

**COMMITTEES OF THE SSCOMMISSION
AND THEIR ACTIVITIES/DUTIES AND RESPONSIBILITIES**

Committee	Name of Commissioner-Member	
Executive Committee	SSC Chairperson and DOF Secretary Ralph G. Recto	- Chairperson
	PCEO/Vice Chairperson Robert Joseph M. De Claro	- Member
	Secretary Bienvenido E. Laguesma	- Member
Activities/Duties and Responsibilities		
<p>The duties and responsibilities of the Committee are:</p> <p>(a) To act, in accordance with the authority granted by the Commission, on such specific matters as may be delegated to the Committee from time to time.</p> <p>(b) To review short and long-term plans of Management and the progress of implementation;</p> <p>(c) To review the qualifications of all persons nominated to positions requiring approval by the Commission; and</p> <p>(d) To act on any matter that is not within the purview of the other committees of the Commission.</p> <p>The Executive Committee shall act by a vote of at least two-thirds (2/3) of its members on such specific matters within the competence of the Board as may from time to time delegated to the Executive Committee in accordance with the GOCC's Charter or By-Laws, except with respect to:</p> <p>(a) Approval of any action for which shareholders' approval is also required;</p> <p>(b) Filling of vacancies on the Board or in the Executive Committee;</p> <p>(c) Amendment or repeal of By-Laws or the adoption of new By-Laws; and</p> <p>(d) Amendment or repeal of any resolution of the Board which by its express terms cannot be amended or subject to repeal.</p>		
Corporate Governance Committee	SSC Chairperson and DOF Secretary Ralph G. Recto	- Chairperson
	PCEO/Vice Chairperson Robert Joseph M. De Claro	- Member
	Secretary Bienvenido E. Laguesma	- Member
	Commissioner Diana Pardo Aguilar	- Member
	Commissioner Eva B. Arcos	- Member
	Commissioner Jesus P. Sale, Jr.	- Member
	Commissioner Michael Democrito C. Mendoza	- Member
	Commissioner Victor Alfonso A. Limlingan	- Member
Activities/Duties and Responsibilities		

Committee	Name of Commissioner-Member								
	<p>The Committee shall have the following duties and responsibilities:</p> <ul style="list-style-type: none"> (a) Oversees the development of an environment of transparency and accountability in the operations of the SSS. (b) Checks on the periodic performance evaluation of the Social Security Commission (SSC) and its committees and SSS Management, and conduct an annual self-evaluation of its performance. (c) Decides whether or not a Member of the SSC is able to and is adequately carrying out his/her duties bearing in mind his/her contribution and performance (e.g., competence, candor, attendance, preparedness and participation), and adopt internal guidelines that address the competing time commitments of Commission members who serve in multiple boards. (d) Recommends to the SSC on the continuing education of its Members, assignment to Committees, as well as succession plan for Executive Officers and their remuneration commensurate with corporate and individual performance. (e) Recommends the manner by which the SSC's performance may be evaluated and proposes such objective performance criteria to address how the SSC enhance long-term stakeholders value. (f) Recommends and maintains a process to ensure that Officers to be nominated or appointed shall have the qualifications and none of the disqualifications mandated under the law, rules and regulations. (g) Develops recommendations or reviews the recommendations of Management for updating the Compensation and Position Classification System (CPCS) for endorsement to the Commission and ensuring that the same continues to be consistent with the SSS' culture, strategy, control environment, as well as the pertinent laws, rules and regulations. (h) Performs such other duties and responsibilities as may be assigned by the SSC. 								
Audit Committee	<table border="0" style="width: 100%;"> <tr> <td style="width: 70%;">Commissioner Jesus P. Sale, Jr.</td> <td style="width: 30%;">- Chairperson</td> </tr> <tr> <td>Commissioner Diana Pardo Aguilar</td> <td>- Member</td> </tr> <tr> <td>Commissioner Eva B. Arcos</td> <td>- Member</td> </tr> <tr> <td>Commissioner Roy G. Padiernos</td> <td>- Member</td> </tr> </table> <hr/> <p style="text-align: center;">Activities/Duties and Responsibilities</p> <hr/> <p>The duties and responsibilities of the Committee are as follow:</p> <ul style="list-style-type: none"> (a) Promotes transparency and public accountability of the SSS and strengthens corporate governance by evaluating and improving processes through which goals are established, communicated, accomplished and monitored where stakeholders' support is guaranteed and values preserved. (b) Ensures efficiency, effectiveness and relevance in the implementation of all SSS programs through measures and remedial actions, if required, 	Commissioner Jesus P. Sale, Jr.	- Chairperson	Commissioner Diana Pardo Aguilar	- Member	Commissioner Eva B. Arcos	- Member	Commissioner Roy G. Padiernos	- Member
Commissioner Jesus P. Sale, Jr.	- Chairperson								
Commissioner Diana Pardo Aguilar	- Member								
Commissioner Eva B. Arcos	- Member								
Commissioner Roy G. Padiernos	- Member								

