CORPORATE GOVERNANCE AND NOMINATION COMMITTEE CHARTER

Reliable Insurance Brokers, Inc.

Section 1: Purpose

The Corporate Governance and Nomination Committee (the "Committee") is constituted by the Board of Directors (the "Board") of Reliable Insurance Brokers, Inc. (the "Company" or "Reliable") to assist the Board in fulfilling its corporate governance responsibilities, including the nomination and election of directors, the assessment of Board performance, and oversight of the Company's corporate governance framework, consistent with the Insurance Commission's Code of Corporate Governance.

The Committee assumes the functions formerly assigned to a Nomination Committee. Functions relating to remuneration and compensation are performed by the Remuneration and Compensation Committee under its own Charter.

Section 2: Composition and Membership

(a) The Committee shall be composed of at least three (3) members of the Board. While the Insurance Commission's Code of Corporate Governance recommends that a majority of the members be independent directors, the Company is closely-held and currently has one (1) independent director; a majority-independent composition is therefore not practicable at this time.

(b) The Chairman of the Committee shall be an independent director.

(c) Members shall be elected annually to one (1)-year terms by a majority vote of the Board, and may be removed by a majority vote of the independent directors then in office.

(d) Vacancies shall be filled by a majority vote of the Board at the next Board meeting following the vacancy.

(e) The Assistant Corporate Secretary shall act as Committee Secretary and shall keep the minutes of the Committee's meetings.

Section 3: Authority

The Committee is authorized by the Board to:

(a) access any Company record, document or employee necessary to carry out its functions;

(b) require the attendance of management or external advisers at its meetings; and

(c) engage independent professional advisers when necessary.

All recommendations of the Committee are subject to confirmation or approval by the Board.

Section 4: Duties and Responsibilities

4.1 Corporate Governance

(a) Oversee the implementation of the Company's corporate governance framework and periodically review it in light of material changes to the Company's size, complexity, business strategy and regulatory environment;
(b) Adopt, review and recommend corporate governance policies, and ensure that the Manual on Corporate Governance is current and consistently implemented;
(c) Recommend continuing education and training programs for directors.

4.2 Nomination and Election

(a) Define the general profile and qualifications of Board members needed by the Company, ensuring an appropriate mix of knowledge, competencies and experience;
(b) Determine the nomination and election process for directors, and pre-screen and shortlist all candidates nominated to the Board, including nominations submitted by minority shareholders;
(c) Identify and recommend candidates to fill vacancies occurring between annual shareholders' meetings;
(d) Assess the qualifications, disqualifications and independence of directors, and the number of their concurrent directorships.

4.3 Performance Evaluation

(a) Oversee the annual performance evaluation of the Board as a whole, its individual members and its committees;
(b) Ensure that evaluation results are discussed and that action plans are developed and implemented; and
(c) Conduct an annual self-evaluation of the Committee's own performance.

4.4 Succession

Recommend to the Board a succession plan for directors and key officers.

Section 5: Meetings and Quorum

(a) The Committee shall meet at least once a year, or more frequently as circumstances require.
(b) A majority of the members shall constitute a quorum, with the presence of at least one independent director.
(c) Meetings may be held physically or through secure digital platforms; the Committee Secretary shall prepare the minutes.

Section 6: Reporting and Evaluation

The Committee shall report regularly to the Board on the matters within its responsibility, and its findings and recommendations shall be submitted to the Board for evaluation and approval.

Section 7: Charter Review

This Charter shall be reviewed by the Committee at least once every three (3) years, or as may be necessary.

This Charter was adopted and approved by the Board of Directors of Reliable Insurance Brokers, Inc. on 25 June 2026 at Mandaluyong City.

Attest:

FELICISIMO M. NACINO, JR.
Chairman of the Board

SUSAN N. KONIG
Assistant Corporate Secretary