report shall be filed with the SEC within three (3) calendar days after the execution date of the transaction. The Advisement Report shall be signed by the Corporate Secretary.

To ensure that conflict of interest is managed, interested directors and officers shall abstain from discussion, approval and management of such transaction or matter affecting the Bank. In case they refuse to abstain, their attendance shall not be counted for purposes of assessing the quorum and their votes shall not be counted for purposes of determining majority approval.

The Bank continues to encourage employees to communicate, confidentially and without risk of reprisal, legitimate concerns about illegal unethical or questionable RPTs. For this purpose, the Bank's Whistleblowing Policy shall apply. Reporting and investigation of abusive RPTs shall be handled following the Bank's existing Code of Conduct and Whistleblowing Policy. The grievance procedure under the Corporate Governance Manual shall apply to stockholders, including minority stockholders, who wish to report or express legitimate concerns on abusive RPTs.

What are the opportunities identified?

RCBC's profound adherence to business ethics has provided the Bank with a solid foundation for consistent growth, stakeholder confidence, and competitive edge. The internal audit activity, in particular, adds value to the Bank through the audit reports which summarized the risk exposures and control issues and provides recommendations in order to improve the governance, risk management, and control processes which will contribute to the achievement of the Bank's overall objectives.

Management Approach to Opportunities

³⁷ RCBC. Uploads. www.rcbc.com/uploads/media/20221010-SEC-Form-17-18-Updated-Related-Party-Transactions-Policy-1.pdf.

³⁸ *Ibid*

The internal auditors have free and full access to all the Bank’s records, properties, and personnel relevant to the internal audit activity. The Bank’s internal audit function has its continuing professional development policy which encourages and supports internal auditors to be continually abreast with relevant skills, knowledge and information through trainings and certification programs to ensure that everyone will be able to adequately carry out their duties and responsibilities. The Internal Audit Group conducts regular assessment and monitoring of the team’s competencies and coordinates with the Human Resources Group for its training and/or certification requirements. The Bank continuously conducts training and provides “eLearning” courses to ensure that all employees (from rank-and-file to senior management) and those with direct contracts with RCBC are familiar with and reminded of the Bank’s anti-corruption policies and procedures. Management reiterates via corporate announcements the importance and significance of the Bank’s Code of Conduct, including ethical standards and anti-corruption policies.

ENVIRONMENT

Resource Management

Energy Consumption Within the Organization

Disclosure (January 1 – December 31, 2024)	Quantity	Units
Energy consumption (renewable sources)	0	GJ
Energy consumption (gasoline)	0	GJ
Energy consumption (LPG)	0	GJ
Energy consumption (diesel)	2,077 ³⁹	GJ
Energy consumption (electricity)	RCBC Plaza: 565,697 ⁴⁰ A.T. Yuchengco Centre: 1,432,060 Branches: 11,550,060	kWh

Reduction of Energy Consumption

Disclosure (January 1 – December 31, 2024)	Quantity	Units
Energy reduction (renewable sources)	0	GJ
Energy reduction (gasoline)	0	GJ
Energy reduction (LPG)	0	GJ
Energy reduction (diesel)	0	GJ
Energy reduction (electricity)	0	kWh

Which stakeholders are affected?

Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to energy consumption)
Management	- Efficiency of managing resources
Stockholders	- Profitability of the organization - Efficiency of managing resources
Suppliers	- How much energy is used by the organization - Supplies’ actions can affect the organization’s ability to operate, implement its strategies, and achieve its objectives
Community, inc. environmental NGOs	- Extent of energy consumption alongside scarcity of supply
Public, inc. media	- Extent of energy consumption alongside scarcity of supply – potential reputational impact

³⁹ This pertains to generator sets which make use of diesel.

⁴⁰ Data as of reporting date for RCBC Plaza has been updated to reflect only the RCBC banking floors with direct meter measurements.

What is the impact and where does it occur? What is the organization's involvement in the impact?
Efficient energy consumption within RCBC's operations can translate to energy savings. This, in turn, can contribute to possible reduction in the country's significant reliance on fossil fuel-based energy.
Management Approach to Impact
<ul style="list-style-type: none"> - RCBC continues to support the principles behind its Leadership in Energy and Environmental Design (LEED) certification (RCBC Plaza in Makati is a LEED-certified Gold-level building⁴¹). Energy conservation measures are applied in the Bank's day-to-day operations. RCBC ensures that it maintains its LEED Gold certification by spending on annual LEED consultation fees to comply with the climate adaptation requirements of the building. - The Bank's headquarters – the RCBC Plaza in Makati City and the AT Yuchengco Centre (ATYC) in Taguig City have started being powered by RE sources from ACEN in August 2024 and September 2024, respectively. - RCBC instills the discipline and promotes the benefits of being mindful of sustainability practices (e.g. environmental protection by fostering energy conservation) through the completion of the internally-developed UN SDGs e-learning in 2022 and access to a UN SDG Daily Handbook in the Bank's internal Online Library beginning September 2023.
What are the risks identified?
GHG emissions from the generation of electricity contribute to global warming and climate change. Inefficient management of energy use can lead to higher operating costs, revocation of LEED certification, and inability to be benchmarked against other banks that have set sustainability goals and programs on energy conservation.
Management Approach to Risks
<ul style="list-style-type: none"> - Efficient energy consumption is one of the underlying objectives of cost control measures. These include guidelines on containing operating expenses through commitments on environmental responsibility and resource efficiency. The initiatives in support of these guidelines include switching to LED lighting systems and the application of energy-saving mechanisms in the office elevators. As more RCBC branches open in the country, it is necessary to continue monitoring overall consumption in a way that energy efficiency is practiced. - The objective of reducing global warming is ingrained in a larger scale within RCBC's Sustainable Finance Framework which supports investments in RE. This is aligned with RCBC's declaration to cease funding of the construction of new coal-fired power plants, with coal technology known to release more GHG per unit of energy produced (and hence increased global warming) compared to other electricity sources. The quantitative tool (PACTA and Climate Stress Test Model) also equips RCBC in measuring transition risk associated with lending to fossil fuel power generation projects.
What are the opportunities identified?
<ul style="list-style-type: none"> - Redesigning of offices / branches to further promote energy efficiency practices - Continued knowledge-dissemination / awareness program on the relevance of efficient energy consumption to the Bank's operations and to one's day-to-day activities - Development of understanding of carbon footprint and its relation to energy consumption
Management Approach to Opportunities
RCBC remains committed to action towards operational efficiency leading to conservation of energy and other energy efficient technologies.
The Sustainability e-learning material has been incorporated into the annual Bank-wide learning programs. This e-learning course is mandatory for all employees (from senior management to rank and file) and is accessible to the Board of Directors. This is considered instrumental in promoting deeper understanding of how energy consumption generates carbon footprint and increases GHG emissions. The 2022 Sustainability e-learning also facilitates a global learning experience as energy consumption and other related activities are explained within the context of attaining the UN SDGs.

⁴¹ US Green Buildings Council Inc. RCBC Plaza. <https://www.usgbc.org/projects/rcbc-plaza>

Water Consumption Within the Organization

Disclosure (January 1 – December 31, 2024)		Quantity	Units
Water withdrawal		0	Cubic meters
Water consumption		RCBC Plaza: 169,227 ⁴² A.T. Yuchengco Centre: 10,488 Branches: 98,578	Cubic meters
Water recycled and reused		0	Cubic meters
Which stakeholders are affected?			
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to water consumption)		
Management	- Efficiency of managing resources		
Stockholders	- Profitability of the organization - Efficiency of managing resources		
Suppliers	- Changes in the organization’s water consumption versus supply availability		
Community, inc. environmental NGOs	- Extent of water consumption alongside scarcity of supply		
Public, inc. media	- Extent of water consumption alongside scarcity of supply – potential reputational impact		
What is the impact and where does it occur? What is the organization’s involvement in the impact?			
Efficient water consumption in the Bank’s operations can translate to savings, thereby contributing to preserving water as a limited resource.			
Management Approach to Impact			
<ul style="list-style-type: none"> - RCBC continues to support the principles behind its LEED certification (RCBC Plaza in Makati is a LEED-certified gold building). Water conservation measures are applied in the Bank’s day-to-day operations. - RCBC instills the discipline and promotes the benefits of being mindful of sustainability practices through the completion of the internally-developed e-learning on the UN SDGs since 2022. This is a mandatory online course for all employees on environmental protection by fostering water conservation, among others, at a personal and at a corporate level. As a follow-through to this, access to a UN SDG Daily Handbook in the Bank’s internal Online Library has been established beginning September 2023. 			
What are the risks identified?			
The inefficient and improper use of water can lead to negative environmental impacts, in light of water being recognized as a limited resource. It can also lead to higher operating costs, revocation of LEED certification, and inability to be benchmarked against other banks that have set sustainability goals and programs on water conservation.			
Management Approach to Risks			
<ul style="list-style-type: none"> - Responsible water consumption is one of the underlying objectives of cost control measures. These include guidelines on containing operating expenses through commitments on environmental responsibility and resource efficiency. The initiatives in support of these guidelines include proper use of faucets and responsible consumption of drinking water. - The objective of promoting responsible water consumption is ingrained in a larger scale within RCBC's Sustainable Finance Framework which supports investments in Sustainable Water Management for clean water infrastructure, wastewater treatment, consumption, sustainable urban drainage systems, and other forms of flooding mitigation. 			
What are the opportunities identified?			
<ul style="list-style-type: none"> - Continued knowledge-dissemination / awareness program on the relevance of responsible water consumption to the Bank’s operations and to one’s day-to-day activities - Development of understanding of social responsibility and its relation to preservation of natural resources 			

⁴² Water consumption data pertains to the entire premise of the building not just the RCBC-occupied floors. For the Sustainability Report 2023, the reported data (21,764 cubic meters) is for banking floors only and the corresponding consumption for RCBC Plaza is 161,559 cubic meters.

Management Approach to Opportunities
<ul style="list-style-type: none"> - RCBC remains committed to action towards operational efficiency including responsible water utilization and conservation. - The Sustainability e-learning material has been added into the annual Bank-wide learning programs since 2021. This Sustainability e-learning course is mandatory for all employees (from senior management to rank and file) and is accessible to the Board of Directors. This is considered instrumental in promoting deeper understanding of how water conservation exemplifies social responsibility in support of sustainability. The 2022 Sustainability e-learning also facilitates a global learning experience as water consumption and other related activities are explained within the context of attaining the UN SDGs.

Materials Used by the Organization

Disclosure (January 1 – December 31, 2024)	Quantity	Units
Materials used by weight or volume ⁴³		
<ul style="list-style-type: none"> ● Renewable 	1,053,275	kg
<ul style="list-style-type: none"> ● non-renewable 	7,416	kg
Percentage of recycled input materials used to manufacture the organization’s primary products and services ⁴⁴	96.3%	%

Which stakeholders are affected?	
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to materials used by the organization)
Management	- Efficiency of managing resources
Stockholders	- Profitability of the organization - Efficiency of managing resources
Suppliers	- Changes in the organization’s resource consumption versus supply availability
Community, inc. environmental NGOs	- Environmental effects of materials used and practices employed by suppliers

Which stakeholders are affected?	
Public, inc. media	- Environmental effects of materials used and practices employed by suppliers - potential reputational impact

What is the impact and where does it occur? What is the organization’s involvement in the impact?
 There is indirect impact brought about by RCBC’s relations with its suppliers.

Management Approach to Impact
 RCBC ensures that suppliers uphold sustainability standards and practices including compliance with Philippine laws. The supplier’s environmental performance is observed during site visits. RCBC is able to influence suppliers to be sustainable through the supplier accreditation processes.

What are the risks identified?
 The adverse environmental effects of a supplier’s operations can impact the cost of its output and may be detrimental to the continuity of its operations. Aside from this, any negative impacts may lead to public outcry and/or government-initiated stoppage/revocation of business license. These cost implications and possible disruption will ultimately affect the Bank’s operations as receiver of the supplier’s services / products.

Management Approach to Risks
 Due diligence prevents and mitigates negative impacts in the supply chain. Suppliers are assessed for a range of criteria.

⁴³ This includes printed forms, check books, and check vouchers, envelopes, and tempus calendars procured from suppliers.

⁴⁴ Data provided and collated from various suppliers.

RCBC initiates due diligence as early as possible in the development of a new relationship with a supplier. Impacts may be prevented or mitigated at the stage of structuring contracts or other agreements, as well as via on-going collaboration with suppliers. The assessment of vendors includes their sustainability initiatives, inspection of facilities and policies relating to the vetting of vendors.

What are the opportunities identified?

Opportunities relate to improvements in RCBC’s existing supply chain management as well as the avoidance of negative environmental and reputational impacts on the supply side. These can include changing the organization’s procurement practices, adjusting performance expectations, capacity building, training, changes to processes, as well as terminating supplier relationships with those that are non-compliant.

Management Approach to Opportunities

RCBC continues to improve its existing supply chain procedure to avoid negative environmental and reputational impacts. The Bank employs sustainability-related questionnaires in the accreditation/vetting process of vendors. Furthermore, the YGC holds information campaigns geared towards vendors regarding YGC’s sustainability initiatives.

Ecosystems and Biodiversity (Whether in Upland/Watershed or Coastal/Marine)

Disclosure (January 1 – December 31, 2024)	Quantity ⁴⁵	Units
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None	
Habitats protected or restored	-	ha
IUCN ⁴⁶ Red List species and national conservation list species with habitats in areas affected by operations	None	

Which stakeholders are affected?

Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to ecosystems and biodiversity)
Government – DENR	<ul style="list-style-type: none"> - Compliance with environmental laws and regulations - Reduction of environmental impacts - Concern for environmental protection
Community, inc. environmental NGOs	<ul style="list-style-type: none"> - Reduction of environmental impacts - Concern for environmental protection
Public, inc. media	<ul style="list-style-type: none"> - Reduction of environmental impacts and concern for environmental protection – potential reputational impact

What is the impact and where does it occur? What is the organization’s involvement in the impact?

RCBC’s operational sites are not in, or adjacent to, protected areas, areas of high biodiversity value, protected or restored habitats, or areas where IUCN Red List species and national conservation list species have habitats. The operational sites of the Bank’s clients, however, may be such, and the clients’ operations may have negative environmental impacts.

Management Approach to Impact

In accordance with the ESMS Policy, all credit proposals for loans and other credit accommodations from RCBC need to go through E&S risk and impact assessment. Only activities or projects which pass the E&S risk and impact assessment shall be eligible for financing.

What are the risks identified?

The operational sites of RCBC’s clients may be in, or adjacent to, protected areas, areas of high biodiversity value, protected or restored habitats, or areas where IUCN Red List species and national conservation list species have habitats. This may lead to negative environmental impacts.

⁴⁵ Refer to the discussion on Impact

⁴⁶ International Union for Conservation of Nature

Management Approach to Risks
The ESMS Policy adheres to the guidelines of the DENR-EMB. In addition, the ESMS Policy of RCBC subscribes to IFC's Performance Standards which include the evaluation of the impact of a borrower's business on ecosystems and biodiversity (IFC Performance Standard 6 Biodiversity Conservation and Sustainable Management of Living Natural Resources).
What are the opportunities identified?
Adhering to the protection of ecosystems and biodiversity promotes sustainable business practices.
Management Approach to Opportunities
RCBC's Sustainable Finance Framework supports financing for environmentally sustainable management of living natural resources and land use under its Eligible Green Project Categories.