Committee	Name of Commissioner-Member
	<p>that can be implemented immediately resulting in the efficient, effective and economical use of resources.</p> <p>(c) Assists the Commission in its oversight of the integrity of the SSS' financial statements, compliance with legal and regulatory requirements, the qualifications and independence of the external auditors and the performance of the SSS' internal audit staff and external auditors as well as coordination with the Commission on Audit (COA).</p> <p>(d) Reviews and approves audit plans with regard to adequacy and completeness, scope and frequency, the quarterly, semi-annual and annual financial statements before submission to the Commission, focusing on changes in the accounting policies and practices, major judgmental areas, significant adjustments resulting from the audit, going concern assumptions, compliance with accounting standards, inputs from Management, key performance indicators (KPIs) and compliance with tax, legal, regulatory and COA requirements.</p> <p>(e) Reviews the organizational structure and scope of functions of the Internal Audit Service (IAS) including its performance, and recommend to the Commission for approval changes/revisions as regards the Internal Audit Charter, structure and scope of the IAS including internal auditing policies and procedure in order to improve the quality of the internal audit function.</p> <p>(f) Oversees, monitors and evaluates the adequacy and effectiveness of the SSS internal control system that will ensure the integrity of internal control activities throughout the SSS through a procedures and policies handbook that will be used by the entire organization.</p> <p>(g) Ensures that internal auditors have free and full access to all SSS records, properties and personnel relevant to and required by its function and that the internal audit activity shall be free from interference in determining its scope, performing its work and communicating its results.</p> <p>(h) Recommends measures and remedial actions, if necessary, to ensure that the audit plans are carried out completely and effectively.</p> <p>(i) Receives and reviews reports of internal and external auditors and regulatory agencies, and ensure that Management takes appropriate corrective actions, in a timely manner in addressing control and compliance functions with regulatory agencies.</p> <p>(j) Reviews management actions or commitment on audit findings and recommendations. The Audit Committee may invite Management to provide pertinent information as may be necessary.</p> <p>(k) Evaluates the effectiveness of the risk management processes on the risk exposure of SSS operations including the categories of risk the SSS faces, risk concentrations and risk interrelationships as well as the likelihood of occurrence and the potential impact of those risks and mitigating measures, based on the risk assessment report conducted by the IAS.</p>

