



A PROUD MILESTONE for RBA



GAWAD TANYAG

2025 Gawad PFI

 Outstanding Rural Bank

 Rural Bank of Angeles

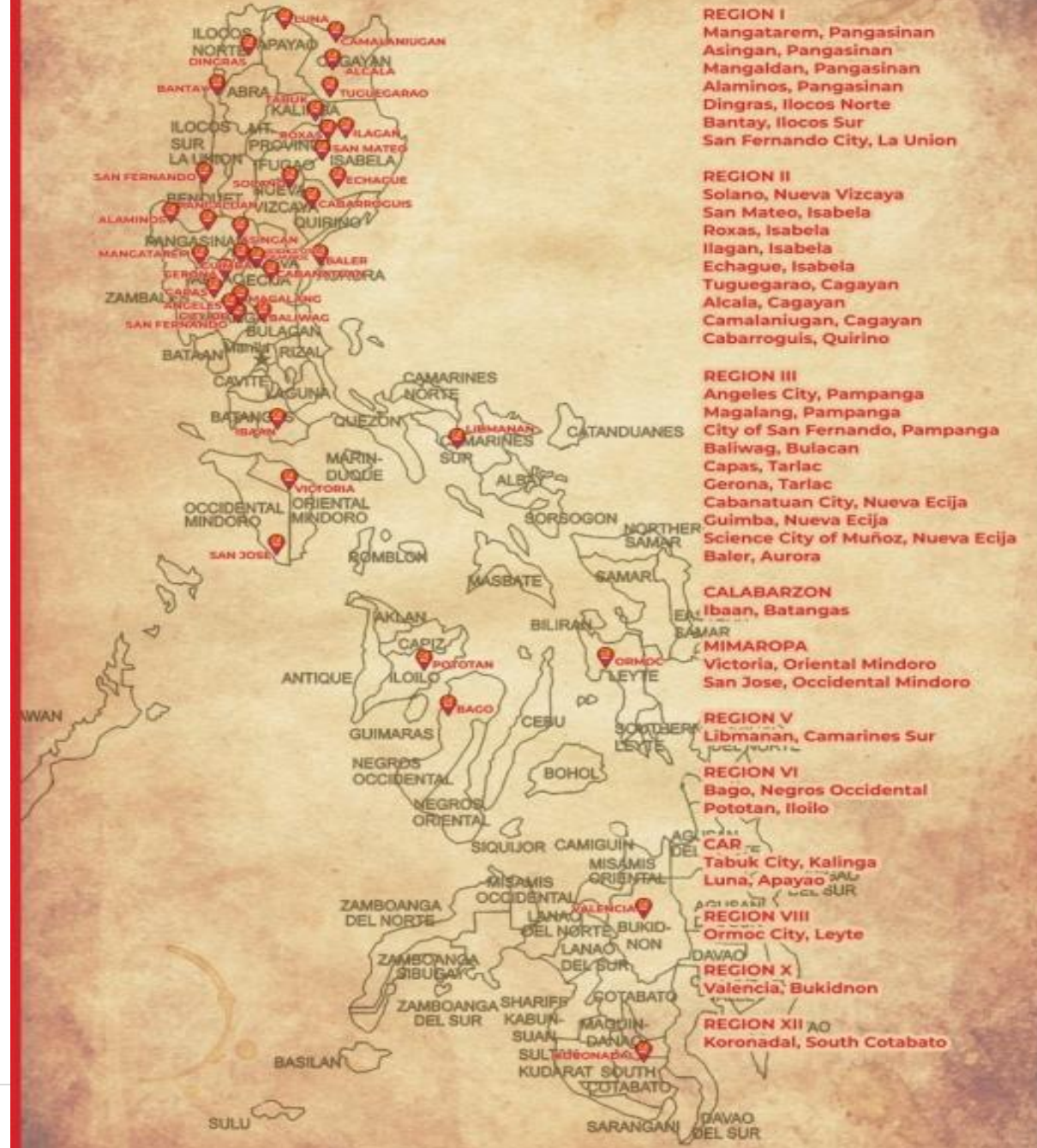


Recognized for Excellence.

 Committed to Rural Progress.



RBA BRANCHES



Launch of the First Branch Lite Unit (BLU)



In 14 November 2025, RBA launched its first Branch Lite Unit (BLU) in Calapan, Oriental Mindoro. Strategically located within the premises of an accredited dealer, the BLU was established to bring banking services closer to clients and make financing more accessible.

The BLU caters not only to farmers and agricultural machinery buyers, but also to public school teacher, and small business owners seeking convenient access to loan products.

This initiative supports RBA's objective of increasing accessibility, reducing travel time for clients, and strengthening its presence in key growth areas.

Commitment to Financial Inclusion and Growth

The successful branch expansion and the launch of the first BLU demonstrate RBA's commitment to:

- Expanding banking services to underserved and unbanked communities;
- Supporting farmers, teachers, and business owners;
- Enhancing financial accessibility through innovative banking channels;
- Promoting rural development and economic growth; and
- Strengthening its position as a trusted financial partner in the communities it serves.

These achievements highlight RBA's continued dedication to delivering inclusive, accessible, and customer-focused banking services across the country.

COMPANY PROFILE



Rural Bank of Angeles was established on August 26, 1952 and started its operations on January 31, 1953. It is the 7th Rural Bank in the Philippines and the first in the Province Pampanga.

In April 2009, RBA was formally acquired by Asia United Bank, a universal bank under the Rebisco Group. Obtaining RBA allows AUB to continuously build its growing network of branches nationwide and offer loan and deposit products to the middle and small market segments.

RBA has a wide market reach serving customers throughout the country with branches in the 28 Provinces namely: Pampanga, Bulacan, Tarlac, Nueva Ecija, Aurora, Pangasinan, Ilocos Norte, Ilocos Sur, La Union, Kalinga, Apayao, Nueva Vizcaya, Isabela, Cagayan, Qurino, Batangas, Laguna, Cavite, Quezon, Oriental Mindoro, Occidental Mindoro, Camarines Sur, Negros Occidental, Iloilo, Capiz, Leyte, Bukidnon, and South Cotabato. With its

presence in rural areas, RBA serves loan and deposits customers from the agricultural sector, small and medium scale entrepreneurs and the underbanked segments of the economy.

RBA provides customers' with personalized rural banking experience and services aligned to their financial needs while maintaining as one of the most profitable Rural Bank in the Philippines focusing on unbanked and underserved market such as agricultural sector. It continuously explores opportunities to expand in other areas or regions and to timely respond to its customer needs with the introduction of relevant and innovative products and services. It supports the aim of government to make affordable credit and other banking services available to all Filipinos.



BANK'S MISSION, VISION & CORE VALUES

MISSION

To promote comprehensive rural development with the end in view of attaining a more equitable distribution of opportunities, income and wealth; in expanding productivity as a key to raising the quality of life for all, especially the underprivileged; and to make needed credit available and readily accessible in the rural areas on reasonable terms.

VISION

We are committed to be the Rural Bank of choice known for financial strength and superior delivery of innovative products and services driven towards total customer satisfaction

CORE VALUES



RURAL BANK OF ANGELES (RBA) AT A GLANCE

An Institutional Profile of Growth, Resilience, and Expansion



HISTORICAL TIMELINE & CAPITALIZATION TRACK	
THE FOUNDATION ERA	<ul style="list-style-type: none"> AUG 1952: Rural Bank of Angeles was officially established. JAN 1953: Formally started its banking operations to serve the countryside.
	<ul style="list-style-type: none"> JULY 2009: Monetary Board Resolution No. 955 grants approval in principle for Asia United Bank (AUB) to purchase RBAI. AUB Audit Group and Transition Team take parallel management control. AUG 2009: Initial ₱125 Million Equity Infusion. RBA is officially acquired by AUB under the Rebisco Group. SEPT 2009: Injection of the 2nd tranche of ₱125 Million New Equity. OCT 2009: Monetary Board Resolution No. 1555 issues formal final approval of the AUB acquisition. SEPT-DEC 2009: An additional ₱100 Million Equity is poured in via various tranches to support expanding RBA operations. DEC 2009: Board of Directors meeting is held, formalizing the new corporate RBA organization. SEPT 2010: A final ₱70 Million Additional Equity injection completes the ₱420 Million Capital Infusion framework mandated under MB Resolution No. 1555.
THE AUB SUBSIDIARY INTEGRATION (2009 – 2010)	<ul style="list-style-type: none"> OCT 2013: Approval in Principle to purchase all assets and assume the liabilities of the Cooperative Bank of Pampanga (CPAMP). Features an immediate ₱50 Million Capital Infusion to seamlessly serve exiting CPAMP depositors under Board Resolution No. 1662. NOV 2013: ₱150 Million Additional Capital Infusion deployed under PCIC Board Resolution No. 2013-10-215 (Approval in Principle of the CPAMP acquisition with Financial Assistance under the SPCB Plus program). MAY 2022: Successful acquisition of Cavite United Rural Bank (CURB) Oriental Mindoro Branches, with subsequent transfers to expand service coverage in Occidental Mindoro and the Bicol area.
	<ul style="list-style-type: none"> DEC 2023: Opening of Bago Branch in Negros Occidental, first branch in Visayas region NOV 2024: Formally hit 1Billion Capital milestone. Opened the Valencia, Bukidnon branch, successfully cementing a true nationwide footprint across Luzon, Visayas and Mindanao. OCT-DEC 2025: Rapid expansion via the approved acquisition of four (4) strategic branches of CURB located in: Calauan, Laguna Trece Martires, Cavite Sariaya, Quezon Roxas, Capiz Launched RBA's first Branch Lite Unit (BLU) in Calapan, Oriental Mindoro
	<p>Received the inaugural LBP Gawad Tanyag Award as the Outstanding Rural Bank, marking a significant milestone for the Bank.</p>
STRATEGIC ACQUISITIONS & CONSOLIDATIONS (2013 – 2022)	
NATIONAL FOOTPRINT & TRISECTOR EXPANSION (2023 – 2025)	

LIST OF PRODUCTS AND SERVICES

1. Agricultural Loans – RBA remains committed to supporting the agricultural sector by providing financing solutions that help farmers increase productivity, improve farm operations, and adopt modern farming technologies. Through its agricultural loan programs, RBA assists farmers in crop production and farm mechanization by financing agricultural equipment such as tractors, harvesters, and other essential farm machinery. These financial services are designed to help farmers enhance productivity, develop farm infrastructure, and invest in modern equipment that contributes to sustainable agricultural growth. As part of its commitment to rural development, RBA continues to expand its agricultural loan portfolio and extend financial assistance to more farming communities. As of December 2025, RBA's agricultural loan portfolio reached an outstanding balance of ₱3.088 billion (excluding legacy accounts), serving nearly 20,000 clients nationwide.



2. RBA has designed its agricultural loan program with flexible terms ranging from one (1) to five (5) years, featuring semi-annual payment schedules, a minimum down payment of 20%, and zero processing fees. Implemented in partnership with accredited dealers, the program provides farmers with accessible and affordable financing solutions tailored to their agricultural needs.

To further support the farming community, RBA has introduced the No Bank Charges Promo in partnership with its trusted dealers. This initiative helps make farm machinery and equipment more affordable by eliminating bank charges, allowing farmers to maximize their resources and reduce financing costs.

For other participating dealers, RBA also offers the All-In Promo, which provides lower down payment requirements and no additional charges to clients, making it easier for farmers to acquire the equipment they need while minimizing their upfront expenses.

RBA has streamlined its loan requirements to provide clients with faster and easier loan approvals. To further enhance customer convenience, RBA has developed a mobile application platform that enables farmers and clients to apply for loans anytime and anywhere, ensuring a fast, easy, and hassle-free application process.

3. Teacher's Salary Loan – RBA offers the Teacher's Salary Loan exclusively for public school teachers and non-teaching personnel under the Department of Education (DepEd). This loan program is designed to provide accessible and affordable financial assistance to support personal, educational, and family-related needs

The facility features automatic payroll deduction for amortization payments, ensuring a convenient, secure, and hassle-free repayment process. Loan terms are flexible, ranging from one (1) to five (5) years, with a competitive interest rate of 7.50% per annum.

Through this program, RBA remains committed to supporting the welfare and financial well-being of educators and school personnel by providing timely access to credit with simple requirements and efficient processing.



Eligible teachers and non-teaching personnel may avail of loan amounts ranging from ₱30,000 to ₱2,000,000, subject to qualification requirements and net take-home pay capacity. The program is designed to provide fast, convenient, and affordable financing solutions while ensuring a seamless borrowing experience.

The RBA Teachers' Salary Loan continues to gain strong acceptance among educators, reflecting the Bank's commitment to supporting the financial needs of the education sector. As of December 2025, the program achieved a total loan portfolio of ₱2.040 billion, demonstrating its significant growth and positive impact on thousands of teachers and school personnel nationwide.



