



# GETWELL HEALTH SYSTEMS, INC.

## RETIREMENT POLICY

### I. Policy Statement

Getwell Health Systems, Inc. (the "Company") recognizes the efforts made, and the contributions of, its directors, officers and management staff to the sustained growth of the Company throughout the years. Recognizing their dedication, the Company aims to provide financial benefits for its retired directors, officers and management staff in return for years of loyal service.

### II. Objective

This Retirement Policy (the "Policy") provides the minimum guidelines applicable to members of the Board of Directors (each, a "Director") and Key Management Personnel (the "Officers") who are seniors or advancing in age. These Directors or Officers may either continue their service with the Company or relinquish their posts, subject to the terms of this policy, their ability for continued effective performance and willingness to serve. The mental acuity, physical fitness, the ability to actively participate and make positive contributions for the benefit of the Company shall be considered.

### III. Scope and Coverage

This Policy only applies to Directors and Officers who are at least sixty (60) years of age but not older than eighty (80) years old (hereinafter collectively the "Retirees"). The Company has a separate policy for management staff, which are covered by the Company's Administrative Department internal guidelines.

### IV. General Policies

1. A Director or Officer may opt to retire when he/she is at least sixty (60) years of age. The compulsory retirement age is eighty (80) years old, to allow the Company to avail of the peerless wisdom and experience, expert business judgement, invaluable industry and community relations and authority of its Retirees.
2. The retirement of a Retiree shall be carried out in compliance with the Company's Succession Planning Policy, the terms and conditions of the relevant retirement plan, the Labor Code of the Philippines and the Corporation Code of the Philippines.
3. The Corporate Governance Committee (the "Committee") shall conduct an annual evaluation of the Directors or Officers who are at least sixty (60) years of age but not older than eighty (80) years old. The Committee shall determine the ability of Retirees to effectively and continuously serve the Company. Thereafter, the

Committee shall submit its recommendation to the Board of Directors, which will make the final decision on a Retiree's retirement.

4. Any proposed retirement plan for the Company's Directors, Officers or management staff must be submitted to the Committee for their review. The Committee may suggest revisions, reject a proposed retirement plan outright or recommend a retirement plan to the Board of Directors for approval.

**V. Policy Review**

The Committee shall review this Policy annually to assess its continued effectiveness. The Committee may recommend any revisions or amendments to this Policy that it may find necessary, to the Board of Directors.

**VI. Effectivity**

This Policy shall take effect upon its approval by the Board of Directors and shall continue to be effective unless superseded by any new policies and guidelines issued by the Board of Directors.

Getwell Health Systems, Inc.