Environmental Impact Management

Air Emissions: GHG

Disclosure (January 1 – December 31, 2024)	Quantity	Units
Direct (Scope 1) GHG Emissions	0	Tonnes CO ₂ e
Energy indirect (Scope 2) GHG Emissions	9,629 ⁴⁷	Tonnes CO ₂ e
Emissions of ozone-depleting substances (ODS)	0	Tonnes

Which stakeholders are affected?

Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to management of GHG emissions)
Stockholders	- Compliance with environmental laws and regulations – potential reputational impact that may lead to divestment
Government – DENR	- Compliance with environmental laws and regulations - Reduction of environmental impacts - Concern for environmental protection
Community, inc. environmental NGOs	- Reduction of environmental impacts - Concern for environmental protection
Public, inc. media	- Reduction of environmental impacts and concern for environmental protection – potential reputational impact

What is the impact and where does it occur? What is the organization's involvement in the impact?

GHG emissions result from RCBC's energy consumption.

Management Approach to Impact

Refer to details on Energy Consumption Within the Organization

What are the risks identified?

Refer to details on Energy Consumption Within the Organization

Management Approach to Risks

Refer to details on Energy Consumption Within the Organization

What are the opportunities identified?

⁴⁷ RCBC Plaza, A.T. Yuchengco Centre, and Branches; emission factor for electricity at 0.7122 kgCO₂e/kWh (simple operating margin, average EF from the grid) and 0.6836 kgCO₂e/kWh (combined margin for wind and solar projects) from DOE (<https://www.doe.gov.ph/electric-power/2015-2017-national-grid-emission-factor-ngef>); emission factor for diesel at 0.0741 tonnes CO₂e/GJ from ADB (<https://www.adb.org/sites/default/files/institutional-document/296466/guidelines-estimating-ghg.pdf>). Please refer to footnotes under Energy Consumption.

Refer to details on Energy Consumption Within the Organization
Management Approach to Opportunities
Refer to details on Energy Consumption Within the Organization

Air Pollutants

Disclosure (January 1 – December 31, 2024)	Quantity	Units
NO _x	-	kg
SO _x	-	kg
Persistent organic pollutants (POPs)	-	kg
Volatile organic compounds (VOCs)	-	kg
Hazardous air pollutants (HAPs)	-	kg
Particulate matter (PM)	-	kg

Which stakeholders are affected?	
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to management of air pollutants)
Stockholders	- Compliance with environmental laws and regulation – potential reputational impact that may lead to divestment
Government – DENR	- Compliance with environmental laws and regulation - Reduction of environmental impacts - Concern for environmental protection
Community, inc. environmental NGOs	- Reduction of environmental impacts - Concern for environmental protection
Public, inc. media	- Reduction of environmental impacts and concern for environmental protection – potential reputational impact

What is the impact and where does it occur? What is the organization’s involvement in the impact?
 As RCBC is engaged in traditional banking, it does not generate air pollutants in its operations. The Bank’s clients, however, may be generating this negative impact on the ecosystem as part of their production process.

Management Approach to Impact
 Refer to details on Ecosystems and Biodiversity (Whether in Upland/Watershed or Coastal/Marine)

What are the risks identified?
 The Bank’s clients may be generating air pollutants in their operations. The Bank may have indirect impact to the environment.

Management Approach to Risks
 The ESMS Policy adheres to the guidelines of the DENR-EMB. In addition, the ESMS Policy of RCBC subscribes to IFC’s Performance Standards which include the evaluation of the borrower’s practices to promote resource efficiency and pollution protection (Performance Standard 3 Resource Efficiency and Pollution Prevention) that may be mapped against the requirements of the Philippine Clean Air Act for pollution prevention.

What are the opportunities identified?
 Refer to details on Ecosystems and Biodiversity (Whether in Upland/Watershed or Coastal/Marine)

Management Approach to Opportunities
 Refer to details on Ecosystems and Biodiversity (Whether in Upland/Watershed or Coastal/Marine)

Solid and Hazardous Wastes:

Solid Waste

Disclosure (January 1 – December 31, 2024)	Quantity ⁴⁸	Units
Total solid waste generated	RCBC Plaza: 744,190 A.T. Yuchengco Centre: 69,668 ⁴⁹	kg
Reusable	0	kg
Recyclable	RCBC Plaza: 573,250	kg
Composted	0	kg
Incinerated	0	kg
Residuals/Landfilled	RCBC Plaza: 170,940 A.T. Yuchengco Centre: 69,668	kg

Which stakeholders are affected?

Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to solid waste management)
Stockholders	- Compliance with environmental laws and regulations – potential reputational impact that may lead to divestment
Government – DENR	- Compliance with environmental laws and regulations - Reduction of environmental impacts - Concern for environmental protection
Community, inc. environmental NGOs	- Reduction of environmental impacts - Concern for environmental protection
Public, inc. media	- Reduction of environmental impacts and concern for environmental protection – potential reputational impact

What is the impact and where does it occur? What is the organization's involvement in the impact?

RCBC's ability to properly manage solid waste impacts the communities within the proximity of its operations, and the overall environmental welfare of the society.

Management Approach to Impact

RCBC minimizes the impact of its operational solid waste through pollution prevention measures. Compliance with Philippine Environmental Laws is adhered to across the organization.

What are the risks identified?

The generation, treatment, and disposal of waste, including its improper transportation, can pose harm to human health and the environment.

Management Approach to Risks

RCBC Plaza's Solid Waste Management Plan includes reducing material costs and environmental impacts thus educating and encouraging tenants to reduce, reuse, and recycle for long-term purposes to minimize ecological impacts. Solid wastes are hauled by a third party; total amounts are then recorded and tabulated.

What are the opportunities identified?

- Digitization of banking transactions and redesign of offices / branches to promote waste reduction
- Continued knowledge-dissemination / awareness campaign on the benefits of waste reduction as part of environmental protection and social responsibility
- Development of understanding of carbon footprint and its relation to tree-cutting for paper production / consumption

Management Approach to Opportunities

⁴⁸ Available solid waste data pertains to the entire premise of the building not just the RCBC-occupied floors.

⁴⁹ Around 40% are from RCBC-occupied floors

- RCBC will continue to implement initiatives aimed at operational efficiency and digitization, including waste reduction / paper consumption. These include employees being encouraged to apply double-sided printing and lessening plastic waste.
- RCBC's customer banking experience has promoted ZERO forms to fill out⁵⁰, hence significantly decreasing paper usage.
- The Sustainability e-learning material has been added into the annual Bank-wide learning programs since 2021. This Sustainability e-learning course is mandatory for all employees (from senior management to rank and file) and is accessible by the BOD. This is considered instrumental in promoting deeper understanding of carbon footprint/GHG emissions and how these can be reduced through preservation of forests, proper waste segregation, and recycling of waste. In September 2023, the UN SDG Daily Handbook was made available through the Bank's intranet and cascaded to all employees via an HRG advisory, providing practical information on how to contribute to the UN SDGs through our day-to-day lives.
- RCBC's support for potential financing requirements also helps promote environmental responsibility for proper waste management. The Bank's Sustainable Finance Framework includes waste management (excluding landfills), such as waste prevention, waste reduction, waste recycling and material recovery with emission abatement technology under the Eligible Green Project Categories.

Hazardous Waste

Disclosure (January 1 – December 31, 2024)		Quantity	Units
Total weight of hazardous waste generated		-	kg
Total weight of hazardous waste transported		-	kg
Which stakeholders are affected?			
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to hazardous waste management)		
Stockholders	- Compliance with environmental laws and regulations – potential reputational impact that may lead to divestment		
Government – DENR	- Compliance with environmental laws and regulations - Reduction of environmental impacts - Concern for environmental protection		
Community, inc. environmental NGOs	- Reduction of environmental impacts - Concern for environmental protection		
Public, inc. media	- Reduction of environmental impacts and concern for environmental protection – potential reputational impact		
What is the impact and where does it occur? What is the organization's involvement in the impact?			
RCBC does not generate hazardous waste in its operations. The Bank's clients, however, may be generating hazardous waste that is harmful to the environment (indirect impact).			
Management Approach to Impact			
Refer to details under Ecosystems and Biodiversity (Whether in Upland/Watershed or Coastal/Marine)			
What are the risks identified?			
The operations of RCBC's clients may be generating hazardous wastes which are harmful to the environment.			
Management Approach to Risks			
The ESMS Policy adheres to the guidelines of the DENR-EMB. In addition, the ESMS Policy of RCBC subscribes to IFC's Performance Standards which include the evaluation of the borrower's practices to promote resource efficiency and pollution protection (Performance Standard 3 Resource Efficiency and Pollution Prevention) Under Performance Standard 3, the borrower's operations are assessed in terms of compliance with environmentally sound disposal of hazardous and non-hazardous wastes.			

⁵⁰ Additional one form to fill out and sign if client applies for a Hexagon Club Membership (i.e. Hexagon Enrollment Form)

What are the opportunities identified?
Refer to details under Ecosystems and Biodiversity (Whether in Upland/Watershed or Coastal/Marine)
Management Approach to Opportunities
Refer to details under Ecosystems and Biodiversity (Whether in Upland/Watershed or Coastal/Marine)

Effluents

Disclosure (January 1 – December 31, 2024)	Quantity	Units
Total volume of water discharges	-	Cubic meters
Percent of wastewater recycled	-	%

Which stakeholders are affected?	
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to management of effluents)
Stockholders	- Compliance with environmental laws and regulations – potential reputational impact that may lead to divestment
Government – DENR	- Compliance with environmental laws and regulations - Reduction of environmental impacts - Concern for environmental protection
Community, inc. environmental NGOs	- Reduction of environmental impacts - Concern for environmental protection
Public, inc. media	- Reduction of environmental impacts and concern for environmental protection – potential reputational impact

What is the impact and where does it occur? What is the organization’s involvement in the impact?
Refer to details under Ecosystems and Biodiversity (Whether in Upland/Watershed or Coastal/Marine)

Management Approach to Impact
Refer to details under Ecosystems and Biodiversity (Whether in Upland/Watershed or Coastal/Marine)

What are the risks identified?
RCBC’s clients may be generating effluents in their operations. This has negative implications on the environment.

Management Approach to Risks
In accordance with the ESMS Policy, all credit proposals for loans and other credit accommodations from RCBC need to go through E&S risk and impact assessment. Only activities or projects which pass the E&S risk and impact assessment shall be eligible for financing.

What are the opportunities identified?
Refer to details under Ecosystems and Biodiversity (Whether in Upland/Watershed or Coastal/Marine)

Management Approach to Opportunities
Refer to details under Ecosystems and Biodiversity (Whether in Upland/Watershed or Coastal/Marine)

Environmental Compliance

Non-compliance with Environmental Laws and Regulations

Disclosure (January 1 – December 31, 2024)	Quantity	Units
Total amount of monetary fines for non-compliance with environmental laws and/or regulations	0	Php
No. of non-monetary sanctions for non-compliance with environmental laws and/or regulations	0	#
No. of cases resolved through dispute resolution mechanism	0	#

Which stakeholders are affected?	
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to environmental compliance)

Management	<ul style="list-style-type: none"> - Monetary fines - Non-monetary sanctions
Stockholders	<ul style="list-style-type: none"> - Compliance with environmental laws and regulation – potential reputational impact that may lead to divestment
Customers/Clients	<ul style="list-style-type: none"> - Interruption of business /operations due to breach of environmental laws/regulations - Reputational impact
Employees	<ul style="list-style-type: none"> - Interruption of business /operations due to breach of environmental laws/regulations - Reputational impact
Government – DENR / Regulators	<ul style="list-style-type: none"> - Compliance with environmental laws and regulation - Ability to conform to certain performance parameters - Concern for environmental protection
Community, inc. environmental NGOs	<ul style="list-style-type: none"> - Reduction of environmental impacts - Concern for environmental protection
Public, inc. media	Compliance with environmental laws and regulation, ability to conform to certain performance parameters, and concern for environmental protection – potential reputational impact.

What is the impact and where does it occur? What is the organization’s involvement in the impact?

RCBC’s ability to conform to performance standards, environmental laws and regulations impacts the communities within the proximity of its operations, and the overall environmental welfare of the society.

Management Approach to Impact

RCBC is committed to comply with all environmental laws and regulations, and conform to performance standards.

What are the risks identified?

With the scale of operations of a major universal bank such as RCBC, there may be a possibility that certain requirements on environmental compliance may not be addressed on a timely manner. This notwithstanding, RCBC remains committed to comply with all environmental laws and regulations as well as fulfill any penalty that may arise from non-compliance. Non-compliance within an organization can indicate the ability of management to ensure that operations conform to certain performance parameters. In some circumstances, non-compliance can lead to clean-up obligations or other costly environmental liabilities.

Management Approach to Risks

RCBC is committed to comply with all environmental laws and regulations, and conform to performance standards.

What are the opportunities identified?

The strength of an organization’s compliance record can also affect its ability to expand operations or secure permits.

Management Approach to Opportunities

RCBC is committed to comply with all environmental laws and regulations, and conform to performance standards.

SOCIAL

Employee Management

Employee Hiring and Benefits

Employee Data

Disclosure (as of December 31, 2024)		Quantity	Units
Total number of employees		6,543	#
a. Number of female employees		4,262	#
b. Number of male employees		2,281	#
Attrition rate ⁵¹		10.06%	rate
Ratio of lowest paid employee against minimum wage		1.013: 1	ratio
Which stakeholders are affected?			
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to employee hiring)		
Management	<ul style="list-style-type: none"> - Direct cost implications either in terms of reduced payroll or greater expenses for the recruitment of employees - Efficiency of employees - Quality of service provided by employees 		
Stockholders	<ul style="list-style-type: none"> - Direct cost implications either in terms of reduced payroll or greater expenses for the recruitment of employees - Efficiency of employees - Quality of service provided by employees 		
Employees	<ul style="list-style-type: none"> - Satisfaction among employees - Equity in the workplace 		
Customers/Clients	<ul style="list-style-type: none"> - Efficiency and quality of service provided by employees – sufficient number of employees 		
Gov't – DOLE	<ul style="list-style-type: none"> - Protection of employees 		
Community	<ul style="list-style-type: none"> - Optimal use of available labor and talent in different regions 		
Public, inc. media	<ul style="list-style-type: none"> - Ability to attract and retain diverse, qualified employees; inclusive recruitment practices; satisfaction among employees; equity in the workplace – potential reputational impact 		

Employee Benefits

List of Benefits (January 1 – December 31, 2024)	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
SSS	Y		
Maternity/Paternity	Y	5%	
Sickness	Y	1%	<1%
Salary Loan	Y	26%	20%
PhilHealth	Y	8%	4%
Pag-ibig Loan	Y	16%	12%
Parental leaves	Y	1%	3%
Vacation leaves	Y	84%	84%

⁵¹ Attrition rate = (no. of new hires – no. of turnover)/(average of total no. of employees of previous year and total no. of employees of current year)

List of Benefits (January 1 – December 31, 2024)	Y/N	% of female employees who availed for the year	% of male employees who availed for the year
Sick leaves	Y	67%	60%
Medical benefits (aside from PhilHealth)	Y	77%	44%
Housing assistance (aside from Pag-ibig)	Y		
Retirement fund (aside from SSS)	Y	3%	3%
Further education support	N		
Company stock options	N		
Telecommuting	Y		
Flexible-working Hours	N		

Which stakeholders are affected?

Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to employee benefits)
Stockholders	- Satisfaction among employees – efficiency and quality of service provided by employees
Employees	- Organization’s investment in human resources - Quality of benefits - Protection of employees’ well-being - Employee engagement and retention - Work/life balance - Understanding of Bank’s mission, vision, and strategies
Govt – DOLE	- Protection of employees
Community	- Organization’s investment in human resources, and the quality of benefits, which allow members of the community to decide whether to work for the organization – the organization’s ability to attract and retain talent / potential employees in the community can affect its ability to operate, implement its strategies, and achieve its objectives
Public, inc. media	- Satisfaction among employees, organization’s investment in human resources, and the quality of benefits – potential reputational impact

What is the impact and where does it occur? What is the organization’s involvement in the impact?

Effective employee management leads to satisfaction among RCBC’s employees and equity in the workplace.

Management Approach to Impact

RCBC’s Most Important Asset: Its People

In support of the Bank’s growth strategy and plans, the Human Resources Group (HRG) is committed to organizational capability building and continues to lead programs and initiatives on talent management and development, leadership continuity, retention programs, employee well-being, and corporate social responsibility. RCBC invests in human resources. The quality of benefits for full-time employees is a key factor in retaining employees.

Compensation and Rewards Program:

RCBC commits to pay its employees, salaries/compensation consistent with job performance and the requirements of the law and one that is competitive with the banking industry. The Bank gives importance to equitable pay differentials for different types of work and hence pays within an established salary structure for the different job levels. The Bank likewise provides officers with incentives and rewards for contribution to the business objectives of the Bank.

1. The Bank implements and maintains a sound **Compensation and Incentive Program** with the following objectives:
 - a. To establish a basis for determination and management of compensation, salary increase and performance incentives.

- b. To provide financial incentives through the proper administration of salaries and other means of compensation for each individual to motivate them to do their best on their job.
 - c. To maintain competitive salary levels/structures consistent with those in the banking industry.
 - d. To ensure retention and attraction of performing and key talents in the organization.
2. To guide the Bank in managing the compensation levels of its employees, a salary structure was designed and developed using the following parameters:
- a. **Job Evaluation.** Job Evaluation is a systematic procedure for analyzing, measuring and classifying positions in terms of common job elements or factors found in every position. The current salary structure is based on the existing job grading system for Officer levels ranging from First Officer up to Senior Executive Vice President. The HRG has the responsibility of ensuring that jobs are rated properly and continuously as they change over time due to reconfiguration of functions or reorganizations.
 - b. **Target Market Group.** The salary structure was based on market data of banks deemed as peers by RCBC. Data on these peer banks are obtained from industry and national surveys conducted by private consultancy companies and trade and employee associations.
 - c. **Target Positioning Objective.** In terms of target positioning objectives, the Bank receives instruction from Management on the desired positioning in relation with the Target Market Group or the banking industry in general. This positioning is targeted at both the market's guaranteed pay and total annual cash compensation.
3. The salary structure is reviewed regularly by HRG to maintain its relevance and competitiveness internally and externally.
4. In case surveys and studies reveal that the salary structure is grossly sliding off as compared to the industry or its Target Market Group, it is incumbent upon HRG to come up with recommendations to correct the disparity and to discuss said recommendations with Management.
5. Final approval of recommendations with regard to changes in the compensation structure and policies will need to be secured from the Corporate Governance Committee.
6. Administration, implementation and maintenance of the Bank's Compensation and Incentive Program shall be the direct responsibility of HRG, particularly by its Group Head, Department Head for Compensation and Benefits and Department Head for Career Management.
7. The Compensation and Incentive Program shall be composed of:
- a. **Basic Pay.** This refers to the employee's monthly take-home pay, exclusive of overtime pay.
 - b. **Guaranteed Pay.** Part of the annual compensation supplementary to the Basic Pay such as the 13th month pay.
 - c. **Variable Pay.** This refers to additional incentives, Merit Increase (for Officers) and Promotional Increase (for Non-Officers and Officers), given to eligible employees based on their contributions to the Bank's overall objectives. Performance evaluation metrics include the Sustainability KRA as a mandatory accountability of each RCBC employee, including Senior Management, with the objective of promoting E&S responsibility among all employees.

Employee Retention: Recognizing the continuing competition for talent, HRG's retention programs have helped manage the Bank's attrition rate at 10.06% in 2024 which is slightly below industry level.

Employee Engagement: Certain RCBC units provide employee satisfaction survey to the teams that they are servicing. The survey reflects the employee's assessment of the unit's delivery of service and the areas for improvement.

Human Resource Information System:

HRG maintains and manages the Bank's Human Resource Information System (HRIS) where all employee data (from hiring to separation) are inputted and stored. Even prior to the pandemic, the HRIS had already been set-up and available for employees to access offsite. As such, the pandemic did not constrain HRG from providing the best service to employees.

What are the risks identified?

While RCBC constantly improves its employee benefit packages, employees may deem those of other companies to be more attractive.

Management Approach to Risks

RCBC invests in human resources. The quality of benefits for full-time employees is a key factor in retaining employees. RCBC has 17th month pay for rank and file employees, a benefit that is superior to other peer banks. RCBC constantly improves its employee benefit packages to keep them competitive, in order to retain employees and attract new applicants. Promotion is based on full-year performance and accomplishments are measured through predefined Key Results Areas (KRAs), including the Sustainability KRA. While not all non-officer employees are members of the RCBC Employees Association, they are covered by the Collective Bargaining Agreement (CBA)⁵². In November 2021, the Bank (not including its subsidiaries) and the RCBC Employees Association peacefully agreed on the 3-year economic provisions and the 5-year non-economic terms of the CBA for the period 01 October 2021 to 30 September 2026.

What are the opportunities identified?

Equitable gender choice for parental leave and other leave entitlements can lead to the improved recruitment and retention of qualified employees. It can also boost employee morale and productivity.

Management Approach to Opportunities

RCBC immediately adopts all new benefits as mandated by law. For example, RCBC has implemented the new maternity leave benefit, applicable to all employees, announcing it through the Bank’s internal network messaging platform. With this, the Bank’s employees know that RCBC is immediately compliant with the new benefits and the Bank encourages qualified employees to avail of these.

Employee Training and Development

Disclosure (January 1 – December 31, 2024)	Quantity	Units
Total training hours provided to employees	1,699,603	hours
a. Female employees	1,104,742	hours
b. Male employees	594,861	hours
Average training hours provided to employees	260	hours/employee
a. Female employees	169	hours/employee
b. Male employees	91	hours/employee

Which stakeholders are affected?

Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to employee training and development)
Stockholders	Organization’s investment in training, and the degree to which the investment is made across the entire employee base – efficiency and quality of service provided by employees
Employees	Talent acquisition and development: organization’s investment in training, and the degree to which the investment is made across the entire employee base
Customers/Clients	Efficiency and quality of service provided by employees – properly trained employees

Which stakeholders are affected?

Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to employee training and development)
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⁵² The formal grievance escalation and reporting is covered under the Bank’s Collective Bargaining Agreement.

Community	Organization’s investment in training and the degree to which the investment is made across the entire employee base, which allow members of the community to decide whether to work for the organization – the organization’s ability to attract and retain talent / potential employees in the community can affect its ability to operate, implement its strategies, and achieve its objectives
Public, inc. media	Organization’s investment in training, and the degree to which the investment is made across the entire employee base – potential reputational impact
What is the impact and where does it occur? What is the organization’s involvement in the impact?	
When an employee stops learning, his/her development is held back. RCBC therefore commits to provide as many programs as possible for each employee to undergo.	
Management Approach to Impact	
In support of the Bank’s growth strategy and plans, the HRG is committed to organizational capability building and continues to lead programs and initiatives on talent management and development, leadership continuity, retention programs, employee well-being and corporate social responsibility.	
<p>The Bank invests in training and developing employees, and upgrading employee skills. The Bank is fully committed to providing learning and development opportunities across all job levels. Management has introduced and offered various training programs and seminars. In 2024, learning sessions were done both online and face-to-face. There were 19,665 attendees to both internal and external trainings. A total of 53,417 eLearning courses were recorded as taken by the employees in 2024.</p>	
Investment in People: Learning and Development	
<p>RCBC is committed to provide a strong learning and development platform for all employees across all job levels. The HRG continued to strengthen the talent pipeline and brought further competencies on the job by facilitating various training programs and seminars benefiting 18,254 (internal training) attendees, addressing the competencies of Leadership, Customer Service, Sales Planning and Management, Product and Technical Knowledge, Risk Management, AML/Compliance. A total of 1,411 employees were also sent to various external training programs, including eLearning courses offered by external providers.</p>	
<p>The Bank continues to invest in its employees through various training programs strategically focused on digital transformation and customer-centricity, sales planning and management, product knowledge, leadership, risk management, and technical skills. The Bank’s commitment to up-skill the knowledge and capabilities of its employees in order for them to be ready to face the changes in the business landscape, were supported by the following initiatives:</p>	
<ul style="list-style-type: none"> • TOPGUN, (Treasury, Operations, Products, Governance, Underwriting, and Innovation), RCBC’s part-time management training program was also launched in 2024. The program aims to provide participants with a broader view of the entire bank, helping them become well-rounded professionals. 30 offers graduated from the program. • For the branches, these new programs were designated and rolled out, with the goal of providing and enhancing required competencies. First, a Continuing Program for Service Managers, Service Officers and Associates, 181 attended; 2nd, a Branch Service Manager Program, 32 attended; 3rd, an Acceleration Program that serves a refresher course on technical topics to update their knowledge of identified modules for their role. The acceleration program had the following tracks – SA (Service Associate) Acceleration, SO (Service Officer) Acceleration, SM (Service Manager) Acceleration, and RO (Reserve Officer) Acceleration. The program is a combination of self-study materials with learning checks, and modules conducted at the district level. The topics include Advanced AML and Red Flag Detection, Corporate and Legal Documents, Check Clearing, Consumer Loans, Trust Operations, among others. A total of 1,414 service personnel completed the acceleration program. • For the Bank’s Senior Leaders, the following were arranged: 2 modules on Cybersecurity: Introduction to Cybersecurity and the Threat Landscape, and Cybersecurity Governance and Regulatory Compliance. This was 	

attended by 18 senior leaders. During the annual Senior Management planning, 3 learning sessions were also arranged. A total of 36 attended Accelerating Innovation in Banking: Leveraging AI and the Philippine Development Plan 2023-2028, Climate Ambition to Action: Our Collective Journey to NetZero, and Applying FMCG Digital Marketing Strategies to Consumer Banking. As part of upskilling their digital skills, a Coding course, from Data to Insights was attended by 23 senior leaders who learned how to code using Python.

- The RCBC Internship Program was launched in 2023. The program ran for 8 weeks, and allowed 3rd and 4th year students from the top universities of the Philippines to gain experience in the field of banking. The program was designed in a way that would expose the interns to different bank processes, clients, products, and other day-to-day activities, and allow them to apply the knowledge that they gained in a practical manner. It also provided the interns with program-related and career-related work experience, as they were assigned to areas that aligned with their respective courses.

The RCBC University also had the following milestones:

For the RCBC Leadership Academy, the following management training programs were completed – the Digital Excellence and Leadership Academy (DELTA) with 15 graduates, and also with 1 graduate who will proceed to the DELTA-CODEX, the leadership development program of Regulatory Affairs Group.

Three (3) runs of the SRO (Service and Reserve Officer) Bootcamp were completed and produced 63 new branch service officers; while 4 runs of the BRO (Branch Relationship Officer) Development Program were completed and produced 61 new branch sales officers.

For RCBC Digital Academy, the following courses launched in 2021 as part of the Bank's Digital and Customer Centricity Culture Transformation continued to be offered. A total of 98 employees attended Design Thinking, 126 employees attended Agile Scrum Project Management, and 81 employees attended Virtual Consultative Selling. Another initiative of the Digital Academy is the Fintech Foundation Program Flex, an online, self-paced program offered by 10x1000.org. A total of 601 employees completed this in 2024. Under the Digital Academy, 12 officers completed and attained the Digital Marketing Certification.

For the RCBC CX Excellence Academy, CX Fundamentals Training remains to be a staple program and all new hires are invited to attend it. A total of 822 attended in 2024. The Retail Banking Group also launched CX 2.0, where case studies on the application of CX is discussed. 2 cases were finalized and conducted in 2024, with 649 attendees for case study 1 and 262 for case study 2. The CX Award for Customer Excellence (ACE) on its third year, were awarded to 7 individuals and 5 groups.

For the Corporate Banking Group, aside from the staple MA Track and Core Credit Course, the following new programs were launched: Credit Facilities and Packaging, attended by 75 employees, and 5C's of Credit – a Practical Application, attended by 48 employees.

In 2024, four (4) e-Learning programs launched by the Bank were required to the employees: Code of Conduct, Information Security, AMLA, and Data Privacy eLearning.

In compliance with the BSP Directive to have all UITF Selling Personnel accredited, the Bank conducted 4 review sessions to prepare those who will take the Trust Officers Association of the Philippines (TOAP) accreditation. A total of 180 employees attended the review sessions and 160 were registered with TOAP to take the accreditation exam.

The Bank also conducts regular trainings and examinations to ensure that all employees (from senior management to rank and file) and those with direct contracts with RCBC are familiar and reminded of the Bank's anti-corruption policies.

Under the Bank's Corporate Governance Framework, the Board of Directors is provided with the Annual Continuing Training Program. This is a mandatory program which aims for the directors to be continuously informed of the developments in the business and regulatory environments, including emerging risks relevant to the company. It involves courses on corporate governance, matters relevant to the company, including audit, internal controls, risk management, sustainability, and strategy. The annual continuing training shall be at least for four hours. The

program offered for Corporate Governance in 2024 is Transforming Boards to Succeed in a World of Disruption.

As part of safeguarding the well-being of employees, the Bank continued to offer “Your Well-Being Matters” webinar, with our resident expert Dr Michele Alignay. The following webinars were offered in 2024:

1st quarter, Compassion and Mindfulness, 437 attendees; 2nd quarter, Don’t Let Stress You, 338 attendees, 3rd quarter, Parenting the parent, 331 attendees, and 4th quarter, Creating Healthy Boundaries, 170 attendees.

Twenty (20) wellness talks were arranged, this was attended by 2,050 employees. Topics include Resilience, How to be fit, Sleep and Circadian health among others.

New programs were also developed to address Self Mastery and Personal Leadership. To help our Gen Z partners navigate and adjust to their work environment, GRIT: Empowering our Gen Z Partners. This was attended by 177 employees. For junior leaders, Lead from Within: Elevate your Vision, Influence, and Action was attended by 164 employees.

- **Employees as Partners in Growth and Development**

As RCBC establishes its leadership and continues to grow in the digital banking space, the Bank is fully committed to provide learning and development opportunities across all job levels throughout the organization with its various development programs and seminars.

In support of the People Transformation Initiative of the Bank, the RCBC Leadership University was rebranded to the RCBC University with three major pillars: (1) The RCBC Leadership Academy, (2) The RCBC Digital Academy, and (3) The RCBC CX Excellence Academy.

(1) The RCBC Leadership Academy

As the Bank acknowledges the need to develop its next generation of leaders, the RCBC Leadership Academy reintroduced and launched new courses such as:

- Rebranding of the Officers Development Program or ODP to DELTA (Digital Excellence and Leadership Training Academy);
- Establishing the Wealth Management Academy;
- Creation of the Senior Reserve Officer (SRO) Bootcamp (under the Branch Services Development Program) to train a pool of branch service officers from high-potential service associates; and
- Continuing and improving the General Operations and Learning Development (GOLD) program.

(2) The RCBC Digital Academy

Programs offered to employees include Design Thinking,; Agile Scrum Project Management,; Virtual Consultative Selling; Fintech Foundation Program Flex (an online, self-paced program offered by 10x1000.org); and the RCBC CX Excellence Academy.