4. Commercial Loan- RBA supports the growth and development of businesses through its commercial loan programs, providing financing solutions tailored to the needs of entrepreneurs, corporations, and business owners. These loans may be utilized for additional working capital, business expansion, acquisition of commercial properties, purchase of trucks and heavy equipment, and construction or improvement of

business facilities. Designed to help businesses achieve sustainable growth, RBA offers flexible loan terms ranging from one (1) to five (5) years with manageable monthly amortization schedules. The program enables clients to access the capital they need while maintaining efficient cash flow management.

Through its commitment to supporting local enterprises and economic development, RBA continues to provide responsive financing solutions that empower businesses to expand operations, improve productivity, and seize new growth opportunities. As of December 2025, RBA's Commercial Loan portfolio reached ₱122 million, reflecting the Bank's continued support for the business sector.

5. Deposit Products: SAVINGS ACCOUNT

- Basic Deposit Interest-bearing Savings Account, which allows deposit & withdrawals over the counter with the use of passbook.
 - Transactions can only be done via over the counter on its domicile branch and other RBA branches.
 - Uses passbook to monitor transactions.
 - PDIC insured up to P1,000,000.00



- Regular Savings Account

The Regular Savings Account is an interest-bearing deposit account that allows clients to deposit and withdraw funds over the counter at their domicile branch or at any other RBA branch.

- Transactions are conducted over the counter only.
- A passbook is issued to monitor all account activities.
- Deposits are insured by PDIC (Philippine Deposit Insurance Corporation) up to ₱1,000,000 per depositor.
- This account is also offered to loan clients for the crediting of loan proceeds and may be used to encourage regular saving.

The Current Account is an interest-bearing checking account that allows clients to maximize their funds by earning interest while issuing checks for transactions.

- Deposits and encashments are done over the counter at the domicile branch or any RBA branch.
- A record book is used to monitor all account transactions.
- Deposits are insured by PDIC (Philippine Deposit Insurance Corporation) up to ₱1,000,000 per depositor.
- Available in two types: Personal and Corporate.

This account is also offered to trader clients and market vendors to facilitate payments to their suppliers efficiently and securely.

TIME DEPOSIT

The Regular Time Deposit is a peso-denominated certificate of deposit maintained with the bank for a fixed term, offering a guaranteed interest rate payable at the end of the term.

- Transactions are conducted over the counter at the domicile branch.
- Deposits are insured by PDIC (Philippine Deposit Insurance Corporation) up to ₱1,000,000 per depositor.
- Offered with a competitive interest rate, ideal for clients seeking a secure and higher-yield savings option over a defined period.

The Over 5-Year Time Deposit is an interest-bearing certificate of deposit (in Peso) maintained with the bank for a minimum term of over five (5) years, offering a secure long-term savings option with enhanced benefits.

- Interest is credited every 35 calendar days directly to the depositor's account.
- Interest income is subject to a 20% withholding tax and exempt from documentary stamp tax, which results in higher net returns for the depositor.
- Deposits are insured by PDIC (Philippine Deposit Insurance Corporation) up to ₱1,000,000 per depositor.
- Offered at a competitive interest rate, this product is specially designed for retirees and pensioners looking to grow their hard-earned money securely over the long term.



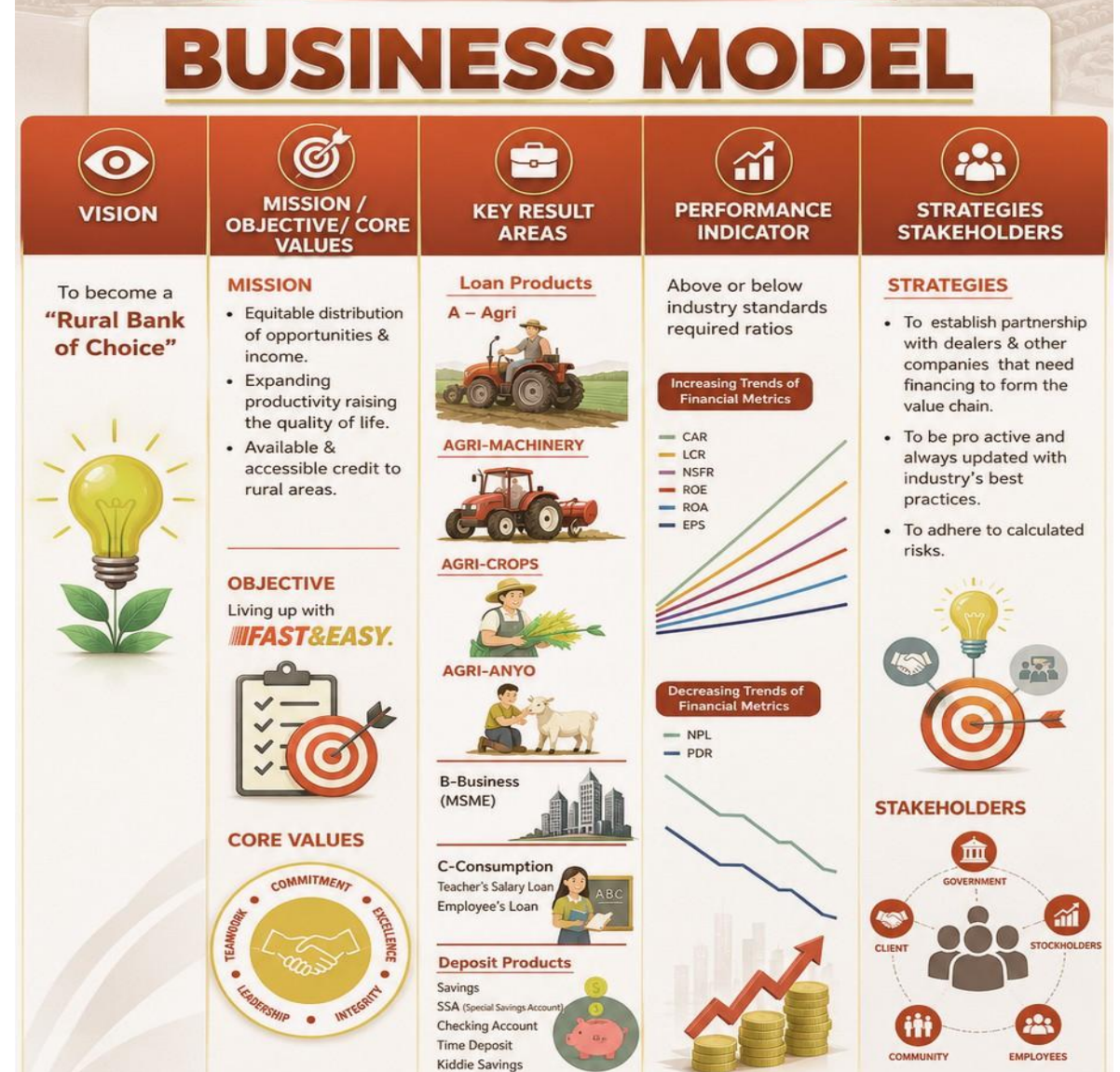
AGRI-AGRA SPECIAL SAVINGS INVESTMENT

RBA offers Agri-Agra Special Deposit Accounts to eligible banking and financial institutions as an alternative mode of compliance with the mandatory agricultural and fisheries financing requirements under Republic Act No. 11901, otherwise known as the Agriculture, Fisheries and Rural Development Financing Enhancement Act of 2022.

Under Section 7(b) of Republic Act No. 11901, banks may comply with the mandatory agricultural and fisheries financing requirement by opening deposit accounts and/or investing in fixed-term deposit products with accredited Rural Financial Institutions (RFIs).

Through this facility, RBA provides competitive fixed-term deposit rates that enable participating institutions to earn attractive returns while supporting the financing needs of the agriculture, fisheries, and rural development sectors. These deposits contribute to the expansion of financial services in rural communities and help promote sustainable agricultural growth.

The Agri-Agra Special Deposit Account serves as a practical and cost-effective compliance option for institutions seeking to meet their agricultural and fisheries financing requirements while partnering with a trusted rural bank committed to countryside development.



The RBA's business model starts with its Vision to become a "Rural Bank of Choice" consistent with its defined objective and core values in order to achieve Key Results Areas based on the set of Performance Indicators with underlying strategies conceptualized, contributed and formulated by all its stakeholders.

Key Results Areas defines the two main products that the bank provides to its customers such as the deposit and loan products. Customer relationships and convenience exhibit the type of services that the RBA offers to its clientele through the use of the bank channels (branches & automated or online processing) to reach its customer segments. These are revenue generating activities to propel and direct the sustainable banking operation.

The President's Message



Building Strength Through Adversity. Delivering Record Performance.

The year 2025 tested the resilience of Philippine agriculture and the communities we proudly serve. Throughout much of the year, farm-gate prices of palay remained at exceptionally low levels across many of our key markets, significantly reducing farmers' income, investment capacity, and demand for agricultural machinery. Successive typhoons and flooding in several parts of Luzon, Visayas, and Mindanao further disrupted agricultural activities and affected the livelihood of many of our borrowers.

These were far from ideal conditions for growth.

Yet, it is during periods of adversity that the true strength of an institution is revealed.

I am pleased to report that despite these challenging conditions, Rural Bank of Angeles, Inc. (RBA) delivered another year of record financial performance, demonstrating the resilience of our business model, the dedication of our people, and the enduring trust of our clients, partners, and stakeholders.

In 2025, the Bank's total assets grew by **25.4%** to **₱7.57 billion**, while our gross loan portfolio expanded by **24.01%** to **₱5.04 billion**, reflecting sustained demand for our financial services and our unwavering commitment to supporting rural communities.

The Bank likewise achieved its **highest-ever net income of ₱241.66 million**, representing a **35.5% increase** over the previous year. Total interest income reached **₱750 million**, while Return on Equity improved to **21.59%**, underscoring the Bank's ability to generate stronger shareholder value through disciplined growth and sound financial management. At the same time, our Cost-to-Income Ratio improved to **61.05%**, reflecting continued operational efficiency despite investments in expansion and manpower.

Our agricultural lending portfolio remained the cornerstone of our business. Agricultural loans exceeded **₱3.08 billion**, accounting for over **58%** of the Bank's total loan portfolio. Farm Machinery Financing continued to lead this growth, reaffirming RBA's position as one of the country's leading financiers of agricultural mechanization.

Equally noteworthy was the continued expansion of our Teachers' Salary Loan portfolio, which surpassed the **₱2.0 billion** mark, reflecting the growing confidence of educators in our products

and our commitment to providing accessible financial solutions to one of the country's most dependable borrower segments.

Beyond financial performance, 2025 was likewise a transformative year for the Bank's strategic expansion.

We successfully integrated the operations of four former Cavite United Rural Bank branches, expanded our network to **41 branches** and one Branch Lite Unit, and increased our presence to **28 provinces** nationwide. These milestones significantly strengthened our ability to reach more farmers, teachers, entrepreneurs, and rural communities throughout the country.

While the inclusion of the acquired CURB portfolio temporarily increased our reported Non-Performing Loan ratio, it is important to note that excluding the acquired accounts, the Bank's legacy portfolio continued to improve, reflecting the effectiveness of our credit discipline, collection efforts, and proactive risk management practices.

Our performance in 2025 was made possible by the collective efforts of our dedicated employees, the unwavering support of our Board of Directors, the confidence of our depositors and borrowers, the invaluable partnership of Asia United Bank (AUB), and the trust of our dealers, cooperatives, government agencies, and business partners. To all of you, I extend my deepest gratitude.

As we move into 2026, we remain optimistic but realistic. Agriculture continues to face evolving challenges brought about by climate change, commodity price volatility, and changing market dynamics. Nevertheless, these challenges also reinforce the importance of RBA's mission.

We shall continue expanding access to agricultural credit, accelerating farm mechanization financing, strengthening our Teachers' Salary Loan program, investing in digital banking platforms, and bringing innovative financial solutions closer to the communities we serve. We remain committed to balancing sustainable growth with prudent risk management while fulfilling our mission of promoting countryside development and financial inclusion.

The achievements of 2025 demonstrate that resilience, disciplined execution, and an unwavering commitment to our clients can overcome even the most difficult operating environment.

Together, we look forward to building an even stronger Rural Bank of Angeles—one that continues to create value for its stakeholders while helping improve the lives of Filipino farmers, teachers, entrepreneurs, and rural communities for generations to come.

Atty. Rainer T. Defante
President

PRESIDENT'S REPORT

Executive Summary

For calendar year 2025, Rural Bank of Angeles, Inc. (RBA) delivered a financial performance marked by income growth, expanding loan assets, and improved profitability ratios. The Bank continued to strengthen its position as a leading rural and agri-focused bank, despite pressures on deposits and higher operating costs driven by branch expansion and staffing. This report highlights performance in income, loans, assets, deposits, capital, and key risk indicators, and identifies areas of significant year-on-year growth as well as areas for improvement.

