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Company Information

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Industry Classification: I55103
Company Type: Stock Corporation

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COVER SHEET

CS201818339

S.E.C. Registration Number

FORA SERVICES, INC.

(Company's Full Name)

FORA ROTUNDA TAGAYTAY, GENERAL EMILIO AGUINALDO HIGHWAY, SILANG JUNCTION, BRGY. SILANG CROSSING EAST, TAGAYTAY, CAVITE

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

c/o Atty. Katrina O. Clemente-Lua	09190764831 / 09479945293
Contact Person	Company Telephone Number

ANNUAL CORPORATE GOVERNANCE REPORT

Month	Day	**ACGR**	Month	Day
Fiscal Year		FORM TYPE	Annual Meeting	

Secondary License Type; If Applicable

CFD

Dept. Requiring this Doc.

Amended Articles Number / Section

Total No. of Stockholders

Domestic

Foreign

To be accomplished by SEC Personnel concerned

File Number

LCU

Document I.D.

Cashier

STAMPS

Remarks = Pls. use black ink for scanning purposes

SEC FORM-ACGR (FOR PC/RI)

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS

1. For the fiscal year ended **31 December 2025**

2. SEC Registration Number **CS201818339**

3. BIR Tax Identification Number **010-114-986-000**

4. Exact Name of the Issuer as specified in its charter **FORA SERVICES, INC. doing business as Quest Hotel Tagaytay**

5. Province, Country or other jurisdiction of incorporation or organization **National Capital Region**

6. Address of Principal Office **Fora Rotunda Tagaytay, General Emilio Aguinaldo Highway, Silang Junction, Barangay Silang Crossing East, Tagaytay, Cavite**

7. Postal Code **4120**

8. Issuer's telephone number, including area code **(02) 846-0278**

9. Former name, former address, and former fiscal year, if changed since last report **Not Applicable**

10. Industry Classification Code (For SEC's use only) ……………………………

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
THE BOARD'S GOVERNANCE RESPONSIBILITIES				
Principle 1. ESTABLISHING A COMPETENT BOARD				
The company should be headed by a competent, working Board to foster the long-term success of the corporation, and to sustain its competitiveness and growth in a manner consistent with its corporate objectives and the long-term best interests of its shareholders/members and other stakeholders.				
Recommendation 1.1				
1	The Board is composed of directors with collective working knowledge, experience or expertise that is relevant to the company's industry/sector.	Compliant	The full profiles including professional qualifications and technical expertise of the Company's board of directors are discussed in detail in the 2025 Definitive Information Statement (SEC Form 20-IS) (hereinafter, the "Information Statement"). Ref: Pages 6-9 of the Information Statement https://questtagaytay.com/sites/default/files/2025_definitive_information_statement_fora_services_inc._redacted.pdf	-
2	The Board has an appropriate mix of competence and expertise.	Compliant		-
3	Directors remain qualified for their positions individually and collectively to enable them to fulfill their roles and responsibilities and respond to the needs of the organization.	Compliant		-
Recommendation 1.2				
1	The Board is headed by a competent and qualified Chairperson.	Compliant	Mr. Francis Nathaniel C. Gotianun is the Chairman of the Board of Directors ("Board"). His competence and qualifications are shown in his profile in the Information Statement. Ref: Pages 6-7 of the Information Statement https://questtagaytay.com/sites/default/files/2025_definitive_information_statement_fora_services_inc._redacted.pdf	-
Recommendation 1.3				

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
	RECOMMENDATION	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
1	The company provides a policy on training of directors.	Compliant	The Manual of Corporate Governance (the "Manual) requires the Chief Financial Officer ("CFO") to allocate funds if necessary, for the purpose of conducting an orientation program as well as the annual continuing training workshop to operationalize the Manual. It likewise provides that it is the responsibility of the Chairman to assure availability of proper orientation for first-time directors and continuing training opportunities for all directors. Ref: Parts III (A) (10) and V of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
2	The company has an orientation program for first-time directors.	Compliant		-
3	The company has relevant annual continuing training for all directors.	Compliant	The Company's Board, together with its key officers, attended the annual corporate governance training conducted by the Center for Global Best Practices on 10 December 2025. Ref: Page 21 of the 2025 Annual Report (SEC Form 17-A) (hereinafter "2025 Annual Report") https://questtagaytay.com/sites/default/files/fosi_signed_17a_smr_afs_schedules_2025.pdf	-
Recommendation 1.4				
1	The Board has a policy on board diversity.	Compliant	The Manual provides that it is among the responsibilities of the Board to install a process of selection to ensure a mix of competent directors and officers. Further, the Board through the Nomination Committee, shall ensure that the Board shall be diverse in terms of age, culture, gender and expertise taking into account the qualifications and disqualifications listed in the Manual. Ref: Part III(A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-

<table>
<tr><th colspan="5">ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS</th></tr>
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<tr><td></td><td></td><td></td><td></td><td></td></tr>
<tr><td colspan="5">Recommendation 1.5</td></tr>
<tr><td>1</td><td>The Board is assisted by a Corporate Secretary.</td><td>Compliant</td><td>The Board is assisted by a Corporate Secretary.

Atty. Katrina O. Clemente-Lua was first appointed as the Corporate Secretary for the Company on 21 December 2022 and was re-appointed as such during the 2025 Organizational Meeting of the Board of Directors.

The duties and functions of the Corporate Secretary are discussed in the Company’s Amended By-laws and Manual.

Ref: Amended By-Laws;
https://questtagaytay.com/sites/default/files/2_amended_by-laws.pdf

and Part III (E) of the Manual
https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf</td><td>-</td></tr>
<tr><td>2</td><td>The Corporate Secretary is a separate individual from the Compliance Officer.</td><td>Compliant</td><td rowspan="2">Atty. Clemente-Lua is not the Compliance Officer, and is not a member of the Board of Directors.

Ref: Results of the Organizational Meeting of the Board of Directors
https://questtagaytay.com/sites/default/files/fora_services_inc._17c_results_of_organizational_meeting_held_on_24_october_2025_.pdf

The professional qualifications of the Corporate Secretary are discussed in the Information Statement.