(3) The RCBC CX Excellence Academy

RCBC also embarked on a journey of transforming its Digital and Customer Centricity Culture and introduced the CX Award for Customer Excellence (ACE) initiative. This program recognized individuals who go out of their way to provide excellent and remarkable customer experience for our clients. Seven (7) individuals and five (5) teams received special citations.

- **Employees as Partners in Sustainable and Inclusive Growth**

As RCBC prepares to push its growth momentum, it does so with a longer term view and ensures that the bank evolves sustainably and without leaving anyone behind. A pioneer in the industry in the area of Sustainable Finance, RCBC's sustainability journey has been centered on three focus areas over the past year: Pioneering Responsible Lending and Sustainable Finance, Championing Inclusive Funding and Digital Finance in the Philippines and most importantly Empowering Employees through Programs on Resilience, Digital Transformation, and Sustainability

Being a financial institution that aims to operate sustainably and responsibly, RCBC recognizes the need to have a strategic and proactive human resource that supports its long-term business goals and outcomes. This means anticipating opportunities as well as challenges to its operating environment, including facing epidemics, pandemics, and other potential disruptions, and putting the necessary safeguards to protect employees and other stakeholders.

In the Bank's mission to empower and sufficiently equip employees with the necessary training and skills to advance sustainability and inclusivity, it conducted regular training sessions for frontline staff on the Bank's ESMS Policy. Sustainability eLearning modules were also developed to elevate employees' understanding of the Bank's role in ESG and their individual responsibilities toward the community and the environment. Performance evaluation metrics include the Sustainability KRA as a mandatory accountability of each RCBC employee, including Senior Management.

Bank employees also have a chance to participate in social responsibility activities in collaboration with the Alfonso Yuchengco Foundation (AYF) and the YGC Corporate Services. This includes the AYF's For Women Only Project (a health treatment assistance project for the benefit of indigent Filipino women suffering from non-malignant gynecological disorder and the YGC Earth Care Project of the YGC Corporate Services (please refer to details under this report's section on Relationship with Community).

- **Employees and Clients as Partners Through Generations**

RCBC President and Chief Executive Officer Eugene S. Acevedo articulated that, while there was still reluctance to lend due to lingering market uncertainty, RCBC found a way to step up to the plate. We looked at the entire spectrum and saw borrowers from safe-haven sectors that deserve credit assistance during the crisis. Many of these borrowers — from small and medium enterprises to conglomerates — were long-time depositors who have stayed with RCBC **through generations**, through thick or thin. The pandemic gave us the perfect opportunity to reward their trust and loyalty with our partnership so they can survive and thrive.

RCBC's journey towards being a sustainable business, a leading innovator, and a strong **partner for generations** is far from over. However, we have time and again proven that our success is only made possible because we have steady and true partners in our journey — each and every RCBC Banker working to make things happen, our customers and our shareholders who have trusted us **through generations**, and our leaders and our Board of Directors for the purposeful collaboration and teamwork.

RCBC has an employee Legacy Club, where membership is solely by virtue of DNA. This Club, with 57 current members, was organized to honor family ties and the generational legacy of RCBC employees and parents who have worked for the institution. This is a special club because it embodies and emphasizes the importance of passing down values and knowledge to the next generation, which is a key aspect of building a strong and sustainable company culture. The RCBC Legacy Club is intended to provide an opportunity for the members to connect and to celebrate the shared history with the company as true **partners through generations**.

True partnership towards success

The tireless efforts of the Bank's more than 6,000 workforce continue to have RCBC as the 5th biggest private domestic bank in the country.

In the past few years, the Bank received numerous awards from various prestigious organizations. In particular, RCBC's foray into the digital banking space brought in numerous awards from various prestigious local and international organizations, including three-peat award for "Best Bank for Digital" from Asiamoney from 2020 to 2023. It also garnered the "Best Financial Inclusion Initiative/Application" award from The Asian Banker.

RCBC also received the Regional Exemplar Award for the National Capital Region for Strategic HR and the National Award for People Program of the Year for RCBC READY or Rapid Empowerment and Assistance Delivery from PMAP.

The Bank not only survived the pandemic, but thrived and flourished through it. Amid the challenging operating environment that persisted, we achieved multiple awards in almost all major industry categories. Customer ratings showed the RCBC NPS scores for key products between 65 and 73, which are considered GREAT in the NPS scale while the employee attrition rate remained better than industry's.

RCBC, and its employees, emerged from the pandemic as a stronger, better-skilled team, ready to face new challenges with a newfound zest to continue the Bank's good work for its clients and stakeholders.

PHILIPPINE DAILY INQUIRER – 2024 BEST EMPLOYERS LIST

In the second year of the search for the Philippines' Best Employers, the 2024 Best Employer list was released by the Philippine Daily Inquirer in partnership with Statista, the world's leading data and business intelligence portal. Every company in the Philippines employing at least 250 people is considered eligible for The Best Employers 2024 distinction and RCBC was of the companies that received this accolade.

PHILIPPINE DAILY INQUIRER – 2025 BEST EMPLOYERS LIST

For the 2nd year in a row, RCBC is honored to be recognized on the 2025 Best Employers List by the Philippine Daily Inquirer in cooperation with Statista, a German market research firm.

The Best Employers list annually features a total of 300 companies and government agencies ranked according to how their performance as employers is perceived by their employees. RCBC is currently ranked 67th, a significant jump from last year's 214th. Within the local Banking and Financial Services industry, we are ranked Top 3.

Focused on how well employers are perceived by their employees, the yearly survey based its results on how respondents rated their own company or others within their industry that they could confidently recommend to friends and family.

The survey seeks to find out from the employees themselves if a company or institution truly takes care of its own people and lives up to the public persona it cultivated.



What are the risks identified?

While RCBC invests in the development of its employees, the risk of employees leaving RCBC and possibly transferring to another company cannot be completely eliminated. There may be foregone costs, and opportunity costs as another employee who would decide to stay in RCBC could have been trained instead.

Management Approach to Risks
RCBC enforces employee training bond agreements, under which an employee will have his/her training paid for by the Bank, but only if he/she remains with RCBC for a predetermined minimum amount of time.
What are the opportunities identified?
Programs for upgrading employee skills allow an organization to plan skills acquisition that equips employees to meet strategic targets in a changing work environment. The abundance of skilled employees enhances the organization’s human capital and contributes to employee satisfaction, which correlates strongly with improved performance.
Management Approach to Opportunities
RCBC has strengthened the talent pipeline and brought further competencies on the job by facilitating various training programs and seminars and allocating budget for these. RCBC continuously evaluates and updates training programs in relevant topics such as, but not limited to, leadership, customer service, sales, technical knowledge, risk management, etc. The HRG disseminates across the organization its catalogue of regular trainings and seminars.

Labor-Management Relations

Disclosure (January 1 – December 31, 2024)	Quantity	Units
% of employees covered with Collective Bargaining Agreements	27	%
Number of consultations conducted with employees concerning employee-related policies	2,000 est.	#

Which stakeholders are affected?	
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to labor-management relations)
Stockholders	Satisfaction among employees – efficiency and quality of service provided by employees
Employees	Approach to communicating significant operational changes Negotiations for determining working conditions and terms of employment or for regulating relations between employers and workers
Government – DOLE	Protection of employees
Community	Approach to communicating significant operational changes, and negotiations for determining working conditions and terms of employment or for regulating relations between employers and workers, which allow members of the community to decide whether to work for the organization – the organization’s ability to attract and retain talent / potential employees in the community can affect its ability to operate, implement its strategies, and achieve its objectives

Which stakeholders are affected?	
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to labor-management relations)
Public, inc. media	Approach to communicating significant operational changes, and negotiations for determining working conditions and terms of employment or for regulating relations between employers and workers – potential reputational impact

What is the impact and where does it occur? What is the organization’s involvement in the impact?
 Effective labor-management relations preserve the welfare of employees.

Management Approach to Impact
 RCBC has a union of rank and file employees, which negotiates with Management for a CBA every five years. This shows that, hand-in-hand, Management and the union regularly evaluate and update the salaries and benefits of employees. Every negotiation (in at least the past 15 years) has been peaceful and fruitful.

What are the risks identified?

The risk in collective bargaining negotiations is the potential failure to come up with an agreement between parties.
Management Approach to Risks
Management maintains a harmonious relationship with the union. On a daily basis, Management is open to consultation and discussion regarding various topics that the union wants to tackle. As a result, when the CBA negotiations happen, a lot of issues have already been resolved leaving only the most significant items to be discussed during the meetings.
What are the opportunities identified?
Management treats every issue raised by an employee as an opportunity to explain to them the nuances of the situation they are faced with. Management also relishes the opportunity to show employees that its actions and decisions are done for the benefit of the organization.
Management Approach to Opportunities
Management takes the views of workers into account when making specific decisions. Therefore, meaningful consultations, together with timely processing of relevant information, are needed to make an informed decision that is both fair and just.

Diversity and Equal Opportunity

Disclosure (as of December 31, 2024)	Quantity	Units
% of female workers in the workforce	65%	%
% of male workers in the workforce	35%	%
Disclosure (as of December 31, 2024)	Quantity	Units
Number of employees from indigenous communities and/or vulnerable sector ⁵³	0	#
Which stakeholders are affected?		
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to diversity and equal opportunity)	
Stockholders	Equity in the workplace, elimination of gender bias, and equal opportunity, which attract / retain talent / potential employees – the organization’s ability to attract / retain talent / potential employees can affect its ability to operate, implement its strategies, and achieve its objectives	
Employees	<ul style="list-style-type: none"> - Equity in the workplace - Elimination of gender bias - Equal opportunity 	
Gov’t – DOLE	- Protection of employees	
Community	Equity in the workplace, elimination of gender bias, and equal opportunity, which allow members of the community to decide whether to work for the organization – the organization’s ability to attract and retain talent / potential employees in the community can affect its ability to operate, implement its strategies, and achieve its objectives	
Public, media inc.	Inclusive recruitment practices, equity in the workplace, elimination of gender bias, and equal opportunity – potential reputational impact	
What is the impact and where does it occur? What is the organization’s involvement in the impact?		
Diversity and equal opportunity could lead to better employee satisfaction and higher retention rate.		
Management Approach to Impact		

⁵³ Vulnerable sector includes, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E).

RCBC gives equal opportunity for all. When an organization actively promotes diversity and equality at work, it can generate significant benefits for both the organization and workers, such as access to a larger and more diverse set of potential workers. As the numbers show, RCBC employs more women than men, indicating the opportunity that the Bank gives to all as RCBC actively promotes diversity and equality at work.
What are the risks identified?
Promoting diversity does not necessarily lead to inclusion and equal opportunity. The presence of individuals from underrepresented groups within the organization does not guarantee that they will feel fully included and valued.
Management Approach to Risks
RCBC gives equal opportunity for all, not only in hiring, but also in advancement and attaining positions of senior leadership. Promotion is based on performance, as accomplishments are measured through predefined KRAs, including the Sustainability KRA.
What are the opportunities identified?
When an organization actively promotes diversity and equality at work, it can generate significant benefits for both the organization and workers. For example, the organization can gain access to a larger and more diverse set of potential workers. These benefits also flow through to society in general, as greater equality promotes social stability and supports further economic development.
Management Approach to Opportunities
RCBC gives equal opportunity for all. When an organization actively promotes diversity and equality at work, it can generate significant benefits for both the organization and workers, such as access to a larger and more diverse set of potential workers.

Workplace Conditions, Labor Standards, and Human Rights

Occupational Health and Safety

Disclosure (January 1 – December 31, 2024)	Quantity	Units
Safe Man-Hours	13,086,000 ⁵⁴	Man-hours
No. of work-related injuries	0	#
No. of work-related fatalities	0	#
No. of work related ill-health	0	#
No. of safety drills	2	#
Which stakeholders are affected?		
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to occupational health and safety)	
Stockholders	- Health, safety, and minimal harm – potential reputational impact that may lead to divestment	
Employees	- Health - Safety - Minimal harm	
Gov't – DOLE	Protection of employees	
Community	Health, safety, and minimal harm, which allow members of the community to decide whether to work for the organization – the organization's ability to attract and retain talent / potential employees in the community can affect its ability to operate, implement its strategies, and achieve its objectives	
Public, inc. media	Health, safety, and minimal harm – potential reputational impact	
What is the impact and where does it occur? What is the organization's involvement in the impact?		

⁵⁴ Estimated at 6,543 employees working 8 hours per day over 250 working days

RCBC's ability to uphold occupational health and safety in the workplace results to the protection of employees.

Management Approach to Impact

Health and Wellness:

RCBC gives importance and commits to upholding occupational health and safety in the workplace through worker training and incident investigations. The Bank has safety officers, certified Basic Occupational, Safety and Health (BOSH) personnel, and first-aiders trained by the Philippine Red Cross.

RCBC is committed to maintaining a safe and healthy working environment. Procedures are in place to protect all associates from generally recognized workplace hazards such as fire, earthquake, robberies and other natural and man-made calamities. The Bank has various substance abuse and health & safety policies, as well as inspection and search procedures.

- *Substance Abuse and Health & Safety Policies* - Employees who work while under the influence of drugs or alcohol present a safety and operational hazard to themselves and their colleagues as well as pose a risk to the trustworthy and professional image of the Bank. The Bank also promotes the health and safety of its employees and their families, thus, the enactment of the following policies:
 - RCBC's Drug-Free Workplace Policy & Programs
 - Policy Against Alcohol Abuse
 - Policy on Off-Duty Substance Abuse
 - Family Welfare Policy
 - TB Workplace Program
 - HIV/AIDS Workplace Program
- *Inspection & Search Procedures* - Employees are mandated to notify security personnel if they see anything suspicious, including the presence of strangers and unattended bags or packages on the premises. Employees are likewise mandated to subject themselves, their personal belongings and the Bank assets under Bank custody to intensive inspection and search procedures by security personnel, upon entering, while within and upon leaving Bank premises. Bank premises include parking lots, whether owned or leased by the Bank. Personal belongings shall mean pockets, bags, storage media, cars and any other personal property that may be used as repository of cash, jewelry, documents, keys, data and other valuable items.
- *Employee Welfare and Well-Being* - *Employee Welfare and Well-Being* - In 2024, the HRG conducted the following activities to sustain the promotion of health, safety and welfare of RCBC employees.
 - Maintained its partnership with Maxicare, the Bank's HMO provider, in giving health and medical services in accordance to the benefits being enjoyed by employees. Services provided include:
 - Hospitalization, emergency care and other medical services with 2,457 availments for employees and 1,365 availments for dependents in 2024;
 - Executive Check-Up for employees with total cost of Php 18.6 million in 2024;
 - Outpatient consultation services for employees with 17,764 availments in 2024;
 - The Bank also partnered with Sunlife Grepa Financial Inc. in utilizing the clinic located at the RCBC Plaza and serviced more than 437 availments in 2024. Moreover, there is a clinic set-up at the A. T. Yuchengco Centre in BGC to give free check-up and consultation services to more than 1,103 employees at said location.
 - Department of Labor and Employment (DOLE) certified Basic Occupational Safety and Health Seminar;
 - Philippine Red Cross certified first aid training;
 - Basic training course for Pollution Control;
 - Pollution Control training course for Managing Heads;
 - Safety and life support trainings, fire and earthquake seminars and drills for employees;
 - Pre-employment physical and medical examination for new hires;
 - Random drug testing for employees;

- Vaccination – Implemented flu vaccination to employees;
- Maintenance of operational breastfeeding stations for nursing associates;
- Precautionary measures – Since Management recognizes the precarious situation of employees in areas affected by natural calamities and man-made adversities, it has always been keen on immediately issuing work suspension orders in such perilous areas during fortuitous events.
- All associates are covered with a life insurance policy inclusive of accidental death, total and permanent disability and burial assistance benefits.