Asset Growth and Quality

- Total Assets increased to ₱7.57 billion, representing more than 25.40% growth year on year.
- Loan to Asset ratio remained stable at 69.91%, indicating effective asset deployment.
- Gross NPL Ratio reached to 4.69% and remained significantly below the rural banking industry average, reflecting its continued commitment to prudent credit risk management.
- NPL Coverage strengthened to 118.10%, providing strong buffer against credit losses.
- Expected Credit Loss (ECL) allowance remained conservative at 5.53% of portfolio.

Profitability

- Total Interest Income reached ₱750.0 million in 2025, an increase of approximately 19% year on year.
- Net Interest Margin (NIM) rose to ₱529.5 million, reflecting strong loan growth and stable funding costs.
- Non-interest Income amounted to ₱136.0 million, supported mainly by higher service charges and fees.
- Machinery Loans and Agricultural Loans generated the bulk of interest income growth.
- Service charges and fees grew significantly, driven by higher transaction volumes.
- Net Income for 2025 reached ₱241.66 million, up by about 36% from ₱178.29 million in 2024.
- Return on Equity (ROE) improved to 21.59%.
- Return on Assets (ROA) stood at 3.56%, broadly in line with industry levels.
- Income growth outpaced expense growth. Cost to Income ratio improved to 61.05%.

Loans

- Agricultural Loans expanded from ₱ 2.608 billion to ₱ 3.008 billion, demonstrating our sustained support for the agricultural sector and rural development.

- Teachers' Salary Loans increased from ₱1.402 billion to ₱ 2.040 billion, reflecting our dedication to providing accessible credit solutions to educators.
- Commercial Loans achieved growth from ₱99.138 million to ₱ 122.401 million with the needs of business clients.
- Microfinance Loans adjusted from ₱ 24.496 million to ₱ 32.951 million, as part of a focused realignment to optimize portfolio quality and manage risks effectively.
- Non-Performing Loans rose from ₱ 109.613 million to ₱247.826 million, primarily due to the addition of Cavite United Rural Bank's Loan Portfolio. Without including CURB's NPL, the NPL would have decreased to ₱62.690 million, demonstrating our dedication to sustaining a high-quality loan portfolio through active risk management and collection initiatives.

Branch Network Expansion and Market Reach

- During the year, RBA expanded its branch network to a total of 41 branches and 1 Branch-lite Unit, inclusive of one (1) Branch Lite Unit, reinforcing its commitment to broadening financial access in key growth areas.
- In line with this expansion, RBA successfully integrated and assumed the full operations of four (4) branches of Cavite United Rural Bank, strategically located in Trece Martires, Calauan, Sariaya, and Roxas City. This acquisition strengthens the Bank's presence in Southern Luzon and Central Visayas, enhancing operational scale and market penetration.
- As a result, RBA now operates across 28 provinces nationwide, enabling the Bank to develop and serve new markets for its core lending products, namely Farm Machinery Loans, Agricultural Loans, and Teachers' Salary Loans, while further advancing its mission of supporting rural development and inclusive growth.

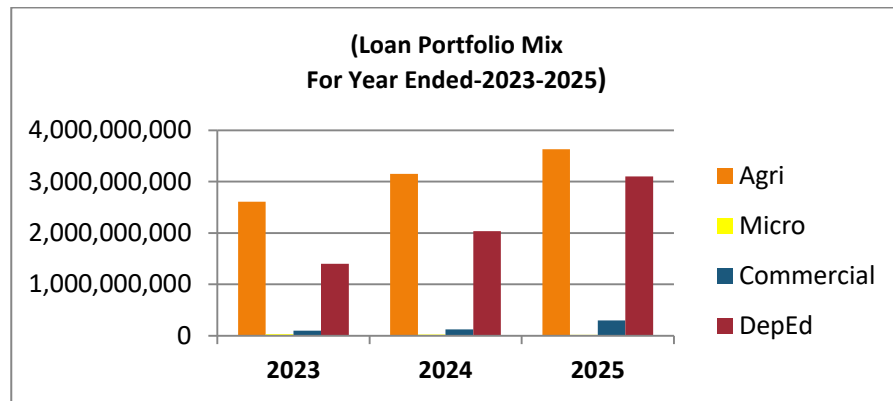
LOAN PORTFOLIO

	2025	2024	2023
Agricultural	3,088	2,608	2,016
> Machinery	2,311	2,080	1,412
> Crops / Others	778	528	604
Micro Finance	24	33	40
Commercial	122	99	55
Salary Loans	2,040	1,402	1,029
Others	11	9	9
TOTAL	5,286	4,152	3,149

- RBA concluded the year with a total loan portfolio of P5.286 billion, reflecting a 27.30% increase, or an additional P1.133 billion, compared to the loan levels in 2024.

- Machinery Loans and Crop and Other Agri-Loans were the major drivers for the growth of the loan portfolio with total loan releases amounting to ₱2.245B covering 9,350 accounts.
- Loan releases for Machinery Loans would have been higher if not for the decline in palay prices, which affected farmers' capacity to invest and obtain loans for the acquisition of farm machineries.
- The total loan portfolio is within 93% of the target for 2025.
- The successive typhoons and floods affecting several areas in Luzon, Visayas caused a disruption in our lending operations to the agricultural sector as well as to public school teachers with numerous class suspensions.

LOAN PORTFOLIO DETAILS



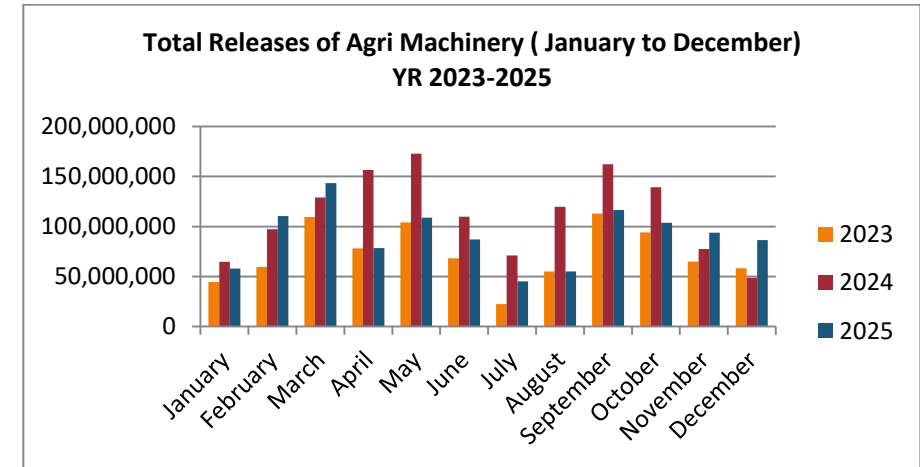
AGRICULTURAL LOANS

	2025	2024	2023
Machinery	2,311	2,080	1,412
Crops / Others	778	528	604

Despite the continued challenges in the agricultural sector in 2025 – particularly the low farm gate price of palay at approximately ₱8.00 per kilo – RBA was still able to expand its agricultural loan portfolio. This was made possible by the Bank's adaptive strategies, tie-ups with machinery dealers and unwavering commitment to supporting farmers and agribusinesses nationwide.

Crop loans accounted for more than 29.19% of the total agricultural loans with 8,276 accounts totaling ₱1.158 billion. Machinery loans reached ₱1.086 billion across 1,074 accounts.

One of the key contributors to the growth in crop loan accounts was the Bank's implementation of a zero charges promotional program, introduced to support farmers affected by successive typhoons and flooding across Luzon, Visayas, and Mindanao. This initiative significantly reduced borrowing costs, encouraged loan uptake, and reinforced RBA's role as a reliable financial partner during periods of heightened vulnerability in the agricultural sector.



In addition, the continued expansion of RBA's branch network contributed positively to portfolio growth. Newly opened branches enabled wider market penetration, improved access to banking services in underserved areas, and facilitated the onboarding of new agricultural clients.

As of end-2025, RBA's total outstanding agricultural loan balance reached ₱3.088 billion surpassing the Bank's ₱3.0 billion portfolio target. This was largely driven by agricultural machinery loans with an outstanding balance of ₱2.311 billion complemented by crop loans amounting to ₱778 million. These results reflect sustained demand for agricultural financing and continued confidence in the Bank's lending programs.

Moving forward, RBA remains focused on strengthening its agricultural portfolio through responsive loan products, targeted farmer support programs, and continued branch expansion, positioning the Bank to support inclusive and resilient rural development.

RBA continued to demonstrate its commitment to the agricultural sector through the provision of financing facilities to farmers, agricultural entrepreneurs, and agri-related enterprises. As of December 31, 2025, RBA's agricultural loan portfolio reached PHP 3.088 billion, representing an increase of ₱479.95 million or 18.40% from ₱2.608 billion in 2024.

Agricultural loans accounted for 58.31% of RBA's total loan portfolio, highlighting the significant contribution of agricultural lending to RBA's overall operations and its continued support for rural development and agricultural productivity.

Performance Overview

- Total Agricultural Loan Portfolio: ₱ 3.088 billion
- Year-on-Year Increase ₱ 480.053 million
- Growth Rate: 18.40%
- Contribution to Total Loan Portfolio: 58.31%

Portfolio Composition

Farm machinery financing remained RBA's primary agricultural lending product with an outstanding balance of ₱2.311 billion, accounting for 74.82% of the total agricultural loan portfolio.

Crop and other agricultural loans amounted to ₱777.56 million or 14.69% of the agricultural portfolio. This segment posted a growth of 47.35% from ₱527.83 million in 2024, reflecting the increasing financing requirements of agricultural producers.

Loan Releases

During 2025, RBA released a total of ₱2.249 billion in agricultural loans benefiting 9,355 borrowers.

- Farm Machinery Loan Releases: ₱1.092 billion covering 1,078 accounts
- Crop and Other Agricultural Loan Releases: ₱1.157 billion covering 8,277 accounts
- Total Agricultural Loan Releases: ₱2.245 billion covering 9,350 accounts

The number of agricultural borrowers increased from 8,307 in 2024 to 9,350 in 2025, representing a growth of 12.56%.

Strategic Partnerships and Market Presence

RBA continues to maintain strong partnerships with major farm machinery suppliers and dealers, enabling farmers to acquire modern agricultural equipment through accessible

financing programs. These partnerships support the modernization of agricultural operations and contribute to increased productivity within the sector.

As one of the leading providers of agricultural and farm machinery financing in its service areas, RBA remains committed to expanding financial access to farmers and agri-entrepreneurs through responsive lending programs and strategic industry partnerships.

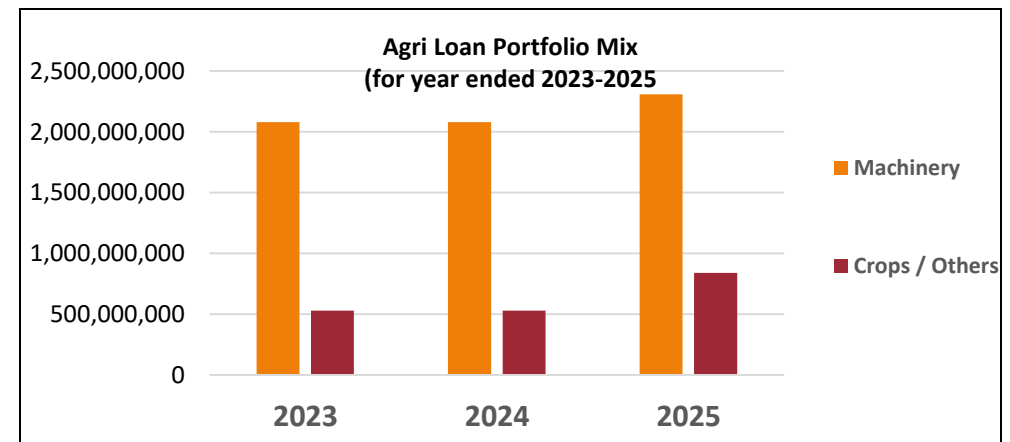
Challenges and Risk Management

The agricultural sector remains vulnerable to various force majeure events such as typhoons, flooding, prolonged dry spells, and other climate-related disruptions that may affect farm productivity and borrowers' repayment capacity. Fluctuations in commodity prices and increasing production costs likewise continue to pose challenges to agricultural producers.

To address these risks, RBA continues to implement prudent credit evaluation procedures, regular account monitoring, and periodic field visits to assess farm operations and borrower conditions. These measures enable RBA to maintain close engagement with its agricultural clients while supporting the long-term sustainability of its agricultural lending programs.

Outlook for 2026

Moving forward, RBA remains committed to expanding its agricultural lending activities through continued support for farm mechanization, crop production, and other agri-related enterprises. RBA will continue to strengthen its presence in agricultural communities and develop financing programs that contribute to rural development, food security, and sustainable agricultural growth.