Ref.: Page 8 of the Information Statement
https://questtagaytay.com/sites/default/files/2025_definitive_information_statement_fora_services_inc._redacted.pdf</td><td>-</td></tr>
<tr><td>3</td><td>The Corporate Secretary is not a member of the Board of Directors.</td><td>Compliant</td><td>-</td></tr>
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ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
4	The Corporate Secretary attends annual training/s on corporate governance.	Compliant	Atty. Clemente-Lua attended the corporate governance training conducted by the Center for Global Best Practices held on 10 December 2025. Ref: Page 21 of the 2025 Annual Report https://questtagaytay.com/sites/default/files/fosi_signed_17a_smr_afs_schedules_2025.pdf	-
Recommendation 1.6				
1	The Board is assisted by a Compliance Officer.	Compliant	The Board is assisted by a Compliance Officer. Atty. Estrella C. Elamparo was first appointed as such during the 2025 Organizational Meeting of the Board of Directors. Atty. Elamparo is concurrently the Compliance Officer and Head of Legal of Filinvest Development Corporation. She is not a member of the Board. Ref: Results of the Organizational Meeting of the Board of Directors https://questtagaytay.com/sites/default/files/fora_services_inc._17c_results_of_organizational_meeting_held_on_24_october_2025_.pdf Her professional qualifications are discussed in the Annual Report. Ref.: Pages 17-18 of the Annual Report https://questtagaytay.com/sites/default/files/fosi_signed_17a_smr_afs_schedules_2025.pdf The duties and functions of the Compliance Officer are further discussed in the Company's Manual. Ref: Part III (F) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
2	The Compliance Officer has a rank of Senior Vice-President or an equivalent position with adequate stature and authority in the corporation.	Compliant		-
3	The Compliance Officer is not a member of the board.	Compliant		-

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
4	The Compliance Officer attends annual training/s on corporate governance.	Compliant	Atty. Elamparo attended the corporate governance training conducted by the Center for Global Best Practices held on 10 December 2025. Ref: Page 21 of the 2025 Annual Report https://questtagaytay.com/sites/default/files/fosi_signed_17a_smr_afs_schedules_2025.pdf	-
Principle 2. ESTABLISHING CLEAR ROLES AND RESPONSIBILITIES OF THE BOARD				
The fiduciary roles, responsibilities, and accountabilities of the Board, as provided under the law, the company's articles of incorporation and bylaws, and other legal pronouncements and guidelines should be clearly made known to all directors as well as to shareholders/members and other stakeholders.				
Recommendation 2.1				
1	The Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company, shareholders and stakeholders.	Compliant	The Manual requires the members of the Board to conduct itself with utmost honesty and integrity in the discharge of its duties, functions and responsibilities. A director should also act in the best interest of the Corporation in a manner characterized by transparency, accountability and fairness. He should also exercise leadership, prudence and integrity in directing the Company towards sustained progress. Ref: Part III (A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
Recommendation 2.2				
1	The Board oversees the development and approval of the company's business objectives and strategy.	Compliant	It is the Board's responsibility to foster long-term success of the Company, and to secure its sustained competitiveness in a manner consistent with its fiduciary responsibility, which it shall exercise in the best interest of the Corporation, its shareholders and other stakeholders. It is also the responsibility of the Board to periodically evaluate and monitor implementation of strategies and policies, among others.	-
2	The Board oversees and monitors the implementation	Compliant		-

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
	RECOMMENDATION	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
	of the company's business objectives and strategy.		The Board shall also formulate the Company's vision, mission, strategic objectives, policies and procedures, annual budgets and business plans that shall guide its activities including the means to effectively monitor management's performance. Ref: Part III (A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	
Recommendation 2.3				
1	The Board ensures and adopts an effective succession planning program for directors, key officers and management.	Compliant	The Board ensures the review and adoption of a management succession plan. In this regard, the Board discusses and deliberates on succession plans for the President and Chief Executive Officer and top key management positions to ensure continuity and consistency with the Company's strategic plans as well as to accommodate its growth. Ref: Part III (A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf The Board has the power to establish retirement plans for the employees, including officers and directors and to determine the persons to participate in any such plans. Ref: Section 1, Article III of the Amended By-Laws https://questtagaytay.com/sites/default/files/2_amended_by-laws.pdf	-
2	The Board adopts a policy for the retirement of directors and key officers.	Compliant		
Recommendation 2.4				
1	The Board aligns the remuneration of key officers and board members with the	Compliant	The Manual provides that levels of remuneration of the Board members and key officers shall be sufficient to attract and retain the directors, if any, and officers needed to run the Company successfully. A proportion	-

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS

	RECOMMENDATION	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
	long-term interests of the company.		of executive directors' remuneration may be structured so as to link rewards to corporate and individual performance. The Board shall establish formal and transparent procedures for the development of a policy on executive remuneration or determination of remuneration levels for individual directors depending on the particular needs of the Corporation. Under Article III, Section 9 of the Company's By-Laws., the directors shall not receive any compensation, as such directors except for reasonable per diems. In no case should a director be allowed to participate in decisions relating to his remuneration. Ref: Part III (A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf Section 9, Article III of the Amended By-Laws https://questtagaytay.com/sites/default/files/2_amended_by-laws.pdf	
2	The Board adopts a policy specifying the relationship between remuneration and performance.	Compliant		-
3	The Directors do not participate in discussions or deliberations involving his/her own remuneration.	Compliant		-
Recommendation 2.5				
1	The Board has a formal and transparent board nomination and election policy.	Compliant	1. Pursuant to the Manual which provides that "the Board shall promulgate the guidelines and criteria for the nomination and disclose the same in the Corporation's information or proxy statement or such other reports required to be submitted to the Securities and Exchange Commission ("SEC"). The guidelines shall contain the procedure for the acceptance of nominations from all stockholders of the Corporation," the Board has in place a formal and transparent board nomination and election policy.	-
2	The Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Compliant		-
3	The Board nomination and election policy includes how the company accepted	Compliant		-

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<tr><td></td><td>nominations from shareholders/members.</td><td></td><td rowspan="4">Ref: Part III (A) (7) of the Manual
https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf

Pages 9 to 10 of the 2025 Information Statement
https://questtagaytay.com/sites/default/files/2025_definitive_information_statement_fora_services_inc._redacted.pdf

2. The Board, through the Corporate Governance Committee acting as the Nomination Committee, determines the nomination and election process, as disclosed in the Company's Manual of Corporate Governance.

Ref: Part III (B) (1) of the Manual
https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf

3. The Board's nomination and election policy includes how the Company accepted nominations from shareholders.

There will be an election of the members of the Board during the annual stockholders' meeting. The stockholders of the Company may nominate individuals to be members of the Board of Directors, including the Independent Directors.

Ref: Part III (B) (1) of the Manual
https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf

Pages 9 to 10 of the 2025 Information Statement
https://questtagaytay.com/sites/default/files/2025_definitive_information_statement_fora_services_inc._redacted.pdf</td><td></td></tr>
<tr><td>4</td><td>The Board nomination and election policy includes how the board reviews the qualifications of nominated candidates.</td><td>Compliant</td><td>-</td></tr>
<tr><td>5</td><td>The Board nomination and election policy includes an assessment of the effectiveness of the Board's processes in the nomination, election or replacement/removal of a director.</td><td>Compliant</td><td>-</td></tr>
<tr><td>6</td><td>The Board has a process for identifying the quality of directors/trustees that is aligned with the strategic direction of the company.</td><td>Compliant</td><td>-</td></tr>
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ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
	RECOMMENDATION	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
			4. The Board, through the Corporate Governance Committee acting as the Nomination Committee, pre-screens and shortlists all candidates nominated to become a member of the Board of Directors, taking into account the qualifications and disqualifications further stated in the Manual. The Corporate Governance Committee, acting as the Nominations Committee, endorses the nominees of FOSI to the Board of Directors for reelection/election at the upcoming annual stockholders' meeting, in accordance with the qualifications and disqualifications set forth in the Manual. Ref: Part III (B) (1) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf Page 10 of the 2025 Information Statement https://questtagaytay.com/sites/default/files/2025_definitive_information_statement_fora_services_inc._redacted.pdf 5. The Board, through the Corporate Governance Committee acting as the Nomination Committee, assess the effectiveness of the Board's processes in the nomination, election or replacement of a director. Ref: Part III (B) (1) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf 6. The Board has a process for identifying the quality of directors that is aligned with the strategic direction of the Company.	