The Bank spent more than Php 217 million in 2024 for health benefits of employees and their dependents.

What are the risks identified?

While banking is considered a low risk industry in terms of workplace conditions and industrial safety standards, potential harm may be suffered by workers in specific hazardous situations (e.g., bank robbery).

Management Approach to Risks

RCBC provides employees with the requisite training and exposure to combat inherent risks involved in the workplace. RCBC provides regular Basic Occupational, Safety and Health and first aid training on a regular basis. The Bank provides safety training to workers, including training on specific work-related hazardous situations. RCBC trains branch personnel on how to respond to hazardous situations with simulation training programs such as mock bank robberies.

What are the opportunities identified?

Given the changing business landscape, regulatory environment, and the Bank's strategic direction, opportunities arise in improving the Bank's training programs and safety drills.

Management Approach to Opportunities

RCBC continues to update training programs to adapt to the changing business environment.

Labor Laws and Human Rights

Disclosure (January 1 – December 31, 2024)	Quantity	Units
No. of legal actions or employee grievances involving forced or child labor	0	#

Do you have policies that explicitly disallow violations of labor laws and human rights (e.g. harassment, bullying) in the workplace?

Topic	Y/N	If Yes, cite reference in the company policy
Forced labor	Y	All newly hired employees sign a contract stating that they agree to the terms and conditions of their employment. The Bank does not employ forced labor.
Child labor	Y	RCBC's Recruitment Policy requires that we hire college graduates, at the minimum. The Bank does not employ child labor.
Human Rights	Y	Existing Philippine laws set expectations and standards that disallow violations of and promote human rights. RCBC abides by these laws.

Which stakeholders are affected?

Stakeholder	Issues That Influence Their Assessments and Decisions(in relation to labor laws and human rights)
Stockholders	Abolition of child labor, elimination of forced labor, and upholding human rights – potential reputational impact that may lead to divestment
Employees	- Abolition of child labor - Elimination of forced labor - Upholding human rights
Gov't – DOLE	Protection of employees

Community	Abolition of child labor, elimination of forced labor, and upholding human rights, which allow members of the community to decide whether to work for the organization – the organization’s ability to attract and retain talent / potential employees in the community can affect its ability to operate, implement its strategies, and achieve its objectives
Public, media	Abolition of child labor, elimination of forced labor, and upholding human rights potential reputational impact
What is the impact and where does it occur? What is the organization’s involvement in the impact?	
RCBC’s ability to conform to labor laws and human rights results to the protection of employees.	
Management Approach to Impact	
RCBC gives importance to and upholds labor standards and human rights in the workplace. Employees can be certain that RCBC follows existing labor laws and standards and protects human rights at all times. RCBC complies with all four principles of the International Labour Organization (ILO): i) freedom of association and the effective recognition of the right to collective bargaining, ii) the elimination of forced or compulsory labour, iii) the abolition of child labour and iv) the elimination of discrimination in respect of employment and occupation.	
What are the risks identified?	
Child labor results in under-skilled and unhealthy workers for tomorrow and perpetuates poverty across generations, thus impeding sustainable development. Likewise, forced labor is not only a serious violation of a fundamental human right; it also perpetuates poverty and is a hindrance to economic and human development.	
Management Approach to Risks	
To demonstrate that RCBC does not engage in child labor or forced labor, per policy, the Bank hires college graduates for its entry level positions.	
What are the opportunities identified?	
The abolition of child labor and forced labor is necessary for both economic and human development.	
Management Approach to Opportunities	
Due diligence is expected of an organization in order to prevent the use of and combat all forms of child labor and forced or compulsory labor within its activities. It is also expected that an organization will avoid contributing to becoming complicit in or becoming linked to the use of child labor and forced or compulsory labor through its relationships with others (e.g., suppliers, clients).	
RCBC gives importance to and upholds labor standards and human rights in the workplace.	

Supply Chain Management

Do you have a supplier accreditation policy?

RCBC has a supplier accreditation policy and other procurement/supplier policies. See Annex Supply Chain Management.

Do you consider the following sustainability topics when accrediting suppliers?

Topic	Y/N	If Yes, cite reference in the supplier policy
Environmental performance	Y	Sustainability Attestation: YGC Sustainability Practices Prescribed for Vendors. A sustainability requirement for vendor accreditation which states that the vendor company observes environmental laws, and engages in energy saving and waste management practices, as well as in programs that promote ecological habitat
Forced labor	Y	Sustainability Attestation: YGC Sustainability Practices Prescribed for Vendors. A sustainability requirement for vendor accreditation which calls for the vendor company to recognize the right of employees to freedom and collective bargaining.

Child labor	Y	Sustainability Attestation: YGC Sustainability Practices Prescribed for Vendors. A sustainability requirement for vendor accreditation which states that the vendor company does not employ persons below 18 years of age.
Human rights	Y	Sustainability Attestation: YGC Sustainability Practices Prescribed for Vendors. A sustainability requirement for vendor accreditation: <ul style="list-style-type: none"> a) which calls for the vendor company to recognize the right of employees to freedom and collective bargaining b) to have an employee engagement system in place c) to work with the community around it d) with clear policies on equality of gender, race, color, and creed e) the company is compliant with all government-mandated laws in the employment of personnel
Bribery and corruption	Y	Code of Ethics for Vendors is available that serve as guidelines to address promptly instances of unsatisfactory performance, illegal practices and violations committed during any vendor business engagements. <p>Blacklisting Policy for Vendors to ensure that all vendors dealing with Yuchengco Group of Companies (YGC) will comply with its policies, rules and regulations. Vendors are expected to adopt ethics of highest standard and degree of integrity, provide optimum value, quality products and services, commitment and sincerity towards work undertaken</p> <p>As YGC expands its business, procurement function has become increasingly responsible for an extensive range of activities in a growing number of business areas. The objective is to transform the buying approach of the Procurement organization of YGC member companies from tactical to strategic role, with more focus on value creation. This includes process health check and alignment and resilient vendor selection.</p> <p>As such, there's a need to upscale the current understanding of the procurement personnel through YGC Community Learning. Regular lectures and training were done for a more innovative approaches to optimize sourcing, supplier relationship management, sustainability in procurement, risk management and other procurement activities.</p> <p>The following lectures and training were conducted to support the above mentioned initiatives:</p> <ul style="list-style-type: none"> • Refresh on "Procurement Ethics and Responsibility" for all Business Units, with the aim to provide a practical understanding of what it means to 'buy ethically', how purchasing practices can impact on workers, and how to integrate ethical procurement into buying practices and understand the process of building a sound ethical procurement policy and selecting vendors • "Sustainability in Procurement: Responsible Sourcing for Sustainable Sourcing", which aims to provide introduction to procurement sustainability that will demonstrate how sustainability impacts procurement processes and how procurement function can take an active role in it. The training also provide familiarization with the different standards, tools & approaches for sustainable supply chain management, and be able to evaluate which are

		<p>suitable for the YGC procurement organizations</p> <p>It is specified in the policy that suppliers shall not offer bribes or kickbacks to employees or family members in exchange for any favors. In the same manner, the Bank's Code of Conduct specifies that employees must avoid situations which may unduly influence relationships with customers or suppliers. Copy of the Code of Conduct may be accessed at https://www.rcbc.com/corporate-governance.</p>
Health and safety	Y	<p>Sustainability Attestation: YGC Sustainability Practices Prescribed for Vendors. A sustainability requirement for vendor accreditation which states that the vendor company is compliant with government rules relating to occupational health and safety standards</p> <p>Blacklisting Policy with provisions on Safety Policies and procedures as ground for Permanent or Temporary Blacklisting</p> <p>New Facilities Inspection Checklist (as applicable to the vendor's service offering)</p> <p>Stricter compliance on Philippine Contractors Accreditation Board (PCAB) license for contractor to ensure lawful and safe construction activities</p>

Which stakeholders are affected?

Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to supply chain management)
Stockholders	- Reduction of negative environmental and social impacts in the supply chain - potential reputational impact that may lead to divestment
Suppliers	- Procurement policies - Supplier Accreditation process - Vendor Performance Evaluation
Community	- Reduction of negative environmental and social impacts in the supply chain and concern for environment and society
Public, inc. media	- Reduction of negative environmental and social impacts in the supply chain and concern for environment and society – potential reputational impact

What is the impact and where does it occur? What is the organization's involvement in the impact?

RCBC's ability to ensure that suppliers uphold sustainability standards lessens the negative E&S impacts in the supply chain.

Management Approach to Impact

RCBC ensures that suppliers uphold sustainability standards and practices including compliance with Philippine laws. The supplier's environmental performance is observed during site visits. RCBC influences suppliers to be sustainable through supplier accreditation processes, among other approaches. Vendors' compliance with government-mandated requirements like DOLE 174 certification and PCAB License for contractors are part of the accreditation requirements.

What are the risks identified?

Vendors' adaptability on full sustainability requirements, cyber security, etc.

Management Approach to Risks

Due diligence, data gathering and baselining prevent and mitigate negative impacts in the supply chain. These include impacts the organization either causes or contributes to, or that are directly linked to its activities, products, or services by its relationship with a supplier.

The implementation of the Sustainability Attestation Compliance for Vendors is part of the accreditation requirements

which covers the above attributes. This initiative makes possible the profiling of the key vendors efforts, to measure, set goals and to improve visibility on sustainability compliance that will facilitate follow-up of improvement in actions.

The aim is to achieve a better assessment of the current sustainability-related performance of YGC's key vendors through data gathering and baselining using the Vendor Sustainability Attestation Form, to check the compliance and current initiatives of the vendors on the sustainability attributes as to Economic, Environmental, Social and Ethical/legal. Vendors are assessed for a range of criteria, including risk incidents (such as bribery, coercion, and corruption).

New vendors applying for accreditation, for applicable categories, are being checked through actual facilities inspection as part of the accreditation process. This process covers assessment of vendor's facilities to determine the capability to support and satisfy the requirements of YGC members as applicable to the critical categories. RCBC is already in the process of enhancing the existing vendor accreditation policy targeted for implementation. Furthermore, the Enhanced Vendor Performance Evaluation Policy and Enhanced Vendor Blacklisting Policy have been adopted.

Enhanced and implemented the following policies and procedures:

- 1) Vendor Accreditation: to ensure that accredited vendors are capable of providing products and services to satisfy the minimum acceptable quality and reliability requirements of the company and that all accredited suppliers have proven track record, viable financial position and promoting sound and ethical business practices
- 2) Vendor Performance Evaluation: to establish an efficient & effective mechanism to measure, analyze, and manage YGC vendor's performance in an effort to optimize costs, minimize risks, and drive continuous improvement

RCBC initiates due diligence as early as possible in the development of a new relationship with a supplier. Impacts may be prevented or mitigated at the stage of structuring contracts or other agreements, as well as via on-going collaboration with suppliers. Employees are also bound by the Bank's Code of Conduct and Conflict of Interest Policy to lay out acceptable behaviors in dealing with stakeholders. Copy of the Code of Conduct and information on certain policies may be accessed at the RCBC website⁵⁵.

What are the opportunities identified?

- Collaboration with the vendors to accelerate and establish shared sustainability commitments across the value chain
- Promotion of sustainability with internal stakeholders and vendors with joint implementation of processes for continuous improvement
- Strengthened work relations and knowledge-sharing with the vendors to create sustainability solutions that will benefit both parties

Management Approach to Opportunities

RCBC continues to improve its existing supply chain procedure to avoid negative E&S impacts (refer to details under Materials Used by the Organization). The following sustainability assessment initiatives are work-in-progress:

1. 100% compliance with Sustainability Vendor Attestation for Primary / Active Vendors for 2024. This improved visibility on vendor's sustainability compliance and performance for easy follow-up of improvement actions and collaboration on sustainability initiatives to facilitate identification of priority areas.
2. Enhanced and implemented the Vendor Accreditation Policy. The new policy will ensure that all accredited suppliers have proven track record, viable financial position and promote sound and ethical business practices. The policy will cover the different stages of accreditation as to: (1) Vendor Sourcing; (2) Vendor Registration & Pre-screening; (3) Vendor Pre-Qualification; (4) Vendor Technical Assessment; (5) Facilities Inspection; and (6) Final Recommendation.
3. Enhanced and implemented the Blacklisting Policy. The enhancement will address promptly instances of unsatisfactory performance, illegal practices and violations committed during any vendor business engagements, while providing a comprehensive and balance blacklisting policy and guidelines

⁵⁵ RCBC. Corporate Governance. <https://www.rcbc.com/corporate-governance>

4. Enhanced and implemented the Vendor Performance Evaluation Policy to ensure that accredited vendors are capable of providing products and services that will satisfy the minimum acceptable quality and reliability requirements of the company
5. Enhanced Facilities Inspection parameters for applicable categories only or as required by the Business Units. This covers the actual inspection and checking of Vendor's general facilities, equipment availability, tools and machinery, safety and protection, availability of workforce, regulatory compliance and permitting, sustainability programs, risks identification and mitigation plans as applicable to contractors depending on the criticality and complexity of the service or as required by the Business Units. May not be applicable to all vendor offerings
6. Inclusion of RCBC's and other YGC companies' plans and strategies pertaining to sustainability to ensure that suppliers are compliant with RCBC's sustainable practices.
7. Expansion of the scope of third-party risk assessment process for 2025 to cover the evaluation of cybersecurity and supply chain disruption risks through the following programs:
 - a) Cyber Risk assessment will be part of the vendor management process starting on vendor data collection thru Cyber Security Assessment questionnaire. This is applicable to Vendors who have access to the critical assets of the Company and those Vendors who provide critical IT services to the Company
 - b) Establishment of Centralized supplier risk monitoring dashboard for vendors involved in the critical areas of the supply chain. This will also facilitate the recording and continuous monitoring of risks associated with vendors
 - c) Enhancement of the vendor performance evaluation process by incorporating the results of supplier risk monitoring and defining the comprehensive metrics for each vendor assessment criteria to facilitate a more effective and objective evaluation

Relationship with Community - Significant Impacts on Local Communities

Operations with significant (positive or negative) impacts on local communities	Location	Vulnerable groups (if applicable) ⁵⁶	Does the particular operation have impacts on indigenous people?	Mitigating measures (if negative) or enhancement measures (if positive)
RMB Micro & Small Business Loans & Savings Products	Available in key areas in Luzon, Visayas and Mindanao with a total of 16 branches and 12 branch-lite units.	RMB is RCBC's thrift bank	Yes. RMB serves the unbanked and underserved markets in the Philippines, including the unbanked agricultural communities and low-income sectors	<ul style="list-style-type: none"> - RMB has scaled the partnership with Franklin Baker Philippines⁵⁷. In this engagement, RMB finances the supply chain of the coconut farmers and traders, enabling them to recover their capital faster and deliver more goods to Franklin Baker. In FY2024, RMB was able to disburse Php 726.7 million in loans to at least 30 borrowers. - RMB still offers the BDA product called "Pangarap Savings". With RMB's cloud-based core-banking system, financial services such as cash-in (deposit), cash -out (withdrawal), bills payment, and opening of BDA can be done real time through a secured electronic platform provided to the accredited agents. - Other products offered by RMB include AgriBiz Production Loan (for agri-value chain players such as producers and growers), the Small Biz Lite (for micro and small business entrepreneurs). RMB deployed more loan agents to expedite the acquisition of micro and small enterprises. From these agents, RMB was able to disburse more than Php 50 million in loans to micro enterprises. - Refer to details under Economic Performance
DiskarTech – a Financial inclusion	Mobile-based	An inclusion application that mainly targets	Yes. DiskarTech is an inclusion application that	<ul style="list-style-type: none"> - DiskarTech also offers the BDA deposit product. - Refer to details under Economic

⁵⁶ Vulnerable sector includes children and youth, elderly, persons with disabilities, vulnerable women, refugees, migrants, internally displaced persons, people living with HIV and other diseases, solo parents, and the poor or the base of the pyramid (BOP; Class D and E)

⁵⁷ Manila Standard (April 2024). Rizal Microbank, Franklin Baker team up. <https://manilastandard.net/?p=314440142>

Operations with significant (positive or negative) impacts on local communities	Location	Vulnerable groups (if applicable) ⁵⁶	Does the particular operation have impacts on indigenous people?	Mitigating measures (if negative) or enhancement measures (if positive)
mobile-based application		class C, D, and the unbanked sector	targets the unbanked and underserved Filipinos nationwide, especially those who live in grassroots communities.	Performance
ATM Go	Handheld ATM Terminals in 82 provinces nationwide	An inclusion application that mainly targets class C, D, and the unbanked sector. This was instrumental to the government's distribution of funding assistance.	Yes. ATM Go is an Inclusion application that targets the unbanked and underserved sector.	Expanded coverage nationwide and is available through sari-sari stores, pharmacies, rural banks, grocery stores, bakeries, and pawnshops.
Credit Risk Database (CRD) project of the BSP for SMEs.	Created out of a collaboration between the BSP and Japan International Cooperation Agency (JICA) to establish a Credit Risk Database (CRD) for SMEs in the Philippines	The CRD project aims to improve the access of SMEs to bank financing and support a post-COVID recovery scenario, especially since more than 70% of MSMEs in the Philippines were forced to close a month after the outbreak.	Yes, the CRD project is an inclusion application for the underserved sector. The CRD project gives long-term support to MSMEs to reduce their dependence of financial institutions on collateral when granting loans	The CRD is an ongoing risk-based lending project which uses a statistical scoring model that assesses the capacity of SMEs to repay their loan.

