

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 Commission's performance may be evaluated and proposes such objective performance criteria to address how the Commission 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 Commission.

3. INVESTMENTS OVERSIGHT COMMITTEE - The Investments Oversight Committee is tasked to review and oversee the investment strategies and programs of the Social Security System (SSS).

The Committee shall be composed of a Chairperson and five (5) members to be designated by the Social Security Commission (the Commission) from among its members. The Committee Chairperson to be designated shall be upon the recommendation of the SSC Chairperson.

The Committee Chairperson and members shall serve for a term of one (1) year, unless sooner replaced. They shall act in hold-over capacity until their replacement/s has/have been duly designated.

The Committee Chairperson and members shall possess an adequate understanding in SSS operations and in finance and investments.

The Committee Chairperson can designate an alternate who shall then be the Acting Committee Chairperson.

Duties and responsibilities of the Committee:

- a. Assists the Commission in ensuring faithful and continuing compliance with the Social Security Law on the investment of the SSS fund.
- 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.
- c. Reviews investment strategies in line with the Commission's overall investments objectives and prevailing investments policy.
- 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 Commission.
- e. Reviews and evaluates investment performance in the context of established benchmarks and adherence to SSS investment guidelines.
- f. Reviews and evaluates investment proposals and ad hoc reports from Management.
- g. Performs such other duties and responsibilities as may be assigned by the Commission.

4. RISK MANAGEMENT AND ACTUARY OVERSIGHT COMMITTEE - The Risk Management and Actuary Oversight Committee is tasked to review and oversee the risk management and actuarial program of the Social Security System (SSS).

The Committee shall be composed of a Chairperson and four (4) members to be designated by the Social Security Commission (the Commission) from among its members. The Committee Chairperson to be designated shall be upon the recommendation of the SSC Chairperson.

The Committee Chairperson and members shall serve for a term of one (1) year, unless sooner replaced. They shall act in hold-over capacity until their replacement/s has/have been duly designated.

The Committee Chairperson and members shall possess an adequate understanding in risk management and actuary with at least one (1) member having a background in finance and investments.

The Committee Chairperson can designate an alternate who shall then be the Acting Committee Chairperson.

Duties and responsibilities of the Committee:

- 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.
- b. Performs oversight actuarial functions pertaining the valuation of the SSS fund life and other necessary actuarial studies and calculations.
- 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 Commission and Management levels.
- 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.
- e. Reviews quarterly reports and updates from Management on key risk management issues for endorsement to the Commission.
- f. Performs such other duties and responsibilities that may be assigned by the Commission.

5. **AUDIT COMMITTEE** - The Audit Committee²⁴ shall be composed of a Chairperson and three (3) members to be designated by the SSC from among its members. The Committee Chairperson to be designated shall be upon the recommendation of the SSC Chairperson.

The Committee Chairperson and members shall serve for a term of one (1) year, unless sooner replaced. They shall act in hold-over capacity until their replacement/s has/have been duly designated.

The Committee Chairperson shall have an audit, accounting, finance or related course background.

The Committee Chairperson can designate an alternate with background in audit, accounting, finance or related course who shall then be the Acting Committee Chairperson.

Duties and responsibilities of the Committee:

- a. Promotes transparency and public accountability of the SSS and strengthens corporate governance by evaluating and improving processes through which goals

²⁴ Section 16.2.2., *Id.*