Committee	Name of Commissioner-Member	
Risk Management and Actuary Oversight Committee	Commissioner Victor Alfonso A. Limlingan	- Chairperson
	PCEO/Vice Chairperson Robert Joseph M. De Claro	- Member
	Commissioner Eva B. Arcos	- Member
	Commissioner Jesus P. Sale, Jr.	- Member
	Commissioner Roy G. Padiernos	- Member
Activities/Duties and Responsibilities		
<p>The duties and responsibilities of the Committee are as follow:</p> <p>(a) Performs oversight risk management functions specifically in the areas of management credit, market, liquidity, operation, legal, reputational and other risks of SSS, and crisis management.</p> <p>(b) Performs oversight actuarial functions pertaining the valuation of the SSS fund life and other necessary actuarial studies and calculations.</p> <p>(c) Adopts the Risk Management Policy of SSS, as recommended by the Management, ensuring compliance with the same and that the risk management process and compliance are embedded throughout the operations of SSS, especially at the SSC and Management levels.</p> <p>(d) Reviews periodically the effectiveness and degree of compliance with the Risk Management Policy of SSS through, among others, a Risk Reporting Questionnaire to ensure adherence to risk policies and relevant operating guidelines.</p> <p>(e) Reviews quarterly reports and updates from Management on key risk management issues for endorsement to the Commission.</p> <p>(f) Performs such other duties and responsibilities that may be assigned by the SSC.</p>		
Investments Oversight Committee	Commissioner Diana Pardo Aguilar	- Chairperson
	SSC Chairperson and DOF Secretary Ralph G. Recto	- Member
	Secretary Bienvenido E. Laguesma	- Member
	PCEO/Vice Chairperson Robert Joseph M. De Claro	- Member
	Commissioner Michael Democrito C. Mendoza	- Member
	Commissioner Victor Alfonso A. Limlingan	- Member
Activities/Duties and Responsibilities		
<p>The Committee shall have the following duties and responsibilities:</p> <p>(a) Assists the SSC in ensuring faithful and continuing compliance with the Social Security Law on the investment of the SSS fund.</p> <p>(b) Oversees the development and adoption of investment . guidelines, objectives, allocation limits and performance measurements standards in the management of the SSS Investment Reserve Fund for both short and long-term investments.</p> <p>(c) Reviews investment strategies in line with the SSC's overall investments objectives and prevailing investments policy.</p>		

Committee	Name of Commissioner-Member	
	<p>(d) Ensures transparency in the selection and evaluation of investment fund managers, consultants, custodians and brokers, accreditation of banks, non-bank intermediaries, financial institutions and third-party collection and payment centers and endorse their selection to the SSC.</p> <p>(e) Reviews and evaluates investment performance in the context of established benchmarks and adherence to SSS investment guidelines.</p> <p>(f) Reviews and evaluates investment proposals and ad hoc reports from Management.</p> <p>(g) Performs such other duties and responsibilities as may be assigned by the SSC.</p>	
Benefits, Collections, and Environmental, Social and Governance (ESG) Oversight Committee	Commissioner Eva B. Arcos Assistant Secretary Lennard Constantine C. Serrano Commissioner Diana Pardo Aguilar Commissioner Jesus P. Sale, Jr. Commissioner Michael Democrito C. Mendoza Commissioner Victor Alfonso A. Limlingan Commissioner Roy G. Padiernos	- Chairperson - Member - Member - Member - Member - Member - Member
	<p>Activities/Duties and Responsibilities</p> <p>The Committee shall have the following duties and responsibilities:</p> <p>(1) Benefits and Collections</p> <p>(a) Oversees the development of benefit programs for SSS members.</p> <p>(b) Oversees the development of collection programs, including management of delinquent accounts.</p> <p>(c) Guides the formulation of effective and efficient benefits and collections strategies.</p> <p>(d) Recommends policies to ensure thorough research and analysis of benefits and collections matters prior to endorsement to the Commission.</p> <p>(e) Ensures continuous compliance of collections practices with the SSS Law and other relevant regulations.</p> <p>(f) Evaluates collections strategies, compliance, policies, and procedures by assessing organizational outcomes, identifying issues, and anticipating institutional needs to recommend appropriate measures.</p> <p>(g) Reviews proposed collection-related programs and projects, and endorses viable initiatives to the Commission.</p> <p>(h) Requires Management to submit periodic reports on benefits and collections performance.</p> <p>(i) Performs other duties as may be assigned by the Social Security Commission (SSC).</p> <p>(2) Environmental, Social and Governance</p> <p>(a) Defines ESG priorities and integrates them into SSS's overall strategy.</p>	

