

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

Committee	Name of Commissioner-Member
Executive Committee	SSC Chairperson and DOF Secretary Frederick D. Go - Chairperson PCEO/Vice Chairperson Robert Joseph M. De Claro - Member Secretary Bienvenido E. Laguesma - Member
	Activities/Duties and Responsibilities
	<p>The Executive Committee is tasked to act on matters as authorized by the Commission, and to act as an oversight body responsible in promoting and institutionalizing corporate governance policies, practices, organization, appointments and remunerations.</p> <p>The Committee shall have the following duties and responsibilities:</p> <ul style="list-style-type: none"> (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. (b) To review short and long-term plans of Management and the progress of implementation; (c) To review the qualifications of all persons nominated to positions requiring approval by the Commission; and (d) To act on any matter that is not within the purview of the other committees of the Commission. <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> <ul style="list-style-type: none"> (a) Approval of any action for which shareholders' approval is also required; (b) Filling of vacancies on the Board or in the Executive Committee; (c) Amendment or repeal of By-Laws or the adoption of new By-Laws; and (d) Amendment or repeal of any resolution of the Board which by its express terms cannot be amended or subject to repeal.
Corporate Governance Committee	SSC Chairperson and DOF Secretary Frederick D. Go - Chairperson PCEO/Vice Chairperson Robert Joseph M. De Claro - Vice Chairperson 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 Commissioner Roy G. Padiernos - Member

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	<p>Activities/Duties and Responsibilities</p> <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 and Legal 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 Eva B. Arcos</td> <td>- Member</td> </tr> <tr> <td>Commissioner Michael Democrito C. Mendoza</td> <td>- Member</td> </tr> <tr> <td>Commissioner Roy G. Padiernos</td> <td>- Member</td> </tr> </table> <p>Activities/Duties and Responsibilities</p> <p>The Committee shall have the following duties and responsibilities:</p> <ol style="list-style-type: none"> 1. Audit <ul style="list-style-type: none"> (a) Promotes transparency and public accountability of the SSS and strengthens corporate governance by evaluating and improving processes 	Commissioner Jesus P. Sale, Jr.	- Chairperson	Commissioner Eva B. Arcos	- Member	Commissioner Michael Democrito C. Mendoza	- Member	Commissioner Roy G. Padiernos	- Member
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	<p>through which goals are established, communicated, accomplished and monitored where stakeholders' support is guaranteed and values preserved</p> <ul style="list-style-type: none"> (b) Ensures efficiency, effectiveness and relevance in the implementation of all SSS programs through measures and remedial actions, if required, that can be implemented immediately resulting in the efficient, effective and economical use of resources (c) Assists the SSC 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) (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 SSC, 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 (e) Reviews the organizational structure and scope of functions of the Internal Audit Service (IAS) including its performance, and recommend to the SSC 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 (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 (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 (h) Recommends measures and remedial actions, if necessary, to ensure that the audit plans are carried out completely and effectively (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 (j) Reviews management actions or commitment on audit findings and recommendations. The Committee may invite Management to provide pertinent information as may be necessary

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	<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> <p>(l) Oversees the appointment, reassignment, or removal of the Chief Audit Executive (CAE) in accordance with civil service rules</p> <p>2. Legal</p> <p>(a) Provides board-level oversight of significant legal matters</p> <p>(b) Advises the Board and its committees on legal risks, litigation, regulatory compliance, and strategy</p> <p>(c) Works closely with the Chief Legal Counsel, who serves as the primary legal advisor and reports significant legal matters, compliance issues, and risk assessments to the Committee</p> <p>(d) Reviews legal compliance reports and disclosures; recommend appropriate actions</p> <p>(e) Provides advice on material legal disclosures, including regulatory filings and risk assessments</p> <p>(f) Reviews procedures for reporting legal or ethical violations</p> <p>(g) Adopts rules to ensure confidentiality and due process</p>											
Risk Management and Actuary Oversight Committee	<table border="0" data-bbox="412 1129 1474 1323"> <tr> <td>Commissioner Diana Pardo Aguilar</td> <td>- Chairperson</td> </tr> <tr> <td>PCEO/Vice Chairperson Robert Joseph M. De Claro</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> <tr> <td>Commissioner Roy G. Padiernos</td> <td>- Member</td> </tr> </table> <hr/> <p>Activities/Duties and Responsibilities</p> <p>The Committee shall have the following duties and responsibilities:</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>		Commissioner Diana Pardo Aguilar	- Chairperson	PCEO/Vice Chairperson Robert Joseph M. De Claro	- Member	Commissioner Michael Democrito C. Mendoza	- Member	Commissioner Victor Alfonso A. Limlingan	- Member	Commissioner Roy G. Padiernos	- Member
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	<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	<table border="0"> <tr> <td>Commissioner Victor Alfonso A. Limlingan</td> <td>- Chairperson</td> </tr> <tr> <td>SSC Chairperson and DOF Secretary Frederick D. Go</td> <td>- Member</td> </tr> <tr> <td>PCEO/Vice Chairperson Robert Joseph M. De Claro</td> <td>- Member</td> </tr> <tr> <td>Secretary Bienvenido E. Laguesma</td> <td>- Member</td> </tr> <tr> <td>Commissioner Diana Pardo Aguilar</td> <td>- Member</td> </tr> <tr> <td>Commissioner Michael Democrito C. Mendoza</td> <td>- Member</td> </tr> </table>		Commissioner Victor Alfonso A. Limlingan	- Chairperson	SSC Chairperson and DOF Secretary Frederick D. Go	- Member	PCEO/Vice Chairperson Robert Joseph M. De Claro	- Member	Secretary Bienvenido E. Laguesma	- Member	Commissioner Diana Pardo Aguilar	- Member	Commissioner Michael Democrito C. Mendoza	- Member
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	<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> <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 and Environmental, Social and Governance	<table border="0"> <tr> <td>Commissioner Eva B. Arcos</td> <td>- Chairperson</td> </tr> <tr> <td>Assistant Secretary Lennard Constantine C. Serrano</td> <td>- Member</td> </tr> <tr> <td>Commissioner Jesus P. Sale, Jr.</td> <td>- Member</td> </tr> </table>		Commissioner Eva B. Arcos	- Chairperson	Assistant Secretary Lennard Constantine C. Serrano	- Member	Commissioner Jesus P. Sale, Jr.	- Member						
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(ESG) Oversight Committee	<p>The Committee shall have the following duties and responsibilities:</p> <ol style="list-style-type: none"> 1. Benefits <ol style="list-style-type: none"> (a) Formulates and reviews policies related to benefits programs, ensuring alignment with social security laws and regulations. (b) Oversees the development and implementation of benefits policies, guidelines, and procedures. (c) Evaluates existing benefits programs to ensure adequacy, sustainability, and responsiveness to members' needs. (d) Monitors implementation of benefits programs and recommends improvements for efficiency and effectiveness. (e) Reviews proposals for new benefits or enhancements to existing programs. (f) Ensures compliance with statutory requirements and internal standards in the administration of benefits. (g) Recommends measures to improve accessibility and inclusion for vulnerable and marginalized groups. (h) Oversees systems for accurate and timely processing of benefit claims and payments. (i) Supports initiatives to digitize benefits administration and improve service delivery. (j) Implements fraud and error prevention strategies in benefits processing. (k) Ensures data privacy and security in benefits-related records and transactions. (l) Reviews periodic reports on benefits utilization, performance, and impact. (m) Coordinates with other committees to support integrated policy development and program implementation. (n) Recommends corrective actions for gaps or deficiencies in benefits administration. (o) Promotes awareness and education on benefits programs and entitlements. 2. Environmental, Social and Governance <ol style="list-style-type: none"> (a) Defines ESG priorities and integrates them into SSS's overall strategy (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.