SALARY LOAN

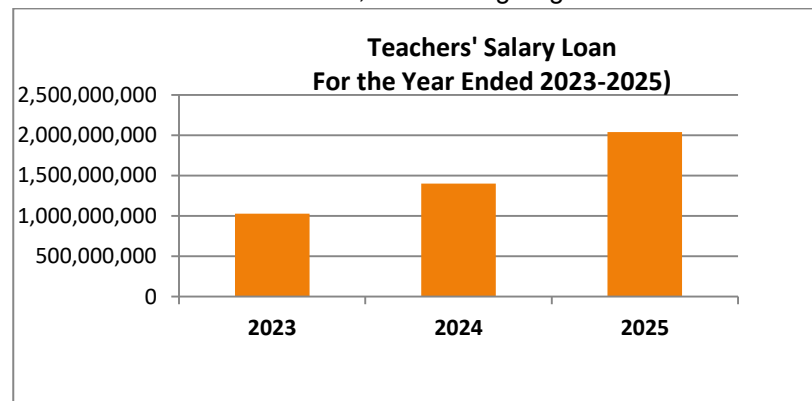
(In millions)	2025	2024	2023
Salary Loan	2,040	1,402	1,029

The Bank's Salary Loans Outstanding Balance increased from ₱1.402 billion in 2024 to ₱2.040 billion in 2025. Despite this performance, the Bank fell short of its ₱2.46 billion OB target by ₱416.93 million, primarily due to manpower shortages in key branches, delayed accreditation approvals in the CALABARZON area, and the extended ramp-up period for newly hired Account Officers.

Nonetheless, the Bank managed to release a total of 4,648 account representing ₱1.402 billion in loans in 2025. Loan Releases in 2024 amounted to only ₱1.042 Billion from 3,516 accounts.

For 2026, the Bank is targeting an Outstanding Balance of ₱3.1 billion. To support this goal, management will focus on optimizing manpower deployment, accelerating Account Officer onboarding and productivity, and prioritizing readiness in high-potential markets. Loan offerings will be supported by enhanced digital capabilities through the Teachers' Loan App, improving accessibility, efficiency, and real-time portfolio monitoring.

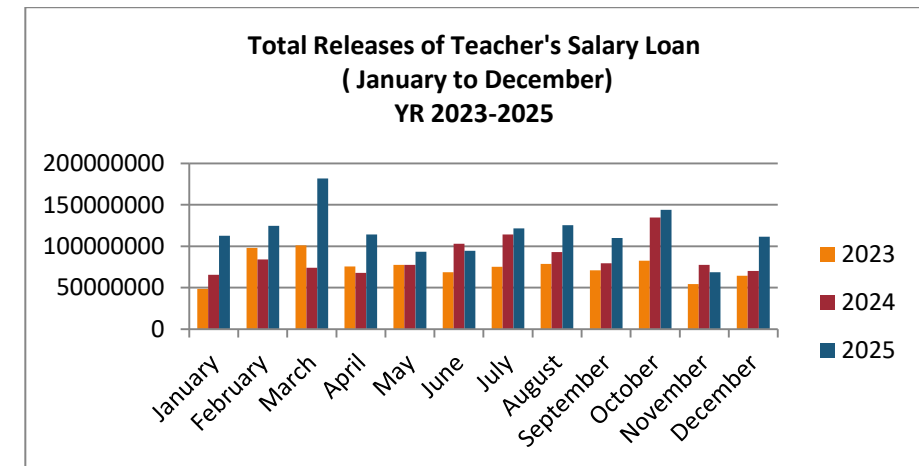
These initiatives are expected to drive sustainable growth, enhance asset quality, and enable the Bank to achieve its ₱3.1 billion, outstanding target for 2026.



The Salary Loan portfolio continued its strong growth trajectory in 2025, with outstanding balances reaching ₱2.040B, representing an increase of ₱637.3M or 45.4% from ₱1.403B in

2024. Since 2023, the portfolio has nearly doubled in size, growing by approximately 98.2% from ₱1.029B. This sustained expansion reflects the Bank's effective lending initiatives, strong client retention, and increasing demand for salary loans among teachers within its service areas.

Supporting this growth, loan releases reached ₱1.404B in 2025, up by 34.5% from ₱1.044B in 2024 and significantly higher than the ₱893.8M recorded in 2023. While the year-end outstanding balance fell short of the 2025 budget target by ₱416.9M, the portfolio's continued expansion and achievement of the ₱2.0B milestone underscore the strength and resilience of the Teachers' Salary Loan program. The Bank remains committed to further enhancing portfolio growth through intensified marketing efforts, strategic partnerships, and improved client servicing initiatives.



MICROFINANCE LOANS

(In millions)	2025	2024	2023
	24	40	40

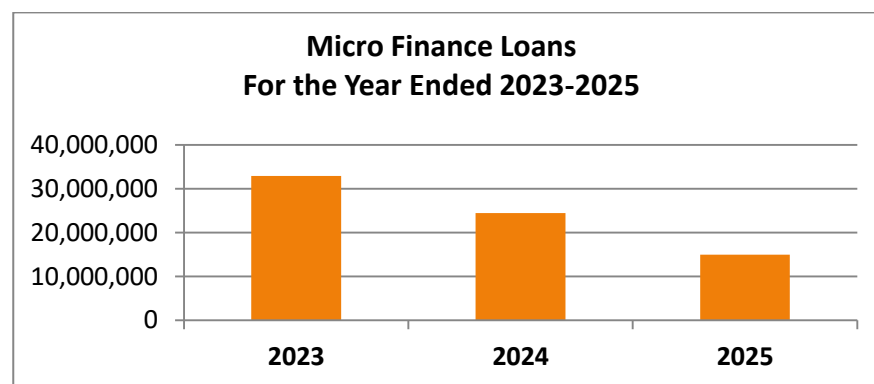
As of December 2025, the Microfinance Loans portfolio stood at ₱24.50 million with 357 active accounts, down from ₱32.95 million and 480 accounts in 2024. The decline reflects

management’s strategic decision to suspend new microfinance loan originations, limiting releases primarily to the renewal of existing accounts.

Portfolio contraction was further driven by a year-on-year increase in non-performing microfinance loans, validating the Bank’s decision to scale down exposure in this segment. In response, operations were streamlined and concentrated in selected areas with long-standing, high-quality borrowers, strengthening portfolio monitoring and risk control.

Given the intensifying competition and rising leverage in the microfinance market, particularly from digital lenders and specialized MFIs, the Bank does not anticipate growth in this segment. Accordingly, the 2026 Outstanding Balance target is set at ₱15.0 million, reflecting a controlled runoff strategy.

Management will continue to reallocate resources toward secured lending segments to preserve asset quality, enhance portfolio stability, and improve risk-adjusted returns



BUSINESS LOANS

(In millions)	2025	2024	(In millions)	2023
	122	99		55

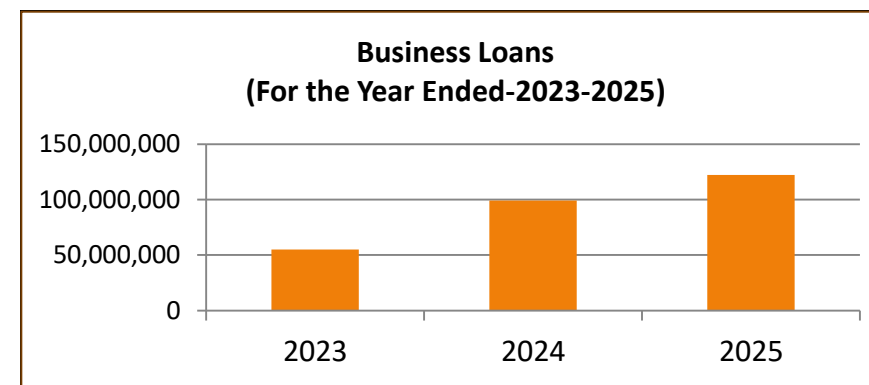
In 2025, RBA’s Commercial Loans portfolio grew to ₱121.81million from ₱98.50 million in 2024, supported by disciplined credit practices and focused market engagement, despite heightened competition from private lenders and disruptions caused by typhoons and the southwest monsoon (habagat).

Growth was driven by targeted expansion among SMEs through engagement with market vendor associations, business clusters, and local business groups, as well as increased participation in trade fairs and business events.

The Bank emphasized repeat lending to clients with strong repayment histories, improving

client retention and loan utilization.

Portfolio performance was further supported by enhanced Account Officer training, regular performance reviews, and improved digital visibility, strengthening credit assessment, client management, and acquisition



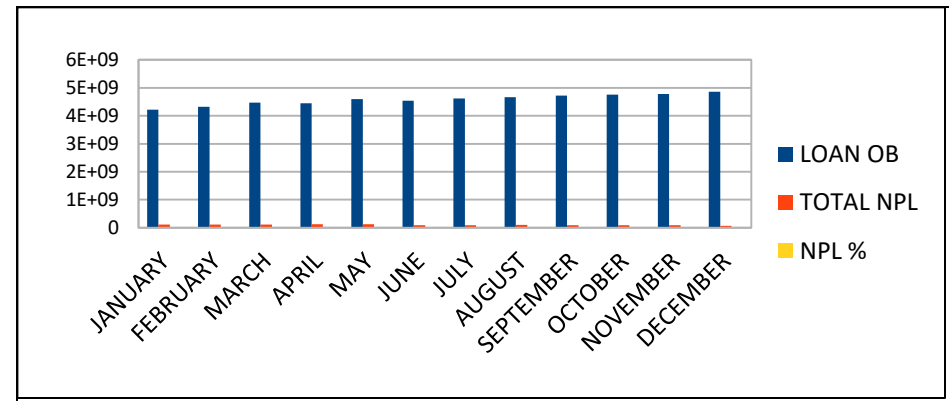
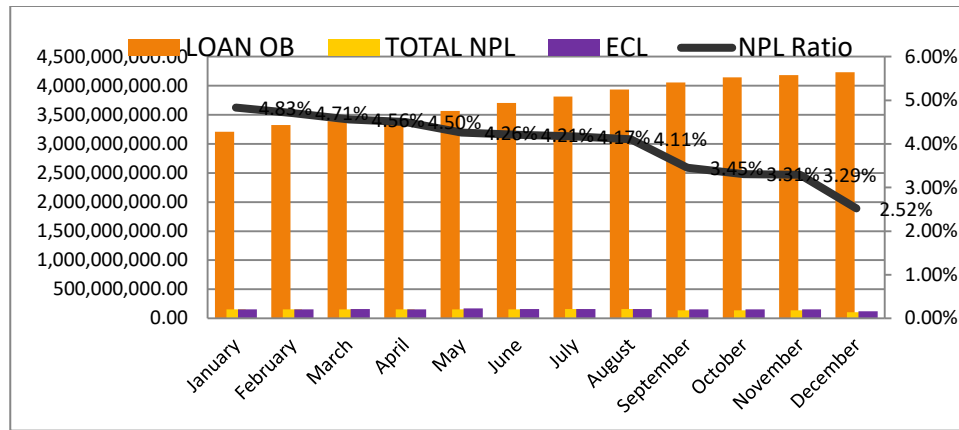
NON-PERFORMING LOANS

2024 NPL		2025 NPL (with CURB Accounts)			2025 NPL (with CURB Accounts)		
Amount	%	Amount	%	Variance	Amount	%	Variance
109 M	2.64 %	247 M	4.69 %	138 M	62 M	1.35 %	-46 M

Non-performing loans increased by P138 million year-on-year. Increment in NPL was brought about by the inclusion of the loan accounts of CURB’s Branches to RBA loan portfolio in October 1, 2025. Total NPL absorbed by RBA amounted to P185 million mostly from Agricultural Loans.

The Bank’s NPL excluding those from the former CURB Branches would have ended at 62.6 million with ratio down to only 1.27%. Even with the growth of RBA’s loan portfolio, we could have recorded a reduction of P44 million in NPL versus the previous year.

In any case, total NPL of P247.8 million (inclusive of the P185 million from CURB) is 103.8 million lower than the budget of P351.6 million.



COLLECTION, NON-PERFORMING LOANS AND RECOVERIES

YEAR	LOAN OB	NPL	NPL %
2024	4,152,419	109,613	2.64%
2025 (WITH CURB)	5,286,020	247,826	4.69%
VARIANCE (WITH CURB)	1,133,601	138,213	2.05%
FORMER CURB	427,619	185,135	43.29%
2025 (EXCLUDING CURB)	4,858,401	62,691	1.29%
VARIANCE (EXCLUDING CURB)	705,982	-46,923	-1.35%
2025 NPL BUDGET		351,679	
2025 NPL VS BUDGET (WITH CURB)		103,852	

As the Bank's portfolio grew by 1.133B, non-performing loans registered increase of 138.2M for 2025. Increment in NPL was brought about by the inclusion of CURB Branches to RBA in October 2025 by 185.1M. NPL excluding the former CURB Branches ended at 62.6M with ratio down to only 1.29%. Given the growth of 705.9M in total loan portfolio, there is a recorded reduction of 46.9M in NPL vs previous year.

