

**BETHEL GENERAL INSURANCE AND SURETY CORPORATION
CORPORATE GOVERNANCE SCORECARD**

| | | Source Document/ Location of Information | Yes / No | Point | REMARKS |
|------------|---|---|----------|-------|---------|
| C | Role of Stakeholders | | | | |
| C.1 | The rights of stakeholders that are established by law or through mutual agreements are to be respected. | | | | |
| | Does the company disclose a policy that : | | | | |
| C.1.1 | Stipulates the existence and scope of the company's efforts to address customers' health and safety? | Corporate Governance Manual/Company Policies/Guidelines Corporate Social Responsibility | YES | 0 | |
| C.1.2 | Explains supplier/contractor selection practice? | | YES | 0 | |
| C.1.3 | Describes the company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development? | | YES | 0 | |
| C.1.4 | Elaborates the company's efforts to interact with the communities in which they operate? | | YES | 0 | |
| C.1.5 | Directs the company's anti-corruption programmes and procedures? | | YES | 0 | |
| C.1.6 | Describes how creditors' rights are safeguarded? | Corporate Governance Manual | YES | 0 | |
| | Does the company disclose the activities that it has undertaken to implement the above mentioned policies? | | | | |
| C.1.7 | Customer health and safety | Corporate Governance Manual/Company Policies/Guidelines Corporate Social Responsibility | YES | 0 | |
| C.1.8 | Supplier/Contractor selection and criteria | | YES | 0 | |
| C.1.9 | Environmentally-friendly value chain | | YES | 0 | |
| C.1.10 | Interaction with the communities | | YES | 0 | |

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| C.1.11 | Anti-corruption programmes and procedures | Annual Report | | 0 | |
| C.1.12 | Creditors' rights | Annual Report | | 0 | |
| C.1.13 | Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section? | Corporate Governance Manual/Company Mission & Vision/Core Values | YES | 0 | |
| C.2 | | | | | |
| Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights. | | | | | |
| C.2.1 | Does the company provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights? | Company Policies & Guidelines/Annual Report | YES | 0 | |
| C.3 | | | | | |
| Performance-enhancing mechanisms for employee participation should be permitted to develop. | | | | | |
| C.3.1 | Does the company explicitly disclose the health, safety, and welfare policy for its employees? | Employees Benefit Manual/HR Manual/ Employees Handbook | YES | 0 | |
| C.3.2 | Does the company publish data relating to health, safety and welfare of its employees? | Circular | YES | 0 | |
| C.3.3 | Does the company have training and development programmes for its employees? | Employees Training and Development Program | YES | 0 | |
| C.3.4 | Does the company publish data on training and development programmes for its employees? | Circular | YES | 0 | |

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| C.3.5 | Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures? | Company Policies & Guidelines | YES | 0 | |
| C.4 | Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this. | | | | |
| C.4.1 | Does the company have procedures for complaints by employees concerning illegal (including corruption) and unethical behaviour? | Company Policies & Guidelines/Corporate Governance Manual | YES | 0 | |
| C.4.2 | Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation? | Company Policies & Guidelines/HR Manual/Employees Handbook | YES | 0 | |