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	<p>(h) Collaborates with other committees to align ESG with financial and operational oversight.</p> <p>and perform other duties as may be assigned by the SSC.</p>
Coverage and Collection Oversight Committee	<p>Commissioner Roy G. Padiernos - Chairperson</p> <p>Commissioner Eva B. Arcos - Member</p> <p>Commissioner Jesus P. Sale, Jr. - Member</p> <p>Commissioner Michael Democrito C. Mendoza - Member</p>
	<p>Activities/Duties and Responsibilities</p> <p>The Committee shall have the following duties and responsibilities:</p> <p>(a) Formulates and reviews policies related to coverage and collection strategies, compliance, and procedures by evaluating organizational outcomes, identifying issues, and expanding coverage among local and overseas workers, including those in the informal economy, to broaden the contribution base and anticipate institutional needs for appropriate measures.</p> <p>(b) Ensures alignment of coverage and collection policies with social security laws and regulations.</p> <p>(c) Oversees the development and implementation of coverage and collection policies and programs.</p> <p>(d) Monitors the implementation of programs that extend coverage to uncovered sectors.</p> <p>(e) Recommends measures to improve compliance and inclusion of vulnerable groups.</p> <p>(f) Evaluates coverage and collection mechanisms to ensure efficiency and compliance.</p> <p>(g) Recommends enhancements to coverage and collection systems and processes.</p> <p>(h) Oversees systems for accurate and timely collection of contributions from employers and members.</p> <p>(i) Supports initiatives to digitize coverage and collection processes and improve efficiency.</p> <p>(j) Implements fraud and error prevention strategies in collection.</p> <p>(k) Ensures data privacy and security in coverage and collection records.</p> <p>(l) Reviews periodic reports on coverage expansion and contribution performance.</p> <p>(m) Coordinates with other committees to support integrated policy development.</p> <p>(n) Recommends corrective actions for gaps in compliance.</p> <p>(o) Promotes awareness and education on coverage and collection responsibilities.</p> <p>(p) Performs other duties as may be assigned by the SSC.</p>

Committee	Name of Commissioner-Member
Information Technology Committee	Commissioner Michael Democrito C. Mendoza - Chairperson
	PCEO/Vice Chairperson Robert Joseph M. De Claro - Member
	Commissioner Diana Pardo Aguilar - Member
	Commissioner Eva B. Arcos - Member
Activities/Duties and Responsibilities	
<p>The Committee shall have the following duties and responsibilities:</p> <ul style="list-style-type: none"> (a) Reviews information technology strategies, policies and procedures by evaluating SSS organizational outcomes, identifying problems, evaluating trends and anticipating requirements of the institution. (b) Assists the SSC by adopting policies that ensure adequate research and study of IT projects prior to endorsement to the SSC for consideration and approval. (c) Oversees the continuing development of the SSS technology plan, through study of organizational goals, strategies, practices and user applications. (d) Oversees the selection and evaluation of IT consultants of Management. (e) Requires Management to submit periodic reports on IT-delivery services and technology applications in the SSS. (f) Performs such other duties and responsibilities as may be assigned by the SSC. 	