As to target accomplishment, 2025 NPL of 247.8M (inclusive of the 185.1M of CURB) is 103.8M lower than the annual budget of 351.6M. Excess of 103.8M from the annual budget indicates that constant reduction in non-performing loans outperformed target expectation.

For purposes of properly evaluating the Bank's 2025 collection performance, figures attributable to former CURB were excluded from the above tables. While there has been constant increase in the loans portfolio, total non-performing loans and ratio registered a decreasing trend. NPL which is at 113.7M at the start of the year, ended at 62.6M while ratio from 2.66% is down to only 1.27%.

RECOVERY FROM WRITE-OFFS	COLLECTION	%
RECOVERY UNIT	6,247	63%
ECCMSI (Collection Agency)	2,286	23%
BRANCHES	1,408	14%
TOTAL	9,942	100%

Meanwhile, recoveries helped improved our bottomline with 9.941M total collections for 2025. After more than a year of rendering its services for the bank, ECCMSI registered total collections of 2.2M for the year averaging around 183k per month. On the other hand, the Bank's Recovery Unit consisting of five (5) Collectors registered 6.2M comprising 63% of the total collections on write-offs FY 2025.

INCOME

(In millions)	2025	2024	2023
	241.66	178.29	122.96

In 2025, the Bank recorded a net income reaching ₱241.66 Million, a 35.53% increase from ₱178.29 Million in 2024.

Interest income rose significantly to ₱750.0 Million in 2025 from ₱630.9 million in 2024, representing a 19% increase, driven by the Bank's focused efforts to expand its loan portfolio.

Non-interest income remained relatively stable to ₱136.0 Million in 2025 from ₱134.27 Million in 2025.

Operating expenses were kept within target levels, amounting to ₱406.34 million in 2025 compared to ₱352.48 million in 2024, reflecting effective cost management and continued operational efficiency.

Thus, cost to income ratio improved to 61.05%.

The Bank also ended with an ROE of 21.59%.

DEPOSITS & COST OF FUNDS

(In millions)	2025	2024	2023
	3,253	3,045	3,476

RBA's deposit levels increased from ₱2.4 billion in 2024 to ₱3.253 billion in 2025, reflecting a net growth of ₱853 million, primarily driven by the increase in CASA and Special Savings Accounts.

In any case, borrowings increased to ₱3.21 billion to support loan growth. Deposit growth lagged behind loan growth. For 2026, stronger CASA mobilization strategies are required at branch level.

Nonetheless, average cost of funds remained manageable at 4.62%.

ASSETS

(In millions)	2025	2024	2023
	7,573	6,039	5,459

The Bank ended 2025 with total assets amounting to ₱7.573 billion, reflecting a strong 25% increase from ₱6.039 billion in 2024. This growth was primarily driven by the year-on-year expansion of the loan portfolio, which reached ₱5.294 billion in 2025 up 27% from ₱4.160 billion in the previous year.

This performance highlights the Bank's continued strength in growing its core lending operations while maintaining a solid and well-managed asset base. The sustained increase in loans underscores the Bank's expanding market reach anchored on fast service and easy processes.

RBA projects that it will remain in the Top 10 List of Rural Banks in the Philippines in terms of Assets, reaffirming its strong market position and growth.

BRANCHES, PERSONNEL & QUALITY ASSURANCE

2025	2024	2023
41 Branches 1 Branch Lite Unit	36 Branches	34 Branches

RBA now operates 41 Branches and 1 Branch lite across 28 Provinces in Luzon, Visayas and Mindanao.

Despite expanding its branch network and increasing lending operations, the bank successfully increased its manpower complement to 378 employees in 2024, 398 in 2025 with manpower budget of 406 in 2025, representing a 7.4% decrease. This figure increases 5.29% lower than the budgeted headcount of 406 employees.

This increase reflects the Bank's efforts to strengthen manpower capacity in line with branch expansion, ensuring sustained service levels while supporting operational growth and productivity.

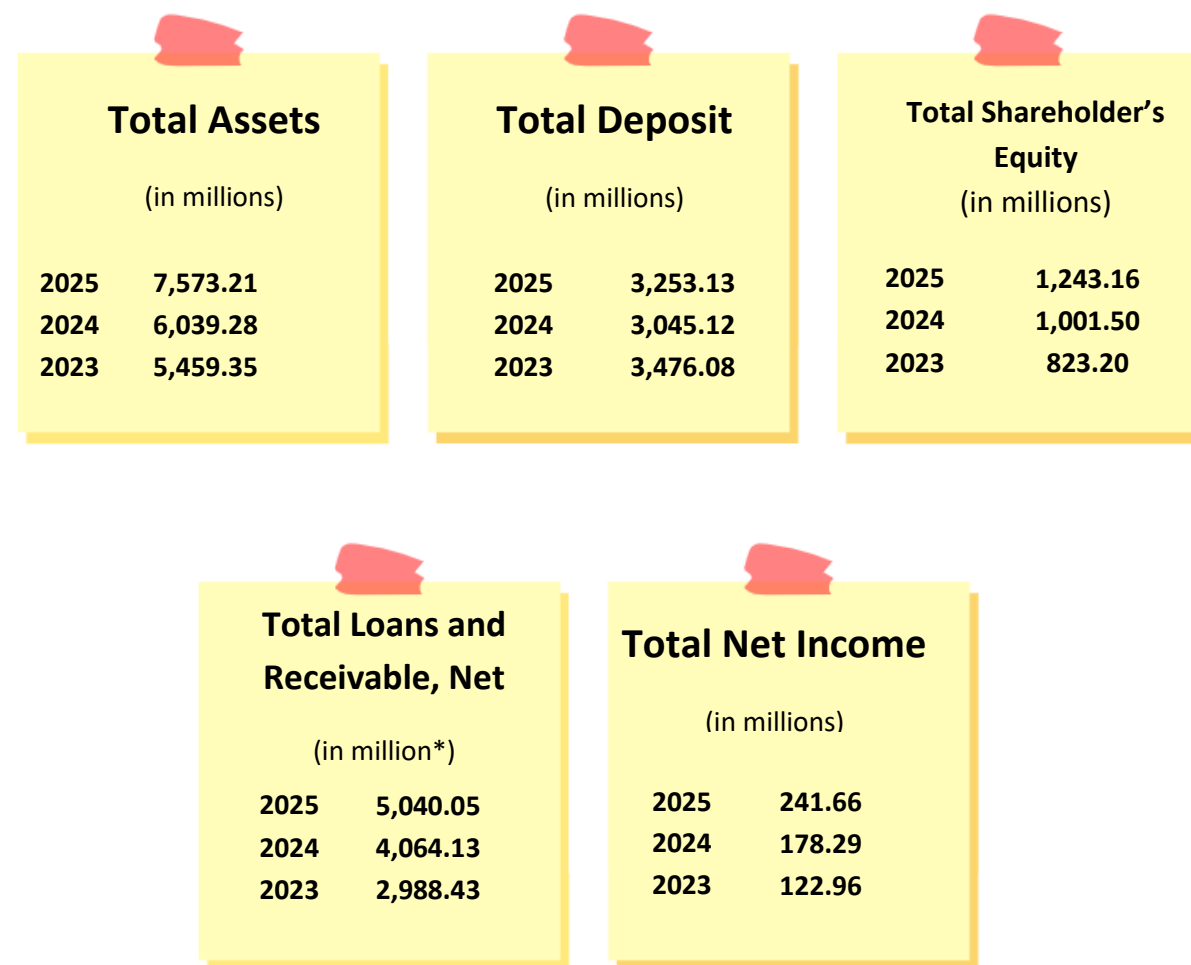
The Bank successfully maintained control and service quality across its branches despite increased operations and transactions.

FINANCIAL HIGHLIGHTS

The table below presents a two-year comparative presentation of selected profitability, capital, performance and balance sheet data and ratios. All amounts are in Philippine Peso (PHP) unless otherwise stated.

FINANCIAL INFORMATION / DATA	CURRENT YEAR 2025	PREVIOUS YEAR 2024
Profitability		
Total Interest Income	750,091,061	630,942,069
Net Interest Income	529,576,960	441,692,653
Total Non-Interest Income	136,069,336	134,275,577
Total Interest Expenses	220,514,641	189,249,416
Pre-provision Profit	259,301,797	223,480,551
Allowance for Credit Losses	3,018,868	17,540,348
Net Income	241,655,874	178,298,109
Selected Balance Sheet Data		
Gross Loans	5,294,556,031	4,160,882,571
Loans and Receivables Net	5,040,056,478	4,064,134,795
Total Assets	7,573,213,280	6,039,281,293
Minimum Required Data		
Deposits	3,253,137,703	3,045,126,699
Total Equity	1,243,160,160	1,001,504,286
Selected Ratios		
Return on Average Equity	21.59%	19.25%
Return on Average Assets	3.56%	3.05%
Capital Adequacy Ratio	17.14%	18.51%
Net Income per Share	53	39
Book Value	272	219
Liquidity Coverage Ratio	319.79%	137.18 %
Net Stable Funding Ratio	106.70%	103.42%
Non-Performing Loans	282,632,161	140,401,864
NPL Ratio	4.69%	2.64 %

FINANCIAL CONDITION AND RESULTS OF OPERATION



*This includes the amount of SCR/AR/AIR net of allowance

REVIEW OF OPERATIONS AND RESULTS OF OPERATION

In 2025, the Rural Bank of Angeles (RBA) continued to build on its growth momentum, as evidenced by robust financial performance and enhanced operational outcomes compared to 2024. The Bank's total assets significantly increased by P1.533 billion, or 25.40%, ascending from P6.039 billion in 2024 to P 7.573 billion in 2025.

A major milestone during the year was the acquisition of four (4) branches of Cavite United Rural Bank (CURB), pursuant to Monetary Board Resolution No. 718 dated July 17, 2025, approving the Rural Bank of Angeles, Inc.'s purchase of assets and assumption of liabilities under the Asset Purchase Agreement (ASPA) dated February 4, 2025. The acquired branches are located in Trece Martires, Cavite; Calauan, Laguna; Sariaya, Quezon; and Roxas, Capiz. This strategic acquisition further strengthened RBA's market presence and expanded its branch network, enabling the Bank to serve a broader customer base nationwide. Consequently, RBA secured its position among the Top 10 rural banks in the Philippines in terms of asset size. Thus, claiming the top 10 spot in the rural banking industry in terms of asset size.¹

The Bank's sustained expansion reflects the strengthened governance of the Board of Directors and the steadfast commitment of Management in pursuing RBA's strategic vision. These initiatives are firmly anchored on the Bank's mission, vision, and core values, and are implemented through dynamic strategies aligned with its long-term development plans. This upward momentum was evident across key performance indicators, including Shareholders' Equity, Net Income, Deposit Base, and Lending Activities with the latter remaining the Bank's primary source of revenue as demonstrated by the substantial increase in Total Loans and Receivables.

The primary catalyst for the asset growth was the broadening of RBA's lending portfolio. Significant paces were achieved particularly in agricultural machinery financing and in personal consumption loans extended to public school teachers through the Department of Education's Automatic Payroll Deduction System (APDS). RBA's loan portfolio expanded from P 4.064 billion in 2024 to P 5.040 billion in 2025, registering a growth of P 975 million billion or 24.01%.

Notably, this expansion was achieved while maintaining sound asset quality. As of December 31, 2025, RBA sustained a Non-Performing Loan (NPL) ratio of only 4.69%, significantly below the rural banking industry average of 7.59%. This reflects the Bank's disciplined lending

practices, prudent credit evaluation standards, and risk management framework. Non-performing loans amounted to P 282.63 million did not materially affect the Bank's overall asset quality position. The Bank continues to demonstrate resilience by balancing portfolio growth with effective credit risk management and collection strategies.

In terms of deposit generation, RBA maintained its competitive position and prudently managed its deposit portfolio, while strategically utilizing rediscounting facilities from partner financial institutions to support liquidity requirements. Total deposits increased from P3.045 billion in 2024 to P3.253 billion in 2025, reflecting a 6.83% year-on-year growth. This growth underscores the continued confidence of clients in the Bank's commitment to efficient, accessible, and customer-focused financial services.

On the profitability front, RBA posted a remarkable 36% increase in net income, growing from P178.29 million in 2024 to P241.66 million in 2025. This substantial earnings improvement was largely driven by optimized interest margin management maximizing revenue from lending operations while effectively containing deposit costs alongside operational efficiency measures, such as management-by-exception approaches and the use of performance-based evaluation metrics grounded in key result indicators.

Despite facing external challenges in 2025 including elevated interest rates and surging costs of basic commodities and relatively low price of palay. RBA remained resolutely aligned with its capital planning framework. The bank's capital base expanded by 24%, rising from P1.001 billion in 2024 to P1.243 billion in 2025, without the need for shareholder withdrawals or declaration of dividends. This capital level significantly exceeds the regulatory floor of P200 million² and outpaces the benchmarks prescribed under BSP Circular 1151, thereby underscoring the institution's financial resilience and long-term viability.