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
	RECOMMENDATION	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
			The Corporate Governance Committee, acting as the Nominations Committee, may consider the following guidelines in the determination of the number of directorships for the Board: • The nature of the business of the Corporation of which he is a director; • Age of the director; • Number of directorships/ active memberships and officerships in other corporations or organizations; and • Possible conflict of interest. Ref: Part III (B) (1) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	
Recommendation 2.6				
1	The Board has overall responsibility in ensuring that there is a policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions.	Compliant	The Board has established the Related Party Transaction ("RPT") Committee. The key functions of the RPT Committee include continuous evaluation and monitoring of existing relations among counterparties as well as evaluation of all material RPTs to ensure that these are transacted on an arm's length basis. Reference: RPT Committee Charter https://questtagaytay.com/sites/default/files/7_related_party_transaction_committee_charter_rev_0.pdf ; https://questtagaytay.com/board-committees	-
2	The RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	Non-Compliant		While the RPT Policy is yet to be approved by the RPT Committee and the Board, the RPT Committee Charter provides for the RPT policy which aims to ensure that: (i) Transactions with related parties are handled in a sound and prudent manner, with integrity and in compliance with applicable laws and regulations to

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
				protect the interest of its clients, creditors and other stakeholders; (ii) RPTs are conducted on an arm's length basis and that no stakeholder is unduly disadvantaged; and (iii) the implementation of the system for identifying, monitoring, measuring, controlling and reporting RPTs, including a periodic review of RPT policies and procedures, are in place. Ref: RPT Committee Charter https://questtagaytay.com/sites/default/files/7_related_party_transaction_committee_charter_rev_0.pdf
Recommendation 2.7				
1	The Board is primarily responsible for approving the selection of Management, led by the Chief Executive Officer (CEO) or his/her equivalent, and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive, as may be applicable).	Compliant	The Board is primarily responsible for the selection and appointment of individuals with appropriate ability, integrity, and experience to fill the roles of the CEO and Compliance Officer. It is the Board's responsibility to effectively monitor management's overall performance to ensure optimum results and establish a performance management framework that will ensure that the Management, including the Chief Executive Officer is at par with the standards set by the Board and Senior Management.	-

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
2	The Board is primarily responsible for assessing the performance of Management, led by the CEO or his/her equivalent and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive, as may be applicable).	Compliant	The Board assesses the performance of Management on an annual basis. For a fair assessment of performance, employees, including Management, set 'Objectives and Key Results' (OKRs) at the beginning of each year and are evaluated on at least a yearly basis. For Management, their OKRs and evaluation are based on their duties and responsibilities set forth in the Amended By-Laws and the Company's Manual. Ref: Part III (A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
Recommendation 2.8				
1	The Board establishes an effective performance evaluation framework that includes a standard or criteria for assessment and ensures that Management's performance is on par with the standards set by the Board and Senior Management.	Compliant	It is the Board's responsibility to periodically evaluate and monitor implementation of strategies and policies, business plans and operating budgets, as well as Management's over-all performance to ensure optimum results. Ref: Part III (A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
2	The Board establishes an effective performance evaluation framework that includes a standard or criteria for assessment and ensures that personnel's performance is on par with the standards set by the Board and Senior Management.	Compliant		-
Recommendation 2.9				

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS

	RECOMMENDATION	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
1	The Board ensures that an appropriate internal control system is in place.	Compliant	The Board maintains a sound and effective system of internal control to safeguard stakeholders' investment and the Company's assets for the benefit of all stockholders and other stakeholders. The Company further recognizes that the minimum internal control mechanisms for Management's operational responsibility would center on the CEO, being ultimately accountable for the Company's organizational and procedural controls. The Board likewise has the function to maintain an alternative dispute resolution system that can amicably settle conflicts or difference between the Corporation and its stockholders, and the Corporation and third parties, including regulatory authorities. Ref: Part III (A) and (D) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
2	The internal control system includes a mechanism for monitoring and managing potential/actual conflicts of interest of the board members/trustees, management and shareholders/members.	Compliant		
3	The Board adopts an Internal Audit Charter.	Non-Compliant		The Board is yet to approve its Internal Audit Charter.
Recommendation 2.10				
1	The Board ensures that the company has in place a sound enterprise risk management (ERM) framework to effectively identify, monitor, assess and manage key business risks.	Compliant	The Board expanded the roles and functions of its Audit Committee to include Risk Management Oversight. The Audit and Risk Management Oversight Committee ("ARMOC") shall have the following duties and responsibilities, among others: • Develop and oversee the Corporation's risk management program; • Oversee the system of limits to discretionary authority that the Board delegates to the Management, ensure that the system remains effective, that the limits are observed and that immediate corrective actions are taken whenever limits are breached;	-
2	The risk management framework guides the Board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.	Compliant		-

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
			• Provides oversight over Management's activities in managing credit, market, liquidity, operational, legal and other risk exposures of the corporation. This function includes regularly receiving information on risk exposures and risk management activities from Management; and • Report to the Board on a regular basis, or as deemed necessary, the Corporation's material risk exposures, the actions taken to reduce the risks, and recommends further action or plans, as necessary. Ref: Part III (B) (2) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	
Recommendation 2.11				
1	The Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary duties.	Compliant	The roles, responsibilities and accountabilities of the Board of Directors are set forth in the Company's Manual on Corporate Governance. Ref: Part III (A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
2	The Board Charter serves as a guide to the directors/trustees in the performance of their functions.	Compliant		-
3	The Board Charter is publicly available.	Compliant		-
Principle 3. ESTABLISHING BOARD COMMITTEES				

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
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The board committees should be set up to the extent possible to support the effective performance of the Board's functions, particularly with respect to audit, risk management, compliance and other key corporate governance concerns, such as nomination and remuneration. The composition, functions and responsibilities of all the board committees should be contained in their respective board committee charters.				
Recommendation 3.1				
1	The Board establishes board committees that focus on specific board functions to aid in the optimal performance of its roles and responsibilities.	Compliant	During its 2025 Organizational Meeting, the following board committees were organized: 1. Executive Committee; 2. Audit and Risk Management Oversight Committee; 3. Corporate Governance Committee; and 4. Related-Party Transaction Committee. Ref: Results of the Organizational Meeting of the Board https://questtagaytay.com/sites/default/files/fora_services_inc._17c_results_of_organizational_meeting_held_on_24_october_2025_.pdf	-
Recommendation 3.2				
1	The Board establishes an Audit Committee to enhance its oversight capability over the company's financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations.	Compliant	The Board established the ARMOC to assist in fulfilling its responsibility for oversight of the Company's financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations. Further, the ARMOC has the responsibility to recommend to the Board the appointment, removal, re-appointment and fees of the Company's external auditor, which is duly accredited by the SEC and undertakes an independent audit of the Company, thereby providing an objective assurance on the manner by which the financial statements should be prepared and presented to the stakeholders. Ref: Part III (B) (2) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-