Committee	Name of Commissioner-Member												
	<ul style="list-style-type: none"> (b) Reviews the ESG framework and monitors compliance. (c) Guides the development of ESG-related policies, practices, and disclosures. (d) Monitors emerging ESG trends, including climate, social, and governance issues. (e) Ensures compliance with ESG-related laws, regulations, and standards. (f) Facilitates stakeholder communication on ESG matters. (g) Promotes transparency and accountability in ESG initiatives. (h) Collaborates with other committees to align ESG with financial and operational oversight. (i) Performs other duties as may be assigned by the Social Security Commission (SSC). 												
Coverage and Contribution Oversight Committee	<table border="0" style="width: 100%;"> <tr> <td style="width: 70%;">Commissioner Roy G. Padiernos</td> <td style="width: 30%;">- Chairperson</td> </tr> <tr> <td>Commissioner Diana Pardo Aguilar</td> <td>- Member</td> </tr> <tr> <td>Commissioner Eva B. Arcos</td> <td>- Member</td> </tr> <tr> <td>Commissioner Jesus P. Sale, Jr.</td> <td>- Member</td> </tr> <tr> <td>Commissioner Michael Democrito C. Mendoza</td> <td>- Member</td> </tr> <tr> <td>Commissioner Victor Alfonso A. Limlingan</td> <td>- Member</td> </tr> </table>	Commissioner Roy G. Padiernos	- Chairperson	Commissioner Diana Pardo Aguilar	- Member	Commissioner Eva B. Arcos	- Member	Commissioner Jesus P. Sale, Jr.	- Member	Commissioner Michael Democrito C. Mendoza	- Member	Commissioner Victor Alfonso A. Limlingan	- Member
	Commissioner Roy G. Padiernos	- Chairperson											
	Commissioner Diana Pardo Aguilar	- Member											
Commissioner Eva B. Arcos	- Member												
Commissioner Jesus P. Sale, Jr.	- Member												
Commissioner Michael Democrito C. Mendoza	- Member												
Commissioner Victor Alfonso A. Limlingan	- Member												
Activities/Duties and Responsibilities													
<p>The Committee shall have the following duties and responsibilities:</p> <ul style="list-style-type: none"> (a) Formulates and reviews policies related to coverage strategies, compliance, policies, and procedures by evaluating organizational outcomes, identifying issues, and expansion among local and overseas workers, including the informal economy, to broaden the contribution base and anticipating institutional needs to recommend appropriate measures. (b) Ensures alignment of contribution policies with social security laws and regulations. (c) Oversees the development and implementation of contribution policies and programs. (d) Monitors implementation of programs that extend coverage to uncovered sectors. (e) Recommends measures to improve compliance and inclusion of vulnerable groups. (f) Evaluates contribution mechanisms to ensure efficiency and compliance. (g) Recommends enhancements to contribution systems and processes. (h) Oversees systems for accurate and timely collection of contributions from employers and members. (i) Supports initiatives to digitize contribution processes and improve efficiency. (j) Implements fraud and error prevention strategies in contribution. (k) Ensures data privacy and security in contribution records. 													

Committee	Name of Commissioner-Member
	<ul style="list-style-type: none"><li data-bbox="440 258 1414 323">(l) Reviews periodic reports on coverage expansion and contribution performance.<li data-bbox="440 327 1414 392">(m) Coordinates with other committees to support integrated policy development.<li data-bbox="440 396 1362 430">(n) Recommends corrective actions for gaps in compliance or coverage.<li data-bbox="440 434 1362 468">(o) Promotes awareness and education on contribution responsibilities.<li data-bbox="440 472 1414 537">(p) Performs other duties as may be assigned by the Social Security Commission (SSC).