For operations that are affecting IPs, indicate the total number of Free and Prior Informed Consent (FPIC) undergoing consultations and Certification Preconditions (CPs) secured and still operational and provide a copy or link to the certificates if available:

Certificates	Quantity	Units
FPIC process is still undergoing	-	#
CP secured	-	#

Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to significant impacts on local communities)
Stockholders	- Reduction of negative impacts on local communities – potential reputational impact that may lead to divestment
Community	- Reduction of negative impacts on local communities - Concern for society - Continuous enhancement of community relations
Public, inc. media	Reduction of negative impacts on local communities and concern for society – potential reputational impact

What is the impact and where does it occur? What is the organization’s involvement in the impact?

RCBC empowers communities and families towards financial inclusion. RCBC’s presence in communities facilitates access to capital in the local economy, spurring economic growth and employment generation.

Management Approach to Impact

Refer to details under Economic Performance

YGC Earth Care Project: A 100-Hectare Reforestation Project in Sierra Madre

YGC takes pride in being an agent of change as it seeks innovative solutions that are not only meaningful, but sustainable. It is for this reason that the YGC Earth Care project was born. The YGC Earth Care is a reforestation and watershed protection program in partnership with the DENR and the Indigenous People (IP) or ‘katutubos’ of Tanay, Rizal. It covers a sprawling 100 hectares of denigrated forest land at Mt. Bangkaan, right in the heart of Sierra Madre.

The first three phases in 2011 to 2014 covered 58 hectares, where native tree saplings including narra, acacia, kupang, and molave were planted. Nearly 14 years thereafter, Mt. Bangkaan is now teeming with life, as most of the trees that were planted have now grown as high as 30 feet, providing the much-needed forest cover to promote biodiversity in the area.

In 2022, Phase 4 was undertaken to cover the remaining 42 hectares, and complete the 100-hectare commitment. YGC adopted the Agro Forestry Model to address both environmental and socio-economic objectives. A total of 6,000 high grade saplings, including Guimaras mango, RCF avocado, Haitian star-apple, Bangkok santol, and R5 rambutan.

As of today, most of the fruit trees are now 7 to 9 feet tall. In the next three to five years, these trees will start to bear fruits, and from thereon, the IPs will start to have a sustainable cash income stream from the various fruit harvests of the trees that were planted and nurtured by each katutubo partners.

The journey is still far from over, but with collective efforts, there is no reason why we cannot reach the objectives of the program. With YGC Earth Care’s contribution to the environment and to our communities, we can really say that We are Proud to be YGC.

YGC Christmas Fund Drive – The AYF organized a donation drive encouraging all YGC employees to donate whatever amount. The collected funds will be used for grocery gift certificates to the communities who need it the most in Metro Manila. AYF received a total donation over Php 12 million in the 2024 YGC Christmas Fund Drive.

What are the risks identified?
Engaging the unbanked and underserved towards financial inclusion may expose RCBC to credit risk and other types of risk which traditional risk tools may ordinarily not be able to adequately manage.
Management Approach to Risks
RCBC mitigates the risk of default by performing additional Know Your Customer (KYC) and credit risk assessment procedures on clients.
What are the opportunities identified?
A significant percentage of the country's population are still unbanked and underserved, thus there are opportunities to create more products and services that will address the banking needs of these sectors
Management Approach to Opportunities
Refer to details under Economic Performance

Customer Management

Customer Satisfaction

Disclosure (January 1 – December 31, 2024)	Score	Did a third party conduct the customer satisfaction study?
Customer satisfaction	None ⁵⁸	N/A
Which stakeholders are affected?		
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to customer satisfaction)	
Stockholders	<ul style="list-style-type: none"> - Customer satisfaction and upholding the rights of customers – potential reputational impact that may lead to divestment 	
Customers/Clients	<ul style="list-style-type: none"> - Customer protection and satisfaction - Integrity and honesty of the Bank and its employees - Professionalism and efficiency of senior management and bank employees - Easy account opening/loan application requirements and processes - Accessibility of ATM and branch network - Continuous service, process and technology improvements - Effectiveness of Consumer Assistance Mechanism of the Bank - Fast complaints resolution - Upholding the rights of customers 	
Government / Regulators	<ul style="list-style-type: none"> - Customer satisfaction - Upholding the rights of customers - No major issues and concerns raised with the BSP-Consumer Affairs Group 	
Community	Customer satisfaction and upholding the rights of customers, which allow members of the community to decide whether to patronize the products and services of the organization – the organization's ability to attract potential customers in the community can affect its ability to implement its strategies and achieve its objectives	

⁵⁸ RCBC has an established feedback mechanisms via the following: (1) QR Code installed at the branches; (2) Consumer Lending Group (CLG) feedback from loan clients via Google Forms; (3) Client feedback generated from Sales Force (ticketing system); feedback posted via Social Media; and (5) direct email from different Head Office Units (if any) in order to effectively resolve complaints/concerns and to ultimately manage client expectations in general. The result of the feedback mechanism is being reported and discussed internally on a regular basis.

Public, inc. media	- Customer satisfaction and upholding the rights of customers – potential reputational impact
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What is the impact and where does it occur? What is the organization’s involvement in the impact?

RCBC is committed to fully enforce the Financial Consumer Protection (FCP) Framework and Reputational Risk Management Framework (RRMF) through regular assessment of compliance with the regulatory standards of conduct in order to achieve a service culture of fair dealings and responsible business practices embedded in its primary business operations. Mechanisms to receive and investigate complaints and implement corrective action are incorporated in the FCP Framework.

In compliance with BSP Circular Nos. 857 1048, 1160 (BSP Regulations on Financial Consumer Protection), and BSP Circular No. 1114 (Guidelines on Reputational Risk Management), the consumer protection standards and practices as defined in the Bank’s FCP Framework are duly observed and embedded in the conduct of its business operations, thereby creating a stronger corporate culture and commitment towards upholding fair treatment of customers at all stages of their business relationship with the Bank. The FCP Framework is generally composed of FCP Policies and Procedures, FCP Code of Conduct, Consumer Assistance and Risk Assessment Mechanism, FCP Training Program, FCP Compliance Program, FCP Audit Program, and Financial Consumer Education and Awareness Program. The Framework revolves around the core principles of consumer protection, namely: 1. Disclosure and transparency; 2. Protection of client information; 3. Fair treatment; 4. Effective recourse; and 5. Protection of Consumer Assets against Fraud and Misuse. The RRM Framework, on the other hand, is set out to address prudential requirements in managing reputational risk of the Bank.

Management Approach to Impact

RCBC regularly monitors feedback from traditional and social media to identify customer concerns. This includes monthly social listening reports and real time alerts, and monthly traditional media reports. RCBC also implements customer research for major initiatives (e.g., brand refresh, new website design, and new application design). In addition, the Bank follows a review and approval process for communication materials, including clearing initiatives with Risk Management, Marketing, Legal, and Regulatory Affairs Groups. An assessment of RCBC’s reputation risk is reported regularly to the ROC.

RCBC also provides its financial customers with accessible means for resolving complaints with their financial transactions. Guided by the Bank’s complaints handling and escalation procedure, Consumer Assistance Officers (CAOs) are designated to handle customer complaints in various units, offices and business centers including its subsidiaries. RCBC has further strengthened its Consumer Assistance Mechanism with a dedicated team where customers can conveniently lodge complaints, inquiries and requests (i.e. Customer Care Dept.-General Concerns, Customer Care-Loans, DiskarTech Customer Support Team and others). All Bank personnel with direct engagements with customers are equipped with the knowledge on the structure and implementation of the Bank’s complaints handling mechanism. Third party concerns related to ESG are forwarded by Customer Care of the Bank to the ESROs for investigation and response. All CAOs submit a complaints report to the Bank’s Reputational Risk Department (RRD), formerly Consumer Protection Unit, on a monthly basis. RRD ensures that customer complaints received from various channels are consolidated and analyzed to ensure that material risks are subjected to root cause analysis to determine systematic complaints requiring immediate resolution by the 1st line business centers and/or business units. A management report on customer complaints is submitted to the ROC on a regular basis and discussed with targeted groups through monthly or quarterly forums (i.e Branch Services Operational Risk Forum (BSSORF), Digital Enterprise & Innovations Group (DEIG) Forum, Transaction Banking Group (TBG) Forum, Consumer Lending Group (CLG) Forum, Deputy Operational Risk Officer (DORO) Forum.

Additionally, RCBC is focused on integrating a deep awareness of Customer Experience or CX principles and practices in all employees. Customer experience is a top priority for the Bank. To improve the customer experience, the Bank’s HRG has formed the CX Excellence Academy, a self-paced certification that sets the global standard for Certified CX Qualifications. CX is one of the newest and fastest growing disciplines in the corporate world and is proven to help companies like RCBC grow business by retaining customers, increasing new business sales and reducing the cost of serving customers.

What are the risks identified?
There is reputational risk arising from negative public opinion in case there are unsatisfied customers whose concerns are not resolved within an ideal timeframe. In efforts to continuously improve and mitigate risks arising from customer complaints and negative public opinion, regular reporting of issues and concerns with potential reputational risk is submitted and presented to the ROC on a regular basis.
Management Approach to Risks
RCBC strives to constantly improve its service to avoid unsatisfied customers. A dedicated customer service hotline is available for clients to inquire and report concerns and issues regarding products and services offered by RCBC.
What are the opportunities identified?
A high level of customer satisfaction can result in higher revenue through an increase in the number of new customers, and deepening of relationships with existing customers (cross-selling).
Management Approach to Opportunities
RCBC continuously conducts regular trainings and provides regular and mandatory eLearning courses and examinations to ensure that all relevant customer-facing employees are familiar with and reminded of the Bank's Consumer Protection Program. RCBC strives to continuously improve the Bank's service and implement enhancements in its customer feedback mechanisms and platforms.

Health and Safety

Disclosure (January 1 – December 31, 2024)	Quantity	Units
No. of substantiated complaints on product or service health and safety ⁵⁹	0	#
No. of complaints addressed	N/A ⁶⁰	#
Which stakeholders are affected?		
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to health and safety)	
Stockholders	- Customer satisfaction and upholding the rights of customers – potential reputational impact that may lead to divestment	
Customers/Clients	- Customer satisfaction - Upholding the rights of customers	
Government	- Customer satisfaction - Upholding the rights of customers	
Community	- Customer satisfaction and upholding the rights of customers, which allow members of the community to decide whether to patronize the products and services of the organization – the organization's ability to attract potential customers in the community can affect its ability to implement its strategies and achieve its objectives	
Public, inc. media	Customer satisfaction and upholding the rights of customers – potential reputational impact	
What is the impact and where does it occur? What is the organization's involvement in the impact?		
As the Bank's products and services are financial in nature, these do not pose a risk to health and safety. The products and services of RCBC's clients, however, may have such negative impacts on their customers.		
Management Approach to Impact		
In accordance with the ESMS Policy, all credit proposals for loans and other credit accommodations from RCBC need to go through E&S risk and impact assessment. Only activities or projects which pass the E&S risk and impact assessment shall be eligible for financing.		

⁵⁹ Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

⁶⁰ No recorded complaints attributed to Health and Safety for the year 2024.

What are the risks identified?
While there are no health and safety risks with the Bank's products and services, the Bank's clients may have some health and safety risks affecting their corresponding customer-base. RCBC's ESMS Policy applies to the Bank's clients as discussed in the "Management Approach to Risks".
Management Approach to Risks
The ESMS Policy of RCBC subscribes to IFC's Performance Standards which include the evaluation of the borrower's practices to promote health and safety (Performance Standard 2 Labor and Working Conditions). Under Performance Standard number 2, the borrower's operations are assessed in terms of effective promotion of safe and healthy working conditions.
What are the opportunities identified?
RCBC is committed to the promotion of sustainable business practices, including the preservation of health and safety measures.
Management Approach to Opportunities
RCBC will remain committed to employing appropriate due diligence on its borrowers to ensure that appropriate health and safety programs / measures are embedded in their operations. This is one of the fundamentals of the Bank's ESMS process.

Marketing and Labeling

Disclosure (January 1 – December 31, 2024)	Quantity	Units
No. of substantiated complaints on marketing and labeling ⁶¹	0	#
No. of complaints addressed	N/A ⁶²	#
Which stakeholders are affected?		
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to marketing and labeling)	
Stockholders	Customer satisfaction and upholding the rights of customers – potential reputational impact that may lead to divestment	
Customers/Clients	<ul style="list-style-type: none"> - Customer satisfaction - Upholding the rights of customers 	
Government	<ul style="list-style-type: none"> - Customer satisfaction - Upholding the rights of customers 	
Community	Customer satisfaction and upholding the rights of customers, which allow members of the community to decide whether to patronize the	
Public, inc. media	Products and services of the organization – the organization's ability to attract potential customers in the community can affect its ability to implement its strategies and achieve its objectives Customer satisfaction and upholding the rights of customers – potential reputational impact	
What is the impact and where does it occur? What is the organization's involvement in the impact?		
RCBC's ability to uphold the rights of its customers to the security of its products and services results to customer protection and customer satisfaction.		
Management Approach to Impact		

⁶¹ Substantiated complaints include complaints from customers that went through the organization's formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

⁶² No recorded complaints attributed to Marketing and Labeling for the year 2024

RCBC upholds the rights of customers to safety and security from probable negative impacts of its products and services. This includes customer access to accurate and adequate information on the positive and negative economic, E&S impacts of the products and services they consume – both from a product and service labeling and a marketing communications perspective.