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https://questtagaytay.com/sites/default/files/fora_services_inc._17c_results_of_organizational_meeting_held_on_24_october_2025_.pdf</td><td></td></tr>
<tr><td>2</td><td>The Audit Committee is composed of at least three (3) qualified non-executive directors, the majority of whom, including the Chairperson, are independent directors.</td><td>Compliant</td><td rowspan="2">The members of the Company's Audit and Risk Management Oversight Committee for the year 2025-2026 are as follows:
<table><tr><th>Name of Member</th><th>Position / Type of Directorship</th></tr><tr><td>Nicasio C. Cabaneiro</td><td>Chairman, ID</td></tr><tr><td>Ana Venus A. Mejia</td><td>Member, NED</td></tr><tr><td>William Michael V. Valtos, Jr.</td><td>Member, ID</td></tr></table>
The full profiles of the above-mentioned directors, including their professional qualifications and technical expertise, are disclosed in the 2025 Information Statement.

Ref: Pages 7-8 of the 2025 Information Statement
https://questtagaytay.com/sites/default/files/2025_definitive_information_statement_fora_services_inc._redacted.pdf</td><td>-</td></tr>
<tr><td>3</td><td>All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.</td><td>Compliant</td><td>-</td></tr>
<tr><td>4</td><td>The Chairperson of the Audit Committee is not the Chairperson of the Board or of any other committee.</td><td>Compliant</td><td>Atty. Nicasio C. Cabaneiro, the Chairman of the ARMOC, is not the Chairman of the Board nor of any other committee.

Ref: 2025 General Information Sheet
https://questtagaytay.com/sites/default/files/fosi_2025_gis_sec_rec._11.13.2025_redacted.pdf</td><td>-</td></tr>
<tr><td colspan="5">Recommendation 3.3</td></tr>
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<tr><td>1</td><td>The Board establishes a Corporate Governance Committee tasked to assist the Board in the performance of its corporate governance responsibilities, including the functions that were formerly assigned to a Nomination and Remuneration Committee.</td><td>Compliant</td><td>The Board established the Corporate Governance Committee, which assists the Board in fulfilling its corporate governance and compliance responsibilities, which now includes the functions of a Nomination Committee and Remuneration Committee.

Ref: Part III (B) (1) of the Manual
https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf

Ref: Results of the Organizational Meeting of the Board
https://questtagaytay.com/sites/default/files/fora_services_inc._17c_results_of_organizational_meeting_held_on_24_october_2025_.pdf</td><td>-</td></tr>
<tr><td>2</td><td>The Corporate Governance Committee is composed of at least three (3) members, majority of whom, including the Chairperson, should be independent directors.</td><td>Compliant</td><td>The members of the Company's Corporate Governance Committee for the year 2025-2026 are as follows:

<table><tr><th>Name of Member</th><th>Position / Type of Directorship</th></tr><tr><td>William Michael V. Valtos, Jr.</td><td>Chairman, ID</td></tr><tr><td>Nicasio C. Cabaneiro</td><td>Member, ID</td></tr><tr><td>Francis Nathaniel C. Gotianun</td><td>Member, NED</td></tr><tr><td>Francis V. Ceballos</td><td>Member, ED</td></tr></table>
Majority of the members of the Corporate Governance Committee are independent directors, including the Chairman.

The full profiles of the above-mentioned directors, including their professional qualifications and technical expertise, are disclosed in the 2025 Information Statement

Ref: Pages 6-8 of the Information Statement</td><td>-</td></tr>
</table>

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General Information Sheet
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<tr><td colspan="5">Recommendation 3.4</td></tr>
<tr><td>1</td><td>The Board establishes a separate Board Risk Oversight Committee (BROC) that should be responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness.</td><td>Compliant</td><td>The Company's Board has established the ARMOC, which also serves as the BROC. Its duties and functions are discussed in further detail in the Manual.

Ref: Part III (B) (2) of the Manual
https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf</td><td>-</td></tr>
<tr><td>2</td><td>The BROC is composed of at least three (3) members, the majority of whom should be independent directors, including the Chairperson.</td><td>Compliant</td><td rowspan="2">The members of the Company's Audit and Risk Management Oversight Committee for the year 2025-2026 are as follows:

<table><tr><th>Name of Member</th><th>Position / Type of Directorship</th></tr><tr><td>Nicasio C. Cabaneiro</td><td>Chairman, ID</td></tr><tr><td>Ana Venus A. Mejia</td><td>Member, NED</td></tr><tr><td>William Michael V. Valtos, Jr.</td><td>Member, ID</td></tr></table>
The Committee is composed of at least three (3) members, majority of whom are independent directors, including the Chairman.

The full profiles of the above-mentioned directors, including their professional qualifications and technical expertise, are disclosed in the 2024 Information Statement.</td><td>-</td></tr>
<tr><td>3</td><td>At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.</td><td>Compliant</td><td>-</td></tr>
</table>

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS

	RECOMMENDATION	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
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Recommendation 3.5				
1	All established committees have a Committee Charter stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.	Compliant	The charters of the Corporate Governance Committee, Related-Party Transaction Committee, Audit and Risk Management Oversight Committee, which contain their respective responsibilities, upon which their performance shall be evaluated, are fully disclosed in the Company's website. Ref.: https://questtagaytay.com/board-committees	-
2	The Committee Charters provide standards for evaluating the performance of a committee and its members.	Compliant		-
Principle 4. FOSTERING COMMITMENT				
To show full commitment to the company, the directors should devote the time and attention necessary to properly and effectively perform their duties and responsibilities, including sufficient time to be familiar with the corporation's business.				
Recommendation 4.1				
1	The Directors attend and actively participate in all meetings of the Board, Committees and shareholders/members in person or through tele-	Compliant	The members of the Board attend and actively participate in all meetings of the Board, Committees and Shareholders, in person or through teleconferencing conducted in accordance with the rules and regulations of the SEC. Ref: Part III (B) of the Manual	-

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<tr><td></td><td>/videoconferencing conducted in accordance with the rules and regulations of the Commission.</td><td></td><td>https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf

Attendance of the Directors in the Meetings of the Board and Board Committees are as follows:

<table>
<tr><th rowspan="2">Name of Directors</th><th colspan="6">Type of Meeting (no. of meetings held)</th></tr>
<tr><th>Stockholders' Meeting (1)</th><th>Board of Directors (5)</th><th>Executive Committee (2)</th><th>ARMOC (4)</th><th>RPT Committee Meeting (0)</th><th>CG Committee Meeting (1)</th></tr>
<tr><td>Francis Nathaniel C. Gotianun</td><td>0</td><td>4</td><td>2</td><td>N/A</td><td>N/A</td><td>1</td></tr>
<tr><td>Francis V. Ceballos</td><td>1</td><td>5</td><td>2</td><td>N/A</td><td>N/A</td><td>1</td></tr>
<tr><td>William Michael V. Valtos, Jr.</td><td>1</td><td>5</td><td>N/A</td><td>4</td><td>0</td><td>1</td></tr>
<tr><td>Nicasio C. Cabaneiro</td><td>1</td><td>5</td><td>N/A</td><td>4</td><td>0</td><td>1</td></tr>
<tr><td>Ana Venus A. Mejia</td><td>1</td><td>5</td><td>2</td><td>4</td><td>0</td><td>N/A</td></tr>
</table>
N/A – Not applicable</td><td></td></tr>
<tr><td>2</td><td>The Directors review meeting materials for all Board and Committee meetings.</td><td>Compliant</td><td>Directors are furnished with materials for meetings of the Board and the committees for their review prior to the date of the meeting.

Ref: Part III (E) of the Manual
https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf</td><td>-</td></tr>
<tr><td>3</td><td>The Directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.</td><td>Compliant</td><td>The Board act judiciously before deciding on any matter by evaluation the issue, asking relevant questions and seeking clarifications, if necessary.

Ref: Part III (A) of the Manual
https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf</td><td>-</td></tr>
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ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS

	RECOMMENDATION	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
1	Non-executive directors concurrently serve in not more than ten (10) public companies and/or registered issuers. If concurrently sitting in at least three (3) publicly listed companies, the maximum concurrent directorships shall be five (5) public companies and/or registered issuers.	Compliant	Non-executive directors may only concurrently serve as a director in up to a maximum of ten (10) public companies or registered issuers. However, the maximum concurrent directorship shall be five (5) public companies or registered issuers if the director also sits in three (3) publicly-listed companies. None of the non-executive directors of the Company are concurrently serving in more than ten (10) public companies or registered issuers. Ref: Part III (A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
Recommendation 4.3				
1	The Directors notify the company's board before accepting a directorship in another company.	Compliant	For the year 2025, no member of the Board accepted new directorships in any company outside the group. Any incumbent director should notify the Board before accepting a directorship in another Corporation.	-
Principle 5. REINFORCING BOARD INDEPENDENCE				
The Board should endeavor to exercise an objective and independent judgment on all corporate affairs.				
Recommendation 5.1				
1	The Board is composed of a majority of non-executive directors who possess the necessary qualifications.	Compliant	The Company's Board is composed of a majority of non-executive directors. **Name** / **Type of Directorship** Francis Nathaniel C. Gotianun / NED Francis V. Ceballos / ED Ana Venus A. Mejia / NED	-

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<table><tr><td>Nicasio C. Cabaneiro</td><td>ID</td></tr><tr><td>William Michael V. Valtos, Jr.</td><td>ID</td></tr></table>
* ED – Executive Director; NED – Non-executive Director; ID – Independent Director.

Ref: Results of the 2025 Annual Stockholders' Meeting
https://questtagaytay.com/sites/default/files/fosi_minutes_of_the_2025_asm_2025_october_24_draft_1.pdf

Ref: General Information Sheet
https://questtagaytay.com/sites/default/files/fosi_2025_gis_sec_rec._11.13.2025_redacted.pdf</td><td></td></tr>
<tr><td colspan="5">Recommendation 5.2</td></tr>
<tr><td>1</td><td>The Board has at least two (2) independent directors or such number as to constitute one-third (1/3) of the board, whichever is higher.</td><td>Compliant</td><td>The Board has two (2) independent directors, constituting one-third (1/3) of its composition, namely: (i) Mr. William Michael V. Valtos, Jr.; and (ii) Atty. Nicasio C. Cabaneiro.

Ref: Results of the 2025 Annual Stockholders' Meeting
https://questtagaytay.com/sites/default/files/fosi_minutes_of_the_2025_asm_2025_october_24_draft_1.pdf

General Information Sheet
https://questtagaytay.com/sites/default/files/fosi_2025_gis_sec_rec._11.13.2025_redacted.pdf</td><td>-</td></tr>
<tr><td colspan="5">Recommendation 5.3</td></tr>
<tr><td>1</td><td>The independent directors possess all the qualifications and none of the disqualifications to hold the position.</td><td>Compliant</td><td>The Company's independent directors possess all the qualifications and none of the disqualifications to hold the position.

Ref: Pages 7-8 of the 2025 Information Statement
https://questtagaytay.com/sites/default/files/2025_definitive_information_statement_fora_services_inc._redacted.pdf</td><td>-</td></tr>
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ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
	RECOMMENDATION	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
1	The company perpetually bars an independent director from serving in such capacity after the term limit of nine (9) years.	Compliant	The Company's independent directors may serve for a maximum cumulative term of nine (9) years. Thereafter, the independent directors shall be perpetually disqualified from being re-elected as an independent director in the Company. Ref: Part III (A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
2	In the instance that the company retains an independent director in the same capacity after nine (9) years, the Board provides meritorious justification and seeks shareholders'/members' approval during the annual regular meeting.	Compliant	The Manual provides that should the Board retain an independent director who has served for nine (9) years, the re-election should be supported by meritorious justification and that the shareholders have given their approval during the annual shareholders' meeting. Ref: Part III (A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
Recommendation 5.5				
1	The positions of Chairperson of the Board and Chief Executive Officer (or its equivalent) are held by separate individuals.	Compliant	The Chairman and the CEO shall as far as practicable be separate to ensure an appropriate balance of power, increased accountability and greater capacity of the Board for independent decision-making. Ref: Part III (A) (10) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf The Company's Chairman of the Board and its Chief Executive Officer (CEO) are held by separate individuals. In compliance with this directive, Mr. Francis Nathaniel C. Gotianun serves as the Chairman of the Board, while Mr. Francis V. Ceballos is the President and CEO.	-

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
	RECOMMENDATION	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
			Ref: Pages 6-7 of the 2025 Information Statement https://questtagaytay.com/sites/default/files/2025_definitive_information_statement_fora_services_inc._redacted.pdf	
2	The Chairperson of the Board and Chief Executive Officer (or its equivalent) have clearly defined responsibilities.	Compliant	The Company's Chairman of the Board and CEO have clearly-defined responsibilities. Ref: Sections 2 and 3, Article IV of the Amended By-Laws; and https://questtagaytay.com/sites/default/files/2_amended_by-laws.pdf Pages Part III (A) (10) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
Recommendation 5.6				
1	The Board designates a lead director among the independent directors if the Chairperson of the Board is not an independent director.	Compliant	The Manual provides that in the event that the Chairman of the Board is not independent or the position of Chairman and Chief Executive Officer is held by one person, the Board may designate a lead director among the independent directors. On 24 October 2025, Mr. Valtos has been designated as the Company's lead independent director. Ref: Part III (A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf Results of the Organizational Meeting of the Board of Directors https://questtagaytay.com/sites/default/files/fora_services_inc._17c_results_of_organizational_meeting_held_on_24_october_2025_.pdf	
Recommendation 5.7				