¹ [Bangko Sentral ng Pilipinas Statistics - Banking Selected Performance Indicators \(https://www.bsp.gov.ph\)](https://www.bsp.gov.ph)

² <https://www.bsp.gov.ph/Regulations/Issuances/2022/1151.pdf>

CAPITAL STRUCTURE AND CAPITAL ADEQUACY

RBA's capital position remains strong and well above regulatory minimum requirements. The Bank complies with the Basel III risk-based capital adequacy framework.

1. Tier 1 Capital and Breakdown of its Components:	
Common Stocks	457,775,100
Preferred Shares	531,100
Additional Paid-In Capital	400,050,000
Retained Earnings	109,290,406
Undivided Profits	199,846,317
Other comprehensive income	1,212,482
Goodwill	66,144,389
Unsecured Dosri	1,215,474
Tier 1 Capital	1,079,691,126
2. Tier 2 Capital and Breakdown of its Components:	
General Loan Loss Provision Permitted	57,158,744
3. Total Qualifying Capital	1,136,852,491
4. Capital Requirement for Credit Risk	
Risk weighted On-balance sheet assets	5,715,874,384
General Loan Loss Provision (in excess of Tier 2)	46,355,290
Total Credit Risk-Weighted Assets	5,762,229,673

TOTAL RISK WEIGHTED ASSETS 2025

CAR_Part_III_1

Item 1/ Nature of item	Exposures, Net of Specific	Exposures Covered by	Exposures not Covered by CRM	Risk Weights						TOTAL
	1	2	3=1-2	0%	20%	50%	75%	100%	150%	[Sum of 4 to 9]
	C0010	C0020	C0030	C0040	C0050	C0060	C0070	C0080	C0090	C0100
Cash on Hand	40,797	-	40,797	40,797	-	-	-	-	-	40,797
Due from Bangko Sentral ng Pilipinas	470,786	-	470,786	470,786	-	-	-	-	-	470,786
Due from Other Central Banks	1,055,622	-	1,055,622	-	177,391	861,282	-	16,949	-	1,055,622
Financial Assets at Fair Value										
Through Other Comprehensive Income (FVOCI)	49,859	-	49,859	-	49,859	-	-	-	-	49,859
Debt Securities at Amortized Cost	396,026	-	396,026	396,026	-	-	-	-	-	396,026
Loans and Receivables -Others	4,896,600	66,366	4,830,234	-	-	-	233,005	4,354,898	242,331	4,830,234
Non-defaulted exposures	4,851,694	66,366	4,785,328	-	-	-	233,005	4,354,898	197,425	4,785,328
Agrarian Reform / Other	2,708,236	66,366	2,641,871	-	-	-	-	2,460,268	181,603	2,641,871
Agricultural Loans										
Microfinance/Small and Medium Enterprises	248,827	-	248,827	-	-	-	233,005	-	15,822	248,827
Loans to Individuals	1,894,631	-	1,894,631	-	-	-	-	1,894,631	-	1,894,631
Other than Housing Loans	44,906	-	44,906	-	-	-	-	-	44,906	44,906
Sales Contract Receivable	8,536	-	8,536	-	-	-	-	6,170	2,367	8,536
Real and Other Properties Acquired	47,209	-	47,209	-	-	-	-	-	47,209	47,209
Total Exposures Excluding Other Assets	6,965,435	66,366	6,899,070	907,609	227,250	861,282	233,005	4,378,016	291,907	6,899,070
Other Assets	449,415	-	449,415	-	-	-	-	249,153	-	249,153
Total Deductions	7,054,450	-	-	-	-	-	-	-	-	-
Total Exposures, Including Other Assets	7,414,850	66,366	7,348,485	907,609	227,250	861,282	233,005	4,627,169	291,907	7,148,222
R. TOTAL RISK-WEIGHTED ON-BALANCE SHEET ASSETS	-	-	-	-	45,450	430,641	174,754	4,627,169	437,860	5,715,874

5. Capital Requirement for Operational Risk

	YEAR 1	YEAR 2	YEAR 3	AVERAGE
Interest Income	429,382,712	460,851,342	630,942,069	
Interest Expense	66,674,400	126,979,031	189,249,416	
Fees and Commissions Income	2,951,118	40,980,280	65,452,978	
Other Income	60,389,504	33,777,801	51,275,726	
GROSS INCOME	426,048,934	408,630,391	558,421,358	
Total Operational Risk weighted exposures (capital charges factor of 15%)	63,907,340	61,294,559	83,763,204	870,687,926

a) Risk Based Capital Components, including deductions for 2025 and 2024 as shown below:

	2025	2024
Common Equity Tier (CET)1 Capital:		
Paid up Common Stock	458,306,200	458,306,200
Additional Paid in Capital	400,050,000	400,050,000
Retained Earnings	109,290,406	(55,652,771)
Undivided Profits	199,846,317	193,268,828
Other Comprehensive Income	1,943,957	1,943,957
Unsecured Dosri	(1,212,482)	(246,216)
Goodwill	(66,144,389)	(66,144,389)
Deferred Tax Assets	(21,654,416)	(15,382,172)
Total CET 1 Capital	1,079,691,126	916,143,436
Additional Tier 1 Capital		
Total Tier 1 Capital	1,079,691,126	916,143,436
Tier 2 Capital		
General Loan Loss Provision	57,161,365	44,213,000
Total Tier 2 Capital	57,161,365	44,213,000
Total Qualifying Capital	1,136,852,491	960,356,436

b.)

Risk Based Capital Ratios:	2025	2024
CET 1 Capital	1,136,852,491	916,143,436
Less: Regulatory Adjustments		
Total CET 1 Capital	1,136,852,491	916,143,436
Additional Tier 1 Capital		
Total Tier 1 Capital	1,136,852,491	916,143,436
Tier 2 Capital	57,161,365	44,213,000
Total Qualifying Capital	1,136,852,491	960,356,436
Risk Weighted Assets	6,632,917,600	5,187,991,399
CET1 Capital Ratio	16.27%	17.65%
Capital Conversion Buffer	10.27%	11.65%
Tier 1 Capital Ratio	16.28%	17.66%
Total Capital Adequacy Ratio	17.14%	18.51%

c.) Capital Requirements for Credit, Market, Operational Risk are listed below:

	2025	2024
Credit Risk	5,762,229,673	44,57,815,007
Market Risk		
Operational Risk	870,687,926	730,176,391
Total Capital Requirements	6,632,917,600	5,187,991,399

6. Capital Ratio

Common Equity Tier 1 Ratio	16.27%
Total Tier 1 Capital Expressed as a Percentage of Total Risk Weighted Asset	16.28%
Total Regulatory Capital Expressed as a Percentage of Total Risk Weighted Asset	17.14%

CAPITAL MANAGEMENT

Regulatory Qualifying Capital

The Bank's capital-to- asset ratio (CAR) as of December 31, 2025 and 2024 based on the Basel III risk-based capital adequacy are shown in the table below (amount in millions):

	2025	2024
Common Equity Tier 1 Capital	P 1,079.16	P 915.61
Tier 1 Capital	1,079.69	916.14
Tier 2 Capital	57.16	44.21
Gross Qualifying Capital	1,136.85	960.35
Total Risk-Weighted Assets	P 6,632.92	P5,187.99

Capital Ratios:

Common Equity Tier 1 Ratio	16.27%	17.65%
Total Tier 1 Capital expressed as a percentage of total risk weighted assets	16.28%	17.66%
Total regulatory capital expressed as a percentage of total risk weighted assets	17.14%	18.51%

Leverage Ratio and Total Exposure Measure

The Bank's BLR and Total Exposure Measure as of December 31, 2025 and 2024, as reported to BSP.

	2025	2024
Capital Measure	P 1,079,691,126	P 916,143,436
Divide: Exposure Measure	7,493,061,304	6,069,442,356
Leverage Ratio	14.41%	15.09%

Liquidity Coverage Ratio (LCR) and Net Stable Funding Ratio (NSFR)

The Bank's LCR as of December 31, 2025 and 2024, as reported to BSP

	2025	2024
Total High Quality Liquid Assets	P 949,989,245	P 1,085,601,655
Total Net Cash Flows	297,064,081	791,397,858
LCR	319.79%	137.18%
<hr/>		
Available Stable Funding Ratio	P 4,481,261,951	P 3,400,999,824
Divide: Required Stable Funding	4,199,940,641	3,288,549,590
Net Stable Funding Ratio	106.70%	103.42%

SUSTAINABILITY FRAMEWORK

General Policy

Pursuant to BSP Circular Nos. 1085 (Sustainable Finance Framework) and 1128 (Environmental and Social Risk Management Framework), Rural Bank of Angeles, Inc. (RBA) integrates environmental, social and governance (ESG) considerations into its governance, strategy, risk management, lending activities, and business operations in a manner that is proportionate to the Bank's size, risk profile, complexity, and business model.

As a rural bank primarily engaged in agricultural, MSME, teachers' salary, microfinance, and related lending activities, RBA adopts a practical and risk-based approach to sustainable finance. The Bank seeks to support inclusive economic growth, climate resilience, responsible agricultural development, financial inclusion, and sound environmental and social risk management while maintaining prudent banking practices, protecting depositors' interests, and complying with applicable laws and BSP regulations.

Sustainable finance considerations shall be embedded throughout the credit life cycle, including client acceptance, credit evaluation, approval, documentation, monitoring, restructuring, and portfolio review, where appropriate and commensurate with the nature, size, and risk of the exposure.

Integration into Business Operations

RBA shall integrate ESG considerations into its existing governance and risk management processes without replacing traditional financial and credit analysis. Environmental and social risks shall form part of the Bank's overall risk assessment together with credit, market, liquidity, operational, legal, compliance, and reputational risks.

Policies and procedures shall remain proportionate to the Bank's rural banking operations, principal lending products, customer base, and geographic areas of operation. Priority shall be given to financing activities that promote agricultural productivity, climate resilience, responsible resource utilization, rural livelihood generation, and financial inclusion.

Adoption of Principles

In order to adopt in its operations sustainable principles on environment, social responsibility and managing the objectives and risks associated thereon, the bank will implement the following practices:

1. Needs Assessment - Conduct a comprehensive needs assessment of the rural communities the bank serves to understand their specific sustainability challenges and

- requirements. This assessment can help identify the most pressing environmental, social, and economic needs that need to be addressed through financing.
2. Tailored Financial Products - Develop financial products and services that are specifically designed to meet the needs of rural communities and support sustainable initiatives. This may include expanding or enhancing loans or microfinance products for sustainable agriculture, renewable energy projects, eco-tourism, or small-scale enterprises promoting local crafts or sustainable practices.
 3. Technical Assistance - Provide technical assistance and capacity building programs to rural clients to enhance their understanding of sustainable practices and improve their business models. This shall include training programs on sustainable agriculture techniques, energy-efficient practices, waste management, or environmental conservation.
 4. Partnerships - Foster partnerships with local stakeholders, such as community-based organizations, non-governmental organizations, government agencies, and other financial institutions, to leverage their expertise and resources. Collaborative efforts can lead to more impactful and holistic sustainable financing initiatives in rural areas.
 5. Risk Mitigation - Develop risk assessment and management frameworks that address the specific risks associated with rural lending, such as agricultural risks, weather-related risks, or market volatility. Consider implementing risk-sharing mechanisms, insurance products, or flexible repayment options to reduce the vulnerability of rural borrowers and ensure the sustainability of their projects.
 6. Knowledge Dissemination - Promote knowledge sharing and awareness campaigns about sustainable practices and their benefits among rural communities. This can be achieved through workshops, seminars, or digital platforms, enabling rural clients to make informed decisions and adopt sustainable approaches.

Current Sustainable Finance Initiatives

RBA continues to implement the following sustainable finance initiatives in support of its environmental, social, and governance (ESG) objectives:

1. Value chain financing for ube farmers in Eastern Visayas through women-led cooperatives to improve market access, financial inclusion, and rural livelihoods.
2. Proposed partnership with an NGO to support climate-resilient rice production, post-harvest storage, responsible water management, and improved farmer income, subject to satisfactory legal, operational, environmental, social, and credit due diligence.
3. Structured market linkage arrangements with commercial rice traders to improve price transparency, reduce distressed selling, and strengthen repayment capacity, subject to contractual safeguards.
4. Financing of solar-powered irrigation and water pumping systems to improve climate resilience and resource efficiency.