What are the risks identified?

The display and provision of information and labeling for products and services are subject to many regulations and laws. Non-compliance can indicate either inadequate internal management systems and procedures or ineffective implementation.

Management Approach to Risks

Fair and responsible marketing communications, as well as access to information about the composition of products, and their proper use and disposal, help customers make informed choices. This is supported by the Bank’s Consumer Protection Framework which details effective internal controls on product and service labeling and marketing communications. Units of the Bank that develop and provide products and services to the customers as well as those who prepare advertising materials for external distribution ensure that advertising and promotional/marketing materials comply with the following requirements:

- No false, misleading or deceptive statements
- Visible, easily readable and understandable
- Disclosure of clear, accurate, updated and relevant information about the product or service
- Balanced and proportional (reflecting both advantages and risks of the product or service)
- Key information is prominent and not obscured
- Print is of sufficient size and clearly legible
- Targeted according to the specific groups of clients or customers to whom products are marketed

Business units that develop products and provide services coordinate with the Bank’s Learning and Development Department on the design and execution of product/service programs. Bank staff, specifically those who interact directly with customers, receive adequate training suitable for the complexity of the products or services they sell. All Bank personnel that interact with customers are equipped with the knowledge on the structure and implementation of the Bank’s complaints handling mechanism.

What are the opportunities identified?

Continuous improvements on marketing and labeling to further lessen complaints can lead to higher customer satisfaction and new business opportunities.

Management Approach to Opportunities

RCBC continues to implement regular updates of communication materials, including website, point-of-sale materials, and social media materials.

For product updates that will impact fees, rates and other features, a minimum 60 day notice is given to customers prior to implementation.

Other promotional updates and offers are delivered to clients who subscribe to receiving marketing communication from the Bank on a regular basis through Electronic Direct Mailers (EDM).

A Customer Experience or CX Council also meets on a monthly basis to help address customer pain points and find solutions to make customers’ transactions with the Bank an excellent customer experience.

Customer Privacy

Disclosure (January 1 – December 31, 2024)	Quantity	Units
No. of substantiated complaints on customer privacy ⁶³	1	#
No. of complaints addressed	1	#

⁶³ Substantiated complaints include complaints from customers that went through the organization’s formal communication channels and grievance mechanisms as well as complaints that were lodged to and acted upon by government agencies.

No. of customers, users and account holders whose information is used for secondary purposes	617,475	#
Which stakeholders are affected?		
Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to customer privacy)	
Stockholders	- Customer satisfaction and upholding the rights of customers – potential reputational impact that may lead to divestment	
Customers/Clients	- Customer satisfaction - Upholding the rights of customers	
Government	- Customer satisfaction - Upholding the rights of customers	
Community	Customer satisfaction and upholding the rights of customers, which allow members of the community to decide whether to patronize the products and services of the organization – the organization’s ability to attract potential customers in the community can affect its ability to implement its strategies and achieve its objectives.	
Public, inc. media	Customer satisfaction and upholding the rights of customers – potential reputational impact	
What is the impact and where does it occur? What is the organization’s involvement in the impact?		
RCBC’s ability to uphold the rights of its customers to privacy results to customer protection and customer satisfaction.		
Management Approach to Impact		
RCBC values and upholds the rights of customers to privacy. RCBC respects consumer privacy and takes reasonable measures to ensure the security/protection of personal data that the Bank collects, stores, processes or disseminates from misuse, interference, unauthorized access, modification and unauthorized disclosure.		
What are the risks identified?		
Losses of customer data and breaches of customer privacy can result from non-compliance with existing laws, regulations and/or other voluntary standards regarding the protection of customer privacy. Those who are found guilty of violating data privacy will be penalized with imprisonment and payment of fines.		
Management Approach to Risks		
<p>To protect customer privacy, the Bank limits collection of personal data, collects data only by lawful means, and is transparent about how data is gathered, used, and secured. The Bank does not disclose or use personal customer information for any purposes other than those agreed upon, and the Bank communicates any changes in data protection policies or measures to customers directly. Under the supervision of the Chief Compliance Officer (CCO), the Bank’s Data Protection Officer (DPO) is accountable for ensuring compliance with applicable laws and regulations for personal data protection. The DPO develops, maintains, and promotes the effective implementation of the Bank’s Data Privacy Policy. The DPO regularly reports to the Audit and Compliance Committee (ACC) of the Board of Directors. The ACC performs oversight functions over the Compliance Office, and consequently, over the DPO. The Data Privacy Policy and its subsequent revisions are approved by the ACC and confirmed by the Board. The Bank is committed to collect user data through lawful and transparent means, with explicit consent to the data subject where required.</p> <p>The Bank is committed to implement leading data protection standards in order to take care of the employees’ personal data. Data Privacy is discussed upon onboarding of all employees of the Bank. E-Learning modules are also provided to ensure all employees are updated of changes in the regulations, as applicable. Privacy bulletins are also regularly issued to provide tips and reminders on best practices. The policy and e-learning materials is reviewed at least every two years, or earlier as applicable. Under the Bank’s Privacy Notice, the Bank values its customer’s privacy and believes that each customer is entitled to know the ways the Bank processes their personal information. The Bank informs in substantial detail exactly how, what, and why personal data are being collected, used, retained, shared, disposed, accessed, and corrected, through the Bank’s privacy notice. The notice is stated in clear and simple terms to ensure it is highly readable and usable to the greatest extent possible. It is posted not only in the Bank’s website but in all of the Bank’s branches,</p>		

lending centers, and other areas where personal data of customers are being processed.

What are the opportunities identified?

Continuous improvements to customer privacy measures can result in higher customer satisfaction and retention which could translate to new business opportunities.

Management Approach to Opportunities

RCBC ensures that privacy policies are updated and cascaded, and privacy notices are posted where appropriate (i.e., RCBC website, Branches). The Bank continuously conducts regular trainings and seminars to equip employees (from senior management to rank and file) and those with direct contracts with RCBC and educate them about the importance of customer privacy. Awareness campaigns are implemented regularly through the issuance of data privacy bulletins.

RCBC conducts Privacy Impact Assessments for new projects involving the processing of personal data. The Bank also reviews data sharing, data protection, and outsourcing agreements especially when dealing with third party service providers/vendors.

Data Security

Disclosure (January 1 – December 31, 2024)	Quantity	Units
No. of data breaches, including leaks, thefts and losses of data	0	#

Which stakeholders are affected?

Stakeholder	Issues That Influence Their Assessments and Decisions (in relation to data security)
Stockholders	- Data security and customer privacy – potential reputational impact that may lead to divestment
Customers/Clients	- Data security: reliability and security of electronic banking channels - Customer privacy
Government/Regulators	- Data security - Customer privacy - Compliance with laws and regulation - Ability to conform to certain performance parameters
Community	Data security and customer privacy, which allow members of the community to decide whether to patronize the products and services of the organization – the organization’s ability to attract potential customers in the community can affect its ability to implement its strategies and achieve its objectives
Public, inc. media	Data security and customer privacy – potential reputational impact

What is the impact and where does it occur? What is the organization’s involvement in the impact?

RCBC’s ability to properly manage and protect sensitive data secures the Bank’s information.

Management Approach to Impact

RCBC places the highest importance on keeping data secure, aiming to reduce disruptions to operations as a consequence of information security incidents. Concretely, this aim expands to the following objectives:

- To protect the information assets that support the Bank’s operations;
- To provide Management with an accurate view of significant current and future information security risks and assist them to make well-informed risk management decisions about the extent of the risk, risk appetite and risk tolerance

- To provide an end-to-end guidance on how to manage information security risks, beyond purely technical control measures;
- To establish a risk profile to better understand the Bank's full exposure, and better utilize its resources;
- To integrate the management of information security risk into the overall enterprise risk management of the Bank; and
- To implement and continuously improve a sound framework for the identification, measurement, control, monitoring, and reporting of key risks faced by the Bank.

RCBC may store personal data physically or electronically with third party data storage providers. When the Bank does this, the Bank uses contractual arrangements to ensure that those providers take appropriate measures to protect that information and restrict the uses to which they can put that information. The data privacy and security policy are considered and applied in 100% of the Bank's operations.

The Bank acknowledges and upholds the rights of data subjects as stipulated in the Philippines' Data Privacy Act (R.A. 10173). To facilitate the exercise of these rights, the Bank provides an Online Privacy Contact Us Form, which is readily available in its Data Privacy Notice on the website. This form serves as a convenient means for data subjects to assert their rights and communicate any concerns to the Bank's Data Privacy Office.

What are the risks identified?

Information Security Risk is the risk of loss resulting from information security/cyber security breaches. Data breaches, including leaks, thefts and losses of data may occur in the primary business operations.

Management Approach to Risks

The Audit and Compliance Committee (ACC) is one of the committees at the board level of RCBC. The Bank's Data Privacy Office, which operates within the Compliance Operations Division of the Regulatory Affairs Group, provides the ACC with updates on regulatory matters concerning Data Privacy. This includes information on policy changes, modifications to the risk management framework, outcomes from Privacy Impact Assessments, and any privacy incidents that may require escalation, particularly those that could significantly affect the Bank due to the damages incurred from privacy-related risks.

RCBC has zero tolerance for information security/cyber security breaches. RCBC shall protect its information assets to ensure that breaches do not cause material damage to its liquidity and capital position, and reputation. The Bank's information security objectives are achieved through both a technical and process-based defensive strategy:

- Multi-layer IT defenses including threat intelligence/assessment, prevention, detection and remediation
- Identification of information assets including both hardware and software that are considered essential to the Bank;
- Assistance to business units in identifying risks in information assets being handled; and
- Implementation of risk assessment to determine current information security risks and threats present in the information assets, determine acceptable risk levels, and implement preventive measures to mitigate potential high risks.
- Constant information security awareness campaigns across the Bank that will strengthen the level of appreciation of its associates in protecting information assets.
- Close monitoring of information security related incidents through accessible and timely reporting processes.

The Bank's Data Privacy Policy mandates the conduct of training sessions or seminars aimed at ensuring that employees and personnel remain informed about developments in data privacy and security. As part of its employee onboarding process, all newly hired employees are required to complete data protection training prior to employment.

The Bank's Information Security Governance Division (ISGD) has an Information Security Strategic Plan (ISSP) and Information Security Program (ISPr) aligned with the business objectives of the Bank. ISGD also establishes governance-specific policies, standards, and procedures for information security risk management, conducts trainings and issues advisories to increase information security awareness, and performs the Information Security Risk Assessment (ISRA) and Information Security Annual Certification (ISAC) for the whole Group to manage, identify, and address information

security risks.

RCBC's information security management system is based on the National Institute of Standards and Technology (NIST) and Payment Card Industry Data Security Standard (PCI DSS). The Bank's cyber security personnel have obtained the following qualifications: CISM (Certified Information Security Manager, CDPSE (Certified Data Privacy Solutions Engineer) and CPISI (Certified Payment Industry Security Implementer).

The Bank has established a procedure for managing Personal Data Breaches and for reporting such incidents to the National Privacy Commission (NPC). This procedure complements the Bank's Information Security Reporting Process and ensures that personal data breaches—including, but not limited to, unauthorized access, use, disclosure, creation, modification, or destruction of personal data—are reported promptly to facilitate timely corrective measures.

Should notification be warranted, the Data Protection Officer (DPO) will notify both the NPC and the affected data subjects. This notification will provide the needed information and will be sent within seventy-two (72) hours upon knowledge of, or when there is a reasonable belief by the Bank that, a personal data breach requiring notification occurred.

What are the opportunities identified?

Given the changing business landscape and regulatory environment, opportunities arise in improving the Bank's Information Security Program to uphold data security and customer privacy.

Management Approach to Opportunities

RCBC continuously conducts regular trainings and seminars to equip employees (from senior management to rank and file) and those with direct contracts with RCBC on the importance of data security. RCBC continues to update its Information Security Program to adapt to the changing business environment.

RCBC may amend its data privacy notice to comply with changes in relevant laws and regulations and to keep customers informed of changes in the ways that the Bank processes their personal data. Updates are posted on the RCBC website.

UN SUSTAINABLE DEVELOPMENT GOALS

The RCBC Plaza in Makati City received the LEED Gold certification in May 2018 (recertified in March 2024), making it the first multi-tenanted building in the Philippines to achieve such kind of green building certification. LEED-certified buildings save money, improve efficiency, reduce carbon emissions, and create healthier working / living spaces. These environmentally-friendly structures are critical parts of addressing climate change, particularly UN SDG 7, SDG 11, SDG 12, and SDG 13.

Key Products and Services and Societal Value / Contribution to the UN SDGs

The Bank's financial inclusion programs and services, together with RCBC's Sustainable Finance Framework, address **all of the 17 UN SDGs**. The Bank is committed to safeguarding our people and our planet, while fostering partnerships, and pursuing prosperity that will usher in a sustainable and resilient path by 2030.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
<p>Delivering in the New Normal Through Digital Acceleration:</p> <p>[Refer to details under the Economic and Social portions]</p> <ul style="list-style-type: none"> - RCBC Pulz - DiskarTech - ATM Go - RCBC Boz 	 <p>No Poverty. Both DiskarTech and ATM Go were instrumental in the government's distribution of funding assistance.</p> <ul style="list-style-type: none"> - DiskarTech targets lower economic classes, C and D, and provides all-in-one online financial services needed by the unserved and underserved consumers - ATM GO has expanded its services to all 82 provinces of the Philippines and is available through sari-sari 	<p>Engaging the unbanked and underserved towards financial inclusion may expose us to credit risk and other types of risk which traditional risk tools may ordinarily not be able to adequately manage.</p>	<p>The risk of default and other risks are mitigated by performing additional Know Your Customer (KYC) and credit risk assessment procedures on clients.</p> <p>The bank partners with various organizations and LGUs to reach more Filipinos and educate them about financial services that can grow and protect their income.</p>

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
	<p>stores, pharmacies, rural banks, grocery stores, bakeries, and pawnshops.</p> <p>Zero Hunger and Good Health and Well Being. Services have been instrumental conduit for government financial aid and assistance for food and nutrition and education of beneficiary children in schools.</p> <p>Quality Education. Modules on financial literacy called <i>Aralin sa Madiskarteng Pananalapi</i> and the DiskarTechpreneur Bootcamp are provided as part of digital acceleration.</p> <p>Gender Equality. The digital innovations improve the economic lives of women with low or no income, working class women and members of female-led households.</p> <p>Decent Work and Economic Growth. Digital acceleration provides and expands access to banking and financial services for all. RCBC Boz is designed for microentrepreneurs and business owners for managing budgets, invoicing, and payrolls among others.</p> <p>Industry, Innovation and Infrastructure. The banking products increase access to financial services.</p> <p>Reduced Inequalities. The pandemic highlighted the challenges of financial inclusion. RCBC responded swiftly through digitization which provided access to unbanked and underserved Filipinos. DiskarTech has processed more than Php 15 billion in transactions as of year-end 2023.</p> <p>Sustainable Cities and Communities. Financial capacity building is offered at the barangay level through the ATM Go at geographically isolated, disadvantaged and conflict areas. RCBC also took the lead to fully adopt PalengQR which empowered merchants and market vendors in</p>		