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
1	The Directors/Trustees with material interest in a transaction affecting the corporation fully disclose his/her adverse interest, abstain from taking part in the deliberations for the same, and recuse from voting on the approval of transaction.	Compliant	There has not been any instance for this principle to be invoked. The Manual provides that a director should act in the best interest of the Corporation by demonstrating leadership, prudence and integrity. It is among the duties of the director to conduct fair business transactions with the Corporation and to ensure that personal interest does not bias board decisions. Ref: Pages Part III (A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
Recommendation 5.8				
1	The non-executive directors (NEDs) have separate periodic meetings with the external auditor and heads of the internal audit, compliance, and risk functions, without any executive directors present.	Compliant	The non-executive directors shall be given the opportunity to have exclusive and periodic meetings with the external auditors and heads of the internal audit, compliance and risk functions. Ref: Part III (A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
2	The meetings are chaired by the lead independent director, if applicable.	Compliant	One of the roles and functions of a lead independent director is to convene and chair meetings of non-executive directors. Ref: Part III (A) (9) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
Principle 6. ASSESSING BOARD PERFORMANCE				
The best measure of the Board's effectiveness is through an assessment process. The Board should regularly carry out evaluations to appraise its performance as a body, and assess whether it possesses the right mix of backgrounds and competencies.				
Recommendation 6.1				

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS

	RECOMMENDATION	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
1	The Board conducts an annual self-assessment of its performance as a whole.	Compliant	The Manual provides that in order to measure the performance of the Board of Directors, on an annual basis, the Board and all Board Committees of the Corporation shall accomplish the Self-Assessment Sheets. The results shall be consolidated and presented by the Compliance Officer to the Board through the Corporate Governance Committee. Ref: Part IX of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	
2	The Chairperson conducts an annual self-assessment of his performance.	Compliant		
3	The individual members conduct a self-assessment of their performance.	Compliant		
4	Each committee conducts a self-assessment of its performance.	Compliant		
Recommendation 6.2				
1	The Board has in place a system that provides, at the minimum, criteria and process to determine the performance of the Board, individual directors/trustees and committees.	Compliant	The Board shall conduct annual performance evaluations of the Board of Directors, its individual members and board committees. The criteria for Board self-assessment are: 1. Collective Board Rating a. Board Composition b. Board Meetings and Participation 2. Individual Self-Assessment a. Individual Performance b. Attendance of Board and Committee Meetings 3. Board Committees Rating a. Executive Committee b. Corporate Governance Committee c. Audit & Risk Management Oversight Committee d. Related-Party Transaction Committee 4. Comments and Suggestions Ref: Page 17 of the 2025 Information Statement	
2	The system allows for a feedback mechanism from the shareholders/members.	Compliant		

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS

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			https://questtagaytay.com/sites/default/files/2025_definitive_information_statement_fora_services_inc._redacted.pdf	
Principle 7. STRENGTHENING BOARD ETHICS				
The Board directors are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.				
Recommendation 7.1				
1	The Board adopts a Code of Business Conduct and Ethics, which provide standards for professional and ethical behavior, as well as articulate acceptable and unacceptable conduct and practices in internal and external dealings of board members.	Compliant	The Code of Business Conduct and Ethics was disseminated to the members of the board and is made available in the Company's website. Ref: https://questtagaytay.com/code-business-conduct-and-ethics	
2	The Code is properly disseminated to the members of Board.	Compliant		
3	The Code is disclosed and made available to the public through the company website.	Compliant		
Recommendation 7.2				
1	The Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	Compliant	The Code of Business Conduct and Ethics was properly disseminated to the Board, senior management and employees. It is also disclosed and made available to the public through the company website. The Code of Business Conduct and Ethics likewise provides for the following policies, namely: the "Open Door Policy" and the "Anti-Retaliation and Confidentiality"	

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS

	RECOMMENDATION	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
			The Board shall establish a framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation and to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns. The Board should be conscientious in establishing the framework, as well as in supervising and ensuring its enforcement. Ref: Part VIII of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	
DISCLOSURE AND TRANSPARENCY				
Principle 8. ENHANCING COMPANY DISCLOSURE POLICIES AND PROCEDURES				
The Board should establish corporate disclosure policies and procedures that are practical and in accordance with generally accepted best practices and regulatory expectations.				
Recommendation 8.1				
1	The Board establishes corporate disclosure policies and procedures to ensure a comprehensive, accurate, reliable and timely report to shareholders/members and other stakeholders that gives a fair and complete picture of a company's financial condition, results and business operations.	Compliant	The Manual provides that it is essential that all material information about the Company which could adversely affect its viability or the interest of its stockholders and other stakeholders should be publicly and timely disclosed in accordance with the rules and regulations of the Securities and Exchange Commission. Ref: Part VI of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf Disclosures in the Company Website https://questtagaytay.com/notice-stockholders-meeting https://questtagaytay.com/minutes-stockholders-meeting https://questtagaytay.com/sec-filings-sec-form-17-annual-report	-

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS

	RECOMMENDATION	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
Recommendation 8.2				
1	The company has a policy requiring all directors to disclose/report to the company any dealings in the company's shares within five (5) business days.	Compliant	All directors and officers shall likewise be required to report any dealings in the Corporation's shares within three (3) business days. Ref: Part VI of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
2	The company has a policy requiring all officers to disclose/report to the company any dealings in the company's shares within five (5) business days.	Compliant		-
Recommendation 8.3				
1	The company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	Compliant	The Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance. It was submitted to the SEC and uploaded in the Company's website. Ref: Part VI of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
2	The company's MCG is submitted to the SEC.	Compliant		-
3	The company's MCG is posted on the company website.	Compliant		-
Recommendation 8.4				
1	The company's corporate governance policies and practices and all relevant information are disclosed in its Annual Corporate Governance Report (ACGR).	Compliant	The Company's corporate governance policies, programs and procedures are disclosed in its ACGR which was submitted to the SEC, as well as posted in the Company's website. Ref: Annual Corporate Governance Report for 2024	-

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
2	The company's ACGR is submitted to the SEC.	Compliant	https://questtagaytay.com/sites/default/files/fora_services_inc._2024_annual_corporate_governance_report_sec_rec._redacted.pdf	-
3	The company's ACGR is posted on the company website.	Compliant		-
Principle 9. STRENGTHENING EXTERNAL AUDITOR'S INDEPENDENCE AND IMPROVING AUDIT QUALITY				
The company should establish standards for the appropriate selection of an external auditor, and exercise effective oversight of the same to strengthen the external auditor's independence and enhance audit quality.				
Recommendation 9.1				
1	The Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of external auditors.	Compliant	The Manual contains information on the process for approving and recommending the appointment, reappointment, removal and fees of the Company's external auditor. Ref: Part III (B) (2) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
2	The appointment, reappointment, removal, and fees of the external auditor is recommended by the Audit Committee, approved by the Board and the shareholders/members.	Compliant	The re-appointment of the Company's independent external auditor was recommended by the Company's Audit and Risk Management Oversight Committee, confirmed by the Board of Directors, and approved by the stockholders during the 2025 Annual Stockholders' Meeting held on 24 October 2025. Ref: Minutes of the 2025 Annual Stockholders' Meeting https://questtagaytay.com/sites/default/files/fosi_minutes_of_the_2025_asm_2025_october_24_draft_1.pdf	-
3	For the removal of external auditor, the reasons for such removal or change are disclosed to the SEC, the	Compliant	There has not been any instance for this principle to be invoked.	-