5. Continued implementation of ACPC-supported agricultural financing programs, including Kaantabay and Agri-Sigla, to expand affordable credit to eligible farmers.
 6. Use of geohazard and climate-related information, where available, in portfolio monitoring and credit decision-making to strengthen resilience against climate-related risks.
- Consistent with the foregoing, the bank is currently implementing the following initiatives to effectively promote sustainable financing consistent with the government’s road map:

1. Environmentally Relevant Plans	
-	Study to lower RBA’s carbon footprint in all aspects of banking operation including the use of renewable energy in key banking offices and the deployment of vehicles that are more fuel efficient and/or with lower emissions. footprint maybe reduced.
-	Transforming or improving internal processes by adopting or integrating financial technologies in all aspects of bank operations thus reducing processing time and lowering need for resources.
-	Implementing financing programs to support the use of renewable energy with loans for acquisition of electric or hybrid vehicles, solar powered farming or manufacturing machineries, and other equipment for other economic activities and insofar as these are relevant with the bank’s core lending products.
-	Establishing loan programs for use or benefit of small and medium enterprises engaged in material recovery and recycling as a means of helping promote waste reduction and conservation of resources.
-	Endeavoring to conclude partnerships with enterprises supplying suitable equipment or promoting the use of renewable energy under viable arrangements covering sales, marketing and financing in order to make renewable energy powered equipment, vehicles and technologies more affordable and accessible.
-	Establishing policies with approval of Board of Director’s to govern and control the investment in Green Bonds or other similar investments in support sustainable financing.
2. Mitigation of Risks Associated with Climate Change	
-	Aid in the promotion or use of drought, flood and other climate change resistant crops as well as modern practices and techniques with education of loan borrower and lending officers and at the same time.
-	Institutionalizing the identification and information sharing of high-risk areas for agriculture ventures taking into patterns or variations to weather, water resources and supply and critical environmental conditions to minimize losses to loan borrowers, the community served by RBA and the bank itself.
3. Socially Significant Financial Programs	
-	Continuing to promote financial inclusion by establishing banking presence in rural areas where the concentration of unbanked and underbanked Filipinos is at the highest and in the process to provide attainable financing and credit and grant access to the banking system.
-	Reducing economic inequalities by in the countryside with loans to small and medium scale enterprises in order to create economic opportunities and generate employment.
-	Maintaining support for agriculture’s bid for mechanization and modernization of with timely and affordable loans to deserving and qualified farmers and rural entrepreneurs.

Governance, Implementation & Reporting

The Board of Directors shall provide oversight of the Sustainable Finance Framework. Senior Management shall ensure effective implementation, allocate appropriate resources, and periodically review the adequacy of policies and procedures.

Business units shall implement ESG-related policies within their respective functions, while Risk Management and Compliance shall monitor adherence to applicable BSP regulations. Progress, material developments, and implementation status shall be reported to the Board on at least a quarterly basis or as otherwise required by internal governance policies.

This Framework shall be reviewed periodically and updated whenever warranted by changes in the Bank’s business model, risk profile, or applicable laws, BSP regulations, and supervisory expectations.



As part of its commitment to honoring the trust and loyalty of its farmer-clients, RBA launched the "KASAMA SA LAHAT NG HAMON KASAMA SA TAGUMPAY " program, a special initiative dedicated to recognizing the farmers who have been with the Bank throughout the years.

In celebration of RBA’s **Gawad Tanyag Award** from the Land Bank of the Philippines, the Bank, together with its 10 branches across Pampanga, Nueva Ecija, and Pangasinan, shared this milestone with its long-time crop loan clients who have been instrumental in RBA’s journey and success.

As a gesture of gratitude, RBA chose to give back the cash award it received by providing meaningful support to its loyal farmer-clients. On December 2, 2025, the Bank awarded various agricultural tools and equipment, including solar-powered water pumps, power sprayers, and hand tractors, to selected farmers who have continuously placed their trust in RBA and remained valued partners in agricultural development.

This initiative reflects RBA’s belief that every achievement is made possible through the enduring partnership between the Bank and the farming communities it serves. More than a celebration of an award, it was a celebration of the hard work, resilience, and success of Filipino farmers who continue to drive the growth of the agricultural sector.

Through programs like this, RBA reaffirms its commitment to standing beside farmers in every challenge and every success, helping them achieve greater productivity, sustainability, and prosperity for years to come.



RISK MANAGEMENT

Risk is inherent in our business and demands us to identify, assess and manage our risks by allotting our capital and resources in an economical and appropriate manner with necessary safeguards and controls. The Bank faces both financial and non-financial risks which must be identified to all extent possible and with contingencies in place. Financial risks arise from the use of financial instruments and include credit risk, market risk and liquidity risk.

Framework, Organization and Processes

The Bank faces both financial and non-financial risks. Financial risks arise from the use of financial instruments and include credit risk, market risk and liquidity risk.

The succeeding sections will discuss the Bank’s risk management structure, the definition and sources of key financial risks, and the processes and methodologies applied in identifying, monitoring, and managing these key financial risks.

RISK APPETITE AND STRATEGIC APPROACH OF RURAL BANK OF ANGELES

RISK APPETITE	STRATEGIC APPROACH
CREDIT RISK <ul style="list-style-type: none"> RBA primarily lends to farmers, teachers, and MSMEs, which are considered the niche market segments of the bank. To mitigate this, the bank uses collateralized loans (e.g., farm machinery financing) and salary-based lending for teachers with deduction via Automatic Payroll Deduction System (APDS) with DepEd. 	1. FINANCIAL INCLUSION <ul style="list-style-type: none"> Expands access to banking for underbanked rural communities in the whole Philippines.
LIQUIDITY RISK <ul style="list-style-type: none"> Maintains a stable deposit base through savings, time deposits, and special deposit accounts. Deposits are insured by PDIC up to P1 million per depositor, reducing depositor risk perception. 	2. AGRICULTURAL DEVELOPMENT <ul style="list-style-type: none"> Provides financing for modern farm machinery and technologies, supporting productivity and sustainability in agriculture. Complies with Agri-Agra lending requirements through special deposit accounts for accredited rural institutions.
OPERATIONAL RISK <ul style="list-style-type: none"> As a subsidiary of Asia United Bank (AUB) since 2009, RBA benefits from stronger governance, compliance, and operational frameworks. 	3. PARTNERSHIPS & STABILITY <ul style="list-style-type: none"> Supported by Asia United Bank (AUB), ensuring capital strength and risk oversight. Strategic focus on long-term sustainability rather than aggressive expansion. Leader in machinery financing for farm modernization.
MARKET RISK <ul style="list-style-type: none"> Limited exposure to volatile financial instruments; focus remains on traditional banking services in rural areas. 	4. DIGITAL TRANSFORMATION <ul style="list-style-type: none"> Offers mobile banking services to improve accessibility and reduce transaction costs. Aligns with Bangko Sentral ng Pilipinas (BSP) push for digital financial inclusion.

FAST & EASY

Rural Bank of Angeles (RBA) maintains a prudent and balanced approach to risk-taking in support of its mission to promote rural development and financial inclusion. The Bank recognizes that responsible risk-taking is necessary to achieve sustainable growth while safeguarding the interests of its depositors, clients, and other stakeholders.

As an institution with a significant focus on agricultural financing, RBA acknowledges the inherent risks associated with the agricultural sector, including adverse weather conditions, climate-related events, fluctuations in commodity prices, and other factors that may affect farm productivity and borrowers’ repayment capacity. In support of its developmental mandate, the Bank maintains a Moderate to High Risk Appetite for agricultural lending, while ensuring that such exposures remain within approved credit policies, regulatory requirements, and acceptable portfolio quality standards.

For business lending activities, the Bank maintains a Moderate Risk Appetite by supporting qualified entrepreneurs and enterprises that contribute to economic growth and employment generation. Credit decisions are guided by prudent underwriting standards, repayment capacity assessments, and appropriate risk mitigation measures.

To manage these risks, the Bank continuously strengthens its credit evaluation processes, portfolio monitoring systems, geo-hazard assessment initiatives, collateral management practices, and collection strategies. The Board of Directors regularly reviews the Bank’s risk profile and ensures that risk-taking activities remain aligned with the Bank’s strategic objectives, capital position, and overall risk management framework.

Through this disciplined approach, RBA remains committed to supporting the financing needs of farmers and businesses while maintaining the safety, soundness, and long-term sustainability of its operations.

RISK MANAGEMENT STRUCTURE

The Bank has its own Board of Directors (BOD) which is ultimately responsible for oversight of the Bank’s risk management process which involves identifying, measuring, analyzing, monitoring and controlling risks.

The BOD has the overall responsibility for the oversight of the Bank's risk management process. Supporting the BOD in this function is the Senior Management Committee (SMC). The SMC is responsible for ensuring that there are adequate policies and procedures for conducting risk taking activities on both long-range and day-to-day basis. This responsibility includes:

- Ensuring that there is clear delineation of lines of responsibility for managing risk, appropriately structured limits on risk taking, effective internal controls and a comprehensive risk reporting process; and
- Ensuring that all appropriate approvals were obtained and that adequate operational procedures and risk control systems are in place.

The SMC is assisted in these functions by the Internal Audit Group of the Parent Bank. The Internal Audit Group undertakes both regular and ad-hoc reviews of risk management controls and procedures, the results of which are reported to the SM.

Credit Risk

Credit risk is the risk of financial loss to the Bank if a counter party to a financial instrument fails to meet its contractual obligations. The Bank manages and controls credit risk by setting limits on the amount of risk it is willing to accept for individual counterparties and for industry concentrations, and by monitoring exposures in relation to such limits.

Management of credit risk is the principal responsibility of the Credit Committee and other individual credit approvers delegated with authorities by the BOD. The role of the Credit Committee and other credit approvers is to ensure that the credit risk policies are strictly complied with when approving loan proposals.

Management of credit risk

The Bank faces potential credit risks every time it extends funds to borrowers, commits funds to counterparties or invests funds to issuers (e.g., investments securities issued by government entities).

The Bank manages credit risk by setting limits for individual and group of borrowers. The Bank also monitors credit exposures and continually assesses the credit worthiness of counterparties. In addition, the Bank obtains security by entering into agreements (e.g., collateral agreements) which include, among others, real estate, chattel and guarantees with counterparties to limit the exposure

The carrying value of the Bank's loans and receivables reflects its maximum exposure to credit risk.

Credit quality per class of financial assets

The credit quality of financial assets is assessed based on days past due.

The description of each groupings according to stage is explained further as follows:

- Stage 1 – those that are considered current and up to a certain number of days past due, and based on delinquencies and payment history, do not demonstrate significant increase in credit risk;
- Stage 2 – those that are considered more than a certain number of days past due and based on delinquencies and payment history, demonstrate significant increase in credit risk; and
- Stage 3 – those that are considered more than 90 days past due or in default, or demonstrate objective evidence of impairment as of reporting date.



To estimate PD, the Bank developed a transition matrix based on the monthly migration of accounts to each age bucket. This matrix is scaled to the observed point-in-time PDs as of the reporting dates which are then adjusted to incorporate both current and forward looking information for ECL calculation.

Further, in analyzing credit risk specifically the effect of climate change such as El Nino Phenomenon, the bank came up with the study of the Geo Hazard Mapping wherein it will not lend loans farmers under the red zone.

ZONING OF AREAS AFFECTED BY EL NIÑO PHENOMENON

	Red Zone	Orange Zone	Yellow Zone	Green Zone
Condition of Area	Highly affected by El Niño	Affected by El Niño	Slightly affected by El Niño	Not affected by El Niño
General Situation	1. Severe drought with water scarcity 2. No adequate irrigation/rain fed only 3. Low water table / wells dried up 4. Visible signs of drought such as extreme heat, scorched earth, wilting crops and foliage	1. With adequate irrigation 2. Water source sufficient to sustain farm requirements	1. Good irrigation 2. With multiple water sources both from surface and under ground	1. With very good irrigation system 3. With abundant water sources both from surface and under ground
Lending Status	Suspend lending operations in the area	Loans maybe granted loans provided: 1. Client has other sources of income or other farms not located in El Niño areas 2. Client has working wells and pumps 3. With collateral / AGFP Guaranty 4. Second cycle and up 5. No CI exemptions 6. No Loan increase for crop loans	Loans maybe granted loans with regular lending requirements except there will be no CI exemptions	Regular lending operations subject to standard requirements

Market Risk

Market risk is the risk of loss to future earnings, to fair values or to future cash flows that may result from changes in the price of a financial instrument. The value of a financial instrument may change as a result of changes in interest rates, foreign currency exchange rates, commodity prices, equity prices and other market changes.

MARKET RISK

These exposures are relatively stable and less sensitive to market fluctuations:

- **Fixed-Rate Loans and Deposits:** Instruments with predictable cash flows and minimal exposure to interest rate changes.
- **Peso-Denominated Assets:** Since RBA primarily operates domestically, assets not exposed to foreign exchange volatility carry lower risk.
- **Short-Term Investments:** Placements with short maturities are less affected by interest rate shifts.
- **Limited Trading Activities:** RBA does not engage in complex derivatives or equity trading, reducing exposure to price volatility.