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
	<p>different pilot cities and provinces’ public markets to accept digital payments through the interoperable QRPh code.</p> <p>Climate Action. Bridging the gap through digital engagements among and between government and non-government organizations promote reduction in carbon footprint.</p> <p>Partnerships for the Goals (refer to details under Economic portion). RCBC remains to be a dependable partner in distributing emergency aid to millions of Filipinos during the pandemic.</p> <p>Boosting financial inclusion in the Bangsamoro Autonomous Region in Muslim Mindanao (BARM), RCBC signed a landmark agreement with the Ministry of Social Services and Development (MSSD) to expand digital literacy and deliver digital financing solutions to the region .</p>		
<p>Deposits</p> <p>- Savings Accounts such as:</p> <ul style="list-style-type: none"> ○ OneAccount ○ iSave ○ GoSavers 	 <p>No Poverty. RCBC offers inexpensive, easy to open and customizable deposit accounts.</p> <p>Good Health and Well Being. RCBC offers account types that come with free personal accident insurance, free hospitalization benefit, and free life insurance.</p>	<p>Banks are custodians of public money. Given the banking sector’s Systemic importance, it is critical that credit risk, market risk, and other bank risks are properly managed to prevent bank failure</p>	<p>The Bank identifies, measures, controls, and monitors the risk inherent to its business activities or embedded in products and portfolios. RCBC continually develops an efficient and effective risk management infrastructure, and complies with regulations on risk</p>

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
	<p>Gender Equality. RCBC offers eWoman Savings and eWoman Checking accounts especially designed for women. These come with free life insurance coverage.</p> <p>Affordable and Clean Energy. RCBC launched the Philippines’ first Peso Green Time Deposit (TD) in February 2022 for clients who would like to support green loans and projects under RCBC’s Sustainable Finance Framework.</p> <p>Reduced Inequalities. GoSaver is a savings account for kids and teens. SSS Pensioner is a savings account for those looking for a convenient way to access their pension.</p> <p>Peace, Justice and Strong Institutions. RCBC supports the government’s efforts through the Presidential Office for Child Protection (POCP) and the strengthening of institutions particularly on the drive against online sexual abuse and exploitation of children. RCBC and RCBC Trust Corporation has established a framework to address the matter of bank account opening for minor victims to facilitate monetary compensation with safeguards aligned with the requirements of national agencies such as the Department of Social Welfare and Development (DSWD).</p> <p>Partnership for the Goals. Collaborated with Asian Development Bank (ADB), which allowed RCBC to offer new lending structures and fulfill its commitment to completely divest from its coal exposure by 2031. ADB developed the energy transition mechanism (ETM) concept.</p>		and capital management.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
<p>Loans</p> <ul style="list-style-type: none"> - Corporate Loans - Home Loans - Auto Loans - Personal Loans 	 <p>RCBC's Php382.9B UN SDG Loans comprised approximately 49% of the Bank's total loan portfolio in 2024⁶⁴. Of this, around half support UN SDG 9: Industry, Innovation, and Infrastructure.</p> <p>Affordable and Clean Energy. RCBC participated in the ETM project of ACEN for the early decommissioning of SLTEC's coal-fired power plant by 15 years.</p> <p>Decent Work and Economic Growth. RCBC provides and expands access to banking and financial services for all. The Bank lends to corporations and SME, promoting inclusive, and sustainable economic growth, full and productive employment, and decent work for all.</p> <p>Industry, Innovation and Infrastructure. RCBC Credit Cards' Personal Loan and Salary loan products increase access to financial services. Moreover, through the credit card's Digital Cash Loan platform, RCBC enables credit cardholders to easily avail of a loan by converting their</p>	<p>Banks are custodians of public money. Given the banking sector's systemic importance, it is critical that credit risk, market risk, and other bank risks are properly managed to prevent bank failure.</p>	<p>The Bank identifies, measures, controls, and monitors the risk inherent to its business activities or embedded in its products and portfolios. RCBC continually develops an efficient and effective risk management infrastructure, and complies with regulations on risk and capital management.</p>

⁶⁴ RCBC's Sustainable Finance Framework (initially issued April 2019 and amended February 2024) expounds on the alignment of the Green / Social Bond Principles with the UN SDGs and their corresponding target descriptions. Estimates on the UN SDG loans were derived from the Bank's Sustainable Finance Framework and continuing internal cross-checking with other industry practices such as the BSP definition for Small and Medium Enterprises (SMEs), Department of Human Settlements and Urban Development (DHSUD) definition of Economic and Socialized Housing and the Philippine Standard Industrial Classification (PSIC) among others.

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
	<p>unused credit limits into cash with real-time loan approval. RCBC Personal Loans leverages on digital innovation to provide efficient and inclusive access to financial services with 95% of disbursed transactions sourced digitally. RCBC also partners with fintech lenders as a means to support financial inclusion.</p> <p>Reduced Inequalities. RCBC’s loan products empower and promote economic inclusion. RCBC Personal Loans provide access to affordable funding across market segments including the underserved and low-income individuals, promoting socio-economic advancement and empowerment, as evident by new digital loans launched in 2024. RCBC Payday NOW, the bank's product addressing bridge funding needs, continues to provide assistance to customers who may be in need of emergency funding in between paydays. "Pasado" a loan product accessible through RCBC Diskartech aims to introduce the underserved to a personal loan facility while providing education on responsible credit handling.</p> <p>Sustainable Cities and Communities. RCBC’s personal loan products increase access to safe and affordable housing and transport. RCBC consumer loan products continue to increase access to safe and affordable housing and transport. RCBC Personal Loans support this initiative through providing financing for home renovation. Furthermore, RCBC is among Tesla’s preferred financing partners in the country with electric vehicle manufacturer’s entry into the local market. RCBC is rolling out a digital auto loan application processes⁶⁵.</p>		

⁶⁵ <https://www.philstar.com/business/2024/11/24/2402415/tesla-partners-rcbc-financing>

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
	<p>Climate Action. The Bank’s coal exposure will be phased out by 2031. This is aligned with the RCBC President and CEO Eugene S. Acevedo’s public commitment in December 2020 to cease funding of the construction of new coal power plants in the Philippines.</p>		
<p>Credit Cards</p>	 <p>Zero Hunger and Gender Equality. Last October 4, 2024, RCBC, through its credit card arm RCBC Credit Cards, has turned over Php3-million worth of donation to Gawad Kalinga, a Philippine-based poverty alleviation and nation-building movement that focuses on empowering communities through its various social programs. The donation, which demonstrates the Yuchengco-led Bank’s commitment to social responsibility, will aid in providing nutritious meals for underprivileged children across the country. RCBC Credit Cards’ Diamond Cares Program has been instrumental in sustaining Gawad Kalinga’s mission to alleviate hunger and provide better nutrition for Filipino children. For every Php 100 spent by cardholders using their RCBC Diamond Platinum Mastercard, Php 0.10 is donated to Gawad Kalinga’s Kusina ng Kalinga (KnK) program. The KnK program, established through a collaborative effort of Gawad Kalinga, various donors and partners, the Department of Education (DepEd), local</p>	<p>Engaging in the credit card business exposes us to credit risk and other types of risk which traditional risk tools may ordinarily not be able to adequately manage.</p>	<p>RCBC mitigates the risk of default and other risks by performing additional KYC and credit risk assessment procedures on clients.</p>

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
	<p>government units (LGUs), and volunteers, establishes and operates a central kitchen in public schools, communities, disaster areas, and streets. It serves one nutritious meal a day for children 1-12 years old for at least 120 days, up to 220 days for each school year.</p> <p>Good Health and Well-Being and Life on Land. The Philippine Red Cross, World Vision Philippines, and WWF-Philippines are beneficiaries of RCBC Credit Cards' <i>Rewards for the Soul</i> – a social advocacy component of the RCBC Credit Cards Rewards Program. Cardholders earn rewards points for their qualified purchases, and can donate the peso value of their Reward Points to their chosen organization. RCBC Credit Cards called on cardholders to assist fellow Filipinos affected by Typhoon Kristine. Cardholders can redeem their available rewards points and use these to donate cash to the victims. A total of Php 559,449 worth of rewards points were redeemed and donated to Gawad Kalinga and the Philippine Red Cross to support their relief operations for those impacted by the typhoon. The contributions from cardholders aided the affected communities in their recovery efforts.</p> <p>Quality Education. Other beneficiaries of RCBC Credit Cards' <i>Rewards for the Soul</i> are AY Foundation and SOS Children's Village Philippines. Cardholders can voluntarily donate to help support the education and provide homes & facilities to the most vulnerable children and communities using their Rewards Points.</p> <p>Responsible Consumption and Production. In 2023, RCBC pioneers the use of recycled materials for the Bank's credit cards indicating a strong commitment to promoting environment-friendly materials reducing the use of virgin</p>		

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
	<p>plastic in the Bank’s operations. As of December 31, 2024, 99% of credit cards issue are rPVC.</p> <p>RCBC Credit Cards has been promoting the use of electronic Statement of Account (SOA) to reduce printing of paper SOA. As of December 31, 2024, 89% of monthly statement of account (SOAs) generated are sent via electronic mail.</p>		
<p>Micro & Small Business Loans & Savings Products</p>	 <p>No Poverty. RMB’s loan and savings products cater to the underserved and small businesses in the country. RMB studies each business carefully to make certain that the additional working capital has a positive effect on cash flow, potentially reducing or eliminating poverty.</p> <p>Decent Work and Economic Growth. Correlated to helping reduce poverty, RMB’s loans products provide additional funds to small businesses which in return further employs underserved individuals, thus, increasing employment.</p> <p>Industry, Innovation and Infrastructure. RMB’s products increase access to financial services, including affordable credit.</p> <p>Reduced Inequalities. Regardless of financial status, RMB’s loan and savings products cater to underserved individuals not covered by commercial banks.</p>	<p>Engaging the unbanked and underserved towards financial inclusion may expose us to credit risk and other types of risk which traditional risk tools may ordinarily not be able to adequately manage.</p>	<p>RCBC mitigates the risk of default and other risks by performing additional KYC and credit risk assessment procedures on clients.</p>
<p>Sustainable Finance Framework</p> <p>The Sustainable Finance</p>		<p>Given the banking sector’s systemic importance, it is critical that credit risk, market risk, and other</p>	<p>The Sustainable Finance Framework has a clear project selection and</p>

Key Products and Services	Societal Value / Contribution to UN SDGs	Potential Negative Impact of Contribution	Management Approach to Negative Impact
<p>Framework strategy is to deploy Sustainable Financing Instruments to fund all types of loans that have clear environmental and/or social benefits which are classified as Eligible Green (and its subset of Eligible Blue) and Eligible Social assets.</p>	 <p><i>Download RCBC's Sustainability and Impact Report from www.rcbc.com/sustainability. This report presents the Bank's Sustainable Finance Framework's impact and contribution to the UN SDGs.</i></p>	<p>bank risks are properly managed to prevent bank failure.</p>	<p>evaluation process.</p>



Partners Through Generations

Rizal Commercial Banking Corporation

Sustainability Report 2024 Annex

Supply Chain Management

Code of Ethics for Suppliers



Procurement Shared Services

Bribes, Kickbacks & Gifts from Suppliers

1. Suppliers shall not offer bribes or kickbacks to employees or family members in exchange for any business favor.
2. Suppliers shall not accept solicitation of gifts from YGC employees for themselves.
3. Sponsorship by suppliers of a planning session or a sporting event shall be acceptable subject to:
 - approval from 2 Senior Officers (SVP or higher)
 - allow equal opportunity for other suppliers to sponsor
 - should be fitting and moderate to the event sponsored



Procurement Shared Services

Bribes, Kickbacks & Gifts from Suppliers

4. Solicitation of gifts for the company shall be allowed for Christmas and special company activities only. The solicitation shall be approved by a Senior Officer (SVP or higher).
5. If the gift is perishable (food), Administration shall distribute the perishable gift to employees for consumption.



Policies on Entertainment & Business Meals

1. Entertainment and business meals from suppliers for procurement personnel are generally not allowed.

Exceptions are the following:

1. Site visits
2. Social event of suppliers where customers are invited to attend
3. Social event of supplier to discuss business with supplier's partners
4. Official group visits to suppliers where benefit is for the group (not individual)
5. Product launches or updates
6. All other exceptions shall be cleared and approved by the PSS GM



Policies on Conflict of Interest

1. Suppliers shall treat personal purchases of employees as ordinary business transactions without preferential discounts. However, if YGC is able to negotiate for discounted prices, employees can ride on the YGC discount for personal purchases.
2. A supplier shall immediately disclose to PSS if a YGC employee is a close friend or relative by consanguinity or affinity within the 3rd civil degree (spouse, child or parent, brother, sister, uncle, aunt or cousin).
3. Supplier shall disclose if a YGC employee has an interest in a supplier as owner or part owner or investor. An exception are holdings in a publicly listed company in the form of stocks, bonds or other securities that is less than 5% of the value of the class of security.



Policies on Conflict of Interest

4. Supplier shall not employ a YGC employee as consultant director or employee of his company.



Policies on Whistleblowing

1. Suppliers shall report to the CEO, COO, CFO or PSS GM suspected or actual occurrence of illegal or fraudulent, serious wrongdoing or misconduct or unethical behavior of co-suppliers or YGC employees.
2. Any whistleblowing report which prove to be false and made in bad faith shall constitute a serious offense and shall subject the Whistleblower to Blacklisting.
3. Whistleblower who made the report in good faith or gives evidence in an investigation shall be protected from harassment or delisting from the Accredited Suppliers List.
4. A Supplier who retaliates against the Whistleblower who reported a violation in good faith shall be subjected to Blacklisting.



Policy on Confidentiality

1. Suppliers with access to non-public information shall not disclose such information to other parties without the written consent of a Senior Officer (SVP or higher) of the YGC Member.



Sanctions

1. Those found in violation of the Code of Ethics for Suppliers shall be permanently Blacklisted and delisted from the Accredited Suppliers List.
2. If the YGC member suffers a loss, remedies (i.e. legal case) against the erring supplier shall be pursued.



Policies on Supplier Blacklisting

1. The PSS Board shall approve the blacklisting of suppliers as well as lifting of blacklisted suppliers.
2. If supplier commits a violation against YGC PSS policies on Code of Ethics, supplier will be blacklisted, regardless if supplier has more than one product or service used by YGC.
3. Supplier shall also be blacklisted if the following offenses are committed:
 - a. Integrity issues such as: dishonesty i.e. willful action of the supplier to defraud any YGC Member; connivance with YCG personnel to commit fraud; payment of commissions or gratuity in any form in cash or in kind; submission of fake corporate documents; misuse of YGC funds (down payment); willful use of inferior/ unapproved materials



Policies on Supplier Blacklisting

- b. Abandonment of project with or without down payment
- c. Failure to meet contractual commitments, e.g off standard deliveries
- d. Failure to meet corrective actions
- e. Failure to meet safety policies leading to loss of life, injury or damage to property
- f. Unjustified delays in the completion of delivery of ordered products/ services
- g. Failure to improve unsatisfactory performance for 2 consecutive years
- h. Failure to submit audited financial statements for 2 consecutive years



Procurement Shared Services

Policies on Supplier Blacklisting

- i. Failure to submit Close-out documents within 60 days from deadline date
 - j. Inability to make payments to suppliers
 - k. Distressed companies
 - l. Companies in the negative list
 - m. With pending legal case filed by YGC Member against the supplier
 - n. Upon instruction from Senior Management or as approved by the IT Council Head for IT suppliers
4. If the supplier is blacklisted, there will be no temporary lifting even if sole supplier. Erring suppliers with current transactions with YGC shall be Watchlisted or Restricted . No future projects shall be granted to such supplier but handling shall be Confidential in coordination with YGC PSS GM.



Procurement Shared Services