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS

	RECOMMENDATION	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
	shareholders/members, and the public through the company website and required disclosures.		The reason/s for the resignation, dismissal or cessation from service and date thereof of an external auditor shall be reported in the Company's annual and current reports. Ref: Part III (D) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	
Recommendation 9.2				
1	The Audit Committee Charter includes the Audit Committee's responsibility on: i. assessing the integrity and independence of external auditors; ii. exercising effective oversight to review and monitor the external auditor's independence and objectivity; and iii. exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.	Compliant	The Company's ARMOC Charter provides for its responsibilities, which include oversight of the Company's internal and external auditors, monitoring and evaluation of the adequacy and effectiveness of the Company's internal control system, and review reports of external auditors, among others. Ref: ARMOC Charter https://questtagaytay.com/audit-and-risk-management-oversight-committee-charter	-
2	The Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and	Compliant		-

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
	effectiveness on an annual basis.			
Recommendation 9.3				
1	The company discloses the nature of non-audit services performed by its external auditor in the Annual Report to manage potential conflict of interest cases.	Compliant	The Company discloses the nature of non-audit services performed by the external auditor if any, in the Information Statement. Ref: Page 18 of the Information Statement https://questtagaytay.com/sites/default/files/2025_definitive_information_statement_fora_services_inc._redacted.pdf Ref: 2025 Annual Report (17A) https://questtagaytay.com/sites/default/files/fosi_signed_17a_smr_afs_schedules_2025.pdf Part III (B) (2) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
2	The Audit Committee stays alert for any potential conflict of interest situations, given the guidelines or policies on non-audit services, which could be viewed as impairing the external auditor's objectivity.	Compliant	The ARMOC evaluates and determines non-audit work by the external auditor. Non-audit work may be given to the external auditor, provided it does not conflict with his duties as an independent auditor, or does not pose a threat to his independence. Ref: Part III (B) (2) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
Principle 10. INCREASING FOCUS ON NON-FINANCIAL AND SUSTAINABILITY REPORTING				
The Board should ensure that the company discloses material and reportable non-financial and sustainability issues.				
Recommendation 10.1				

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
1	The Board has a clear and focused strategy on the disclosure of non-financial information.	Compliant	The Company discloses its non-financial information in its Annual Report. Ref: Page 5 of the 2025 Annual Report (17A) https://questtagaytay.com/sites/default/files/fosi_signed_17a_smr_afs_schedules_2025.pdf	-
2	The company discloses to all shareholders/members and other stakeholders the company's strategic and operational objectives with emphasis on the management of environmental, economic, social and governance (EESG) issues of its business which underpin sustainability.	Compliant		-
Principle 11. PROMOTING A COMPREHENSIVE AND COST-EFFICIENT ACCESS TO RELEVANT INFORMATION				
The company should maintain a comprehensive and cost-efficient communication channel for disseminating relevant information. This channel is crucial for an informed decision-making by investors, stakeholders and other interested users.				
Recommendation 11.1				
1	The company has a website to ensure a comprehensive, cost-efficient, transparent and timely manner of disseminating relevant information to the public.	Compliant	The Company has a website that is comprehensive, transparent, accurate and updated in a timely manner. Ref: https://questtagaytay.com/	-
INTERNAL CONTROL AND RISK MANAGEMENT FRAMEWORKS				
Principle 12. STRENGTHENING INTERNAL CONTROL AND RISK MANAGEMENT SYSTEMS				
To ensure the integrity, transparency and proper governance in the conduct of its affairs, the company should have a strong and effective internal control system and enterprise risk management system.				
Recommendation 12.1				

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
1	The company has an adequate and effective internal control system in the conduct of its business.	Compliant	The Board shall maintain a sound and effective system of internal control to safeguard stakeholders' investment and the Company's assets for the benefit of all stockholders and other stakeholders. The Company further recognizes that the minimum internal control mechanisms for Management's operational responsibility would center on the CEO, being ultimately accountable for the Company's organizational and procedural controls. Ref: Part III (D) and (A) (5) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
2	The company has an adequate and effective enterprise risk management framework in the conduct of its business.	Compliant	The Company's risk management framework is provided for in its Registration Statement. Ref: Pages 49-59 of the Registration Statement https://questtagaytay.com/sites/default/files/15_registration_statement.pdf	-
Recommendation 12.2				
1	The company has in place an independent internal audit function that provides an independent and objective assurance, and consulting services designed to add value and improve the company's operations.	Compliant	Internal Audit is being done by the Internal Audit Department of its parent company.	-
CULTIVATING A SYNERGIC RELATIONSHIP WITH SHAREHOLDERS/MEMBERS				
Principle 13. PROMOTING SHAREHOLDER/MEMBER RIGHTS				

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
The company should treat all shareholders/members fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.				
Recommendation 13.1				
1	The Board ensures that basic shareholder/member rights are disclosed in the Manual on Corporate Governance.	Compliant	The Corporation recognizes that the most cogent proof of good corporate governance is that which is visible to the eyes of its shareholders. It shall be the duty of the directors to promote shareholder rights, remove impediments to the exercise of shareholders' rights and allow possibilities to seek redress for violation of their rights. The rights of the Corporation's shareholders are disclosed in the Manual. Ref: Part VII of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
Recommendation 13.2				
1	The Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders'/Members' Meeting with sufficient and relevant information at least twenty-one (21) days before the meeting.	Compliant	The Information Statement which contains the Notice of the Annual Stockholders' Meeting was distributed to its stockholders and was posted in the Company's website on 2 October 2025, or at least twenty-two (22) days prior to the Stockholders' Meeting which was held on 24 October 2025. Ref: 2025 Information Statement https://questtagaytay.com/sites/default/files/2025_definitive_information_statement_fora_services_inc._redacted.pdf	-
Recommendation 13.3				

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
1	The Board encourages active shareholder/member participation by making the result of the votes taken during the most recent Annual or Special Shareholders'/Members' Meeting publicly available the next working day.	Compliant	Results of the ASM were immediately made available to the public through filing of the Results of the ASM with the Securities and Exchange Commission and posting of the Results in the Company's website, on the same day as the ASM. Ref: Results of the 2025 Annual Stockholders' Meeting https://questtagaytay.com/sites/default/files/fora_services_inc._17c_results_of_annual_stockholders_meeting_held_on_24_october_2025_.pdf	-
2	The minutes of the Annual and Special Shareholders'/Members' Meetings were made available on the company website within five (5) business days from the date of the meeting.	Compliant	The Minutes of the 2025 Annual Stockholders' Meeting held on 24 October 2025, which contains the results of the votes taken, was posted in the Company's website within five (5) business days therefrom or on 27 October 2025. Ref: Minutes of the 2025 Annual Stockholders' Meeting https://questtagaytay.com/sites/default/files/fosi_minutes_of_the_2025_asm_2025_october_24_draft_1.pdf	-
Recommendation 13.4				
1	The Board makes available, at the option of a shareholder/member, an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.	Compliant	The Manual provides that it is the responsibility of the Board to establish and maintain an alternative dispute resolution system in the Corporation that can amicably settle conflicts or differences between the Corporation and its stockholders, and the Corporation and third parties, including the regulatory authorities Ref: Part III (A) (3) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
Recommendation 13.5				

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
1	The Board establishes an Investor Relations Office (IRO) or Customer Relations Office (CRO) or its equivalent to ensure constant engagement with its shareholders/members.	Compliant	The President and CEO, Mr. Francis V. Ceballos having the direct and immediate supervision over the long-term and daily operations and management of the Corporation, engages directly with the stockholders of the Company. The Manual provides that it is the duty of the directors to promote shareholder rights, remove impediments to the exercise of shareholders' rights and allow possibilities to seek redress for violation of their rights. Ref: Part VII of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
2	The IRO or CRO or its equivalent is present at every shareholders'/members' meeting.	Compliant	The President and CEO, Mr. Francis V. Ceballos was present during the 2025 Annual Stockholders' Meeting. Ref: Minutes of the 2025 Annual Stockholders' Meeting https://questtagaytay.com/sites/default/files/fosi_minutes_of_the_2025_asm_2025_october_24_draft_1.pdf	-
DUTIES TO STAKEHOLDERS				
Principle 14. RESPECTING RIGHTS OF STAKEHOLDERS AND EFFECTIVE REDRESS FOR VIOLATION OF STAKEHOLDER'S RIGHTS				
The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights and/or interests are at stake, stakeholders should have the opportunity to obtain prompt effective redress for the violation of their rights.				
Recommendation 14.1				
1	The Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth and sustainability.	Compliant	The Manual requires the Board to identify the Corporation's stakeholders in the community in which it operates or are directly affected by its operations and formulate a clear policy of accurate, timely and effective communication with them.	-

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
			Ref: Part III (A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	
Recommendation 14.2				
1	The Board establishes clear policies and programs to provide a mechanism on the fair treatment, protection and enforcement of the rights of stakeholders.	Compliant	The Manual provides that it shall be the duty of the directors to promote shareholder rights, remove impediments to the exercise of shareholders' rights and allow possibilities to seek redress for violation of their rights. They shall encourage the exercise of shareholders' voting rights and the solution of collective action problems through appropriate mechanisms. Ref: Part VII of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-
Principle 15. ENCOURAGING EMPLOYEES' PARTICIPATION				
A mechanism for employee participation should be developed to create a symbiotic working environment consistent with the realization of the company's objectives and good corporate governance goals.				
Recommendation 15.1				
1	The Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company's goals and in its governance.	Compliant	The Board shall establish policies, programs and procedures that encourage employees to actively participate in the realization of the Corporation's goals and in its governance. Ref: Part VIII of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	
Recommendation 15.2				
1	The Board sets the tone and makes a stand against corrupt	Compliant	The Code of Business Conduct provides for the policy against Bribery & Corruption.	

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS

RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
	practices by adopting an anti-corruption policy and program in its Code of Business Conduct and Ethics.		The Board shall establish policies, programs and procedures that encourage employees to actively participate in the realization of the Company's goals and in its governance. Ref: Code of Business Conduct https://questtagaytay.com/sites/default/files/4_code_of_business_conduct_.pdf Part VIII of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	
2	The Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	Compliant		
Recommendation 15.3				
1	The Board establishes a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation.	Compliant	The Code of Business Conduct provides for the Company's 'open door policy', a framework for whistleblowing. Ref: Code of Business Conduct https://questtagaytay.com/sites/default/files/4_code_of_business_conduct_.pdf The Board shall establish a framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation and to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns. The Board should be conscientious in establishing the framework, as well as in supervising and ensuring its enforcement. Ref: Part VIII of the Manual	
2	The Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.	Compliant		

ANNUAL CORPORATE GOVERNANCE REPORT FOR PUBLIC COMPANIES AND REGISTERED ISSUERS				
RECOMMENDATION		COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
3	The Board supervises and ensures the enforcement of the whistleblowing framework.	Compliant	https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	
Principle 16. ENCOURAGING SUSTAINABILITY AND SOCIAL RESPONSIBILITY				
The company should be socially responsible in all its dealings with the communities in which it operates. It should ensure that its interactions serve its environment and stakeholders in a positive and progressive manner that is fully supportive of its comprehensive and balanced development.				
Recommendation 16.1				
1	The company recognizes and places importance on the interdependence between business and society, and promotes a mutually beneficial relationship that allows the company to grow its business, while contributing to the advancement of the society where it operates.	Compliant	It is the Board's function to identify the Corporation's stakeholders in the community in which it operates or are directly affected by its operations and formulate a clear policy of accurate, timely and effective communication with them. Ref: Part III (A) of the Manual https://questtagaytay.com/sites/default/files/3_manual_on_corporate_governance.pdf	-

Pursuant to the requirement of the Securities and Exchange Commission, this Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized, in the City of Mandaluyong on JUN 3 0 2026.

SIGNATURES

FRANCIS NATHANIEL C. GOTIANUN
Chairman of the Board

FRANCIS V. CEBALLOS
President and Chief Executive Officer

WILLIAM MICHAEL V. VALTOS, JR.
Independent Director

NICASIO C. CABANEIRO
Independent Director

ESTRELLA C. ELAMPARO
Compliance Officer

KATRINA O. CLEMENTE-LUA
Corporate Secretary

SUBSCRIBED AND SWORN to before me this JUN 3 0 2026 in Mandaluyong City, affiants exhibiting to me their competent evidence of identities, as follows:

NAME	GOVERNMENT-ISSUED I.D.	DATE AND PLACE OF ISSUE
Francis Nathaniel C. Gotianun		
Francis V. Ceballos		
William Michael V. Valtos, Jr.		
Nicasio C. Cabaneiro		
Estrella C. Elamparo		
Katrina O. Clemente-Lua		

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Book No.: 20
Series of 2026.

JOVEN G. SEVILLANO
NOTARY PUBLIC FOR CITY OF MANDALUYONG
COMMISSION NO. 0285-25 VALID UNTIL DECEMBER 31, 2026
ROLL NO. 53970
IBP LIFETIME NO. 011302; 12-28-2012; RIZAL
PTR NO. 6028794; 1-6-26; MANDALUYONG
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SHAW BOULEVARD, MANDALUYONG CITY