LOW MARKET RISK

MARKET RISK

These involve moderate exposure to market variables:

- **Variable-Rate Loans:** Loans tied to benchmark rates may affect earnings if interest rates fluctuate.
- **Longer-Term Fixed Income Securities:** These are more sensitive to interest rate movements, especially if held to maturity.
- **Exposure to Agricultural Commodities:** As a rural bank, RBA may be indirectly affected by commodity price swings impacting borrowers' repayment capacity.

MEDIUM MARKET RISK

MARKET RISK

High Risk- These are exposures with clear signs of default or impairment:

- **Stage 3 Assets:** Loans more than 90 days past due or with objective evidence of impairment.
- **Unsecured Loans to High-Risk Borrowers:** Especially those with poor credit history or no collateral.
- **Borrowers in Red Zones:** Farmers or businesses in geo-hazard areas affected by El Niño or other climate risks.
- **Non-Performing Loans (NPLs):** Loans classified as impaired and unlikely to be recovered without loss.

HIGH RISK

Interest Rate Risk

Interest rate risk arises from the possibility that the fair value or future cash flows of a financial instrument will fluctuate because of changes in interest rates.

The Parent Bank, through its Treasury Group, assists the Bank to monitor interest rate risk by providing the Bank the quotes and other relevant information on a weekly basis. As of December 31, 2022 and 2022, the Bank has no exposure to interest rate risk since its financial instruments are not subject to floating interest rate.

Liquidity Risk

Liquidity risk is the risk that the Bank will not be able to meet its obligations when they fall due under normal and stress circumstances. To limit this risk, management has arranged funding sources with its Parent Bank in addition to its core deposit base, manages with liquidity in mind, and monitors future cash flows and liquidity on a daily basis. This incorporates an assessment of expected cash flows and the availability of high grade collateral which could be used to secure additional funding if required. Liquidity risk is the risk that the Bank will not be able to meet its obligations when they fall due. To manage this risk, the Bank: maintains a committed line of credit from its Parent Bank; manages short-term deposits with a stable bank for easy liquidation; maintains a statutory deposit with the BSP above required reserve levels; and monitors future cash flows and liquidity on a daily basis. As of December 31, 2024, the Bank's Liquidity Coverage Ratio was 137.18% and the Net Stable Funding Ratio was 103.42%.

LIQUIDITY RISK

These conditions reflect strong liquidity management and minimal risk of cash shortfalls:

- **Stable Core Deposits:** A reliable base of customer deposits that provides consistent funding.
- **Short-Term Placements:** Funds placed in highly liquid instruments with reputable banks.
- **Committed Credit Lines:** Access to emergency funding from its parent bank (Asia United Bank) ensures backup liquidity.
- **Daily Liquidity Monitoring:** Active oversight of cash flows and maturity profiles.

LOW RISK

LIQUIDITY RISK

These exposures could pose moderate challenges under stress scenarios:

- **Maturity Mismatches:** If long-term loans are funded by short-term deposits.
- **Dependence on Parent Bank:** While helpful, reliance on external credit lines may become a bottleneck during systemic stress.
- **Marketable Securities:** Although high-yielding, some investments may face reduced liquidity in volatile markets.

MEDIUM RISK

LIQUIDITY RISK

These situations could significantly impair the bank's ability to meet obligations:

- **Sudden Deposit Withdrawals:** A run on deposits, especially in rural areas with limited financial literacy, could strain liquidity.
- **Limited Market Access:** As a rural bank, RBA may have fewer options to raise funds quickly in capital markets.
- **Stress Event Scenarios:** Natural disasters or economic shocks (e.g., El Niño affecting agricultural borrowers) could trigger simultaneous credit and liquidity pressures.

HIGH RISK

The Bank maintains short-term deposits with a stable bank that can be easily liquidated in the event of unforeseen interruption of cash flow. The Bank considers its investment positions in managing its liquidity risk. The high-yielding securities, which are relatively easy to liquidate in the event a fund need arises, are used to match the duration profile of the deposits.

The Bank has a committed line of credit that it can access to meet liquidity needs. In addition, the Bank maintains a statutory deposit with the BSP which is above the required 5.00% for demand and 3 % for savings, and time deposits statutory reserve.

Operational Risk

Operational risk is the risk of direct or indirect loss resulting from inadequate or failed internal processes, employees, operating systems, and external events. The Bank's operational risk management involves monthly submission of operational risk report to its parent bank. In these report, each examines its essential processes, identifies inherent operational risks, and determines the necessary controls to mitigate these risks. Risks are categorized as "high," "medium," or "low" based on established criteria by parent bank, evaluating both the potential impact and the likelihood of the risks occurring. Strategic risk involves managing the possibility of negative impacts from the bank's business model or marketing strategy that could hinder the achievement of its strategic plan or maintain competitiveness. The Board regularly reviews and updates the Bank's strategic direction.



Strategic Risk

Strategic risk is the risk involves managing the possibility of negative impacts resulting from the bank's business model or marketing strategy which could potentially hinder the bank's ability to achieve its strategic plan or maintain competitiveness.



Compliance Risk

Compliance Risk is the risk of being subject to legal or regulatory sanctions, material financial loss, or loss to reputation as a result of non-compliance with the required laws, rules and regulations, prescribed practices, or internal policies and procedures.



ANTI-MONEY LAUNDERING (AML) AND TERRORISM FINANCING

In the present time, Money Laundering and Terrorism Financing (ML/TF) establishes intolerable disturbance to every Banking and Financial Institutions worldwide. In the global market place, Money Laundering is a significant problem that caused great alarm both in local and international banking community due to the attempted use of financial institution to launder money that resulted in much stricter laws and increased in penalties. In contemplation of possible occurrence thereof, Rural Bank of Angeles (RBA) established controls and organizational behaviour whereby threats of ML/TF can be easily detected and prevented. In line with this, the bank established a committee charter, headed by the Compliance Office. The said committee monitors and oversight all the respective branches as to compliance to the regulation and programs of the company. Also, it implements ML/TF Prevention Program to the Head Office Units including all the branches and evaluates the compliance of respective units thereof.

Anti-Money Laundering Committee

- The AML Committee shall have the following duties and responsibilities: (i) Provides oversight over the institution’s implementation of the MLPP; (ii) Evaluate and deliberate customer suspicious transactions elevated by the Compliance Office; (iii) Review and approve updating of AML/CFT policies and procedures; and (iv) Issue directives/memos to business unit or individual to at least mitigate if not totally eliminate AML Risk Exposure.
- The AML Committee was revised in March 2023 composed of members including the Compliance Officer as chairperson, Branch Operations Officer, Accounting Supervisor, I.T Head, and Loans Operations Head, holds the responsibility of overseeing and governing Anti-Money Laundering (AML) control environment within the Bank and makes decisions to implement appropriate solutions where required.

DATA PRIVACY



In line with its commitment to uphold the rights of data subjects and ensure full compliance with Republic Act No. 10173 or the Data Privacy Act of 2012, the Rural Bank of Angeles, Inc. (RBA) has formally designated Atty. Fina Ong as its Data Protection Officer (DPO). Under her guidance, the Bank has institutionalized key data privacy policies and compliance procedures aligned with the standards of the National Privacy Commission (NPC).

As a proactive milestone, RBA successfully secured its official Seal of Registration with the NPC within the prescribed compliance period—as early as December 2025. This registration affirms RBA’s foundational compliance and commitment to data stewardship. Furthermore, an initial Privacy Impact Assessment (PIA) has been conducted to identify and manage potential privacy risks in operations such as account opening, loan processing, and HR management. Corresponding consent mechanisms have been integrated into customer-facing documents and internal workflows. To foster a culture of privacy awareness, 328 employees or at least 82% of RBA employees from various departments have already undergone data privacy orientation and training. Additionally, RBA constituted a dedicated Data Breach Management Response Team (DBMRT) tasked with responding to security incidents and ensuring timely reporting to the NPC. These initiatives collectively demonstrate RBA’s proactive and sustained efforts toward full data privacy compliance.



The following team members are part of the team:

Name	Position	Email Address
Atty. Fina Ong	Data Protection Officer	fnong@rba.com.ph
Adora V. Santos	Head of Operations and Treasury	avsantos@rba.com.ph
Catherine Hazel C. Manganti	Loans Operations Head	chmanganti@rba.com.ph
Joanna Marie G. Carlos	Compliance Officer	jgcarlos@rba.com.ph
Leonard C. David	IT Head	lcdavid@rba.com.ph
Clarlita Agustin	Human Resources Head	ceagustin@rba.com.ph
Maristelle G. Babadilla	Branch Operations Officer	mgbabadilla@rba.com.ph

CORPORATE GOVERNANCE

RBA recognizes that effective corporate governance serves the best interests of the bank, its shareowners, depositors and other interests. Effective corporate governance enhances the bank's capacity to achieve strategic goals and manage risks by ensuring that all stakeholders can hold directors to account as their representatives. In turn, directors will be obligated to hold management responsible for the sound operation of business and achievement of goals.

The bank aims to create a corporate governance structure with collective values, behaviors, and attitudes that shape how the institution operates and makes decisions. It will include ethical standards, risk management practices, transparency, and accountability upheld by the bank at all levels. A strong governance culture serves the best interests of stakeholders. Cultivating such a culture is also essential for maintaining trust of clients and stability of the bank itself

This structure is composed of stakeholders, directors and management contribute to

promote the balancing of interests and protection of various interests – public and private. Towards this end, effective disclosure is required with reports that are accurate, prompt and useful on information on company policies, practices and results. This will provide greater investor, depositor and creditor protection and preservation and even enhancement of the bank's license, capital, assets and overall business



To illustrate, the bank has a standing Audit Committee composed of 3 Directors, among others, wherein all significant risk related, issues, major violations of policies and procedures, as well as incidents of fraud are reported for proper guidance, advise and other disposition of the board. Moreover, as a subsidiary of AUB, its Risk Management committee – also a board level committee – performs oversight function on the credit and operations risks exposure of the bank.

Key to enhancement of the governance structure is the adoption of best practices reflective of times and demands of business. With this perspective; the bank adopts the following practices in corporate governance.

SELECTION PROCESS FOR THE BOARD AND SENIOR MANAGEMENT

Only Filipino citizens are eligible for election to the Board. The regular term of a director shall be from the date of his election to the regular annual meeting of the stockholders of the Bank or until his successor shall have been elected and qualified to take his place at said annual meeting.

Unless a director shall sooner resign, be removed from office or becomes unable to act by reason of death, disqualification, or otherwise he shall hold office during the term for which elected and until his successor is elected and qualified. No Director, officer, employee or agent of the Bank shall in any manner directly or indirectly, participate in the deliberation, or the determination of any bank matter affecting his pecuniary interest, or the pecuniary interests of any enterprise in which he is directly or indirectly interested.

A member of the Board of Directors or its deliberation or determination of any matter with respect to which he is disqualified. When a member of any committee is disqualified, the remaining members who are directors may select another director to serve in the place of the disqualified member.

To qualify as a director, an individual must meet several criteria:

- a. They must be a minimum of 25 years old at the time of their election or appointment.
- b. They should hold a college degree or possess at least 5 years of business experience.
- c. They are required to maintain good standing in a relevant industry, business, or professional organization.
- d. Attendance at a BSP-accredited special seminar on corporate governance for board directors is mandatory.
- e. They must be deemed suitable and qualified for the director position, with their fitness and propriety assessed based on factors such as integrity, physical and

mental fitness, competence, education, financial literacy, diligence, knowledge, experience, independence, time availability for responsibilities, and any concurrent roles within the bank or interlocking positions in other entities that may present conflicts of interest.

The board of directors is responsible for upholding fit and proper standards for key personnel, emphasizing qualities like integrity and expertise. They must also oversee senior management actions in alignment with approved policies, set formal performance standards, engage in regular discussions, and assess policies, internal controls, and relevant expertise. Additionally, the board must ensure effective governance in the selection of directors and officers with interlocking positions in other entities, continuously evaluating potential conflicts of interest

To hold a senior management position, an individual must demonstrate that they are fit and proper for the specific role they are appointed to. In assessing an individual's fitness and propriety for a particular position, several factors are taken into consideration, including their integrity, educational background and training, possession of relevant competencies such as knowledge and experience, skills, and diligence. Additionally, any concurrent positions held within the bank and interlocking positions in other entities are scrutinized to identify potential conflicts of interest.

BOARD'S RESPONSIBILITY

The Bank's Board of Directors exercises an overall oversight in ensuring effective corporate governance to serve the beneficial interests of its stockholders and stakeholders.

Exercising effective corporate governance practices are the best tool to promote good governance, thus, safeguarding the beneficial interests of the Bank and its stockholders and stakeholders.

DESCRIPTION OF THE ROLE AND CONTRIBUTION OF EXECUTIVE AND NON-EXECUTIVE

Executive Officers

The executive officers of the Bank are the President, Vice President, Corporate Secretary, Cashier or Treasurer, and Bank Managers who shall be elected by a majority vote of the entire membership of the Board of Directors at its first meeting held after the annual stockholders meeting and at such other times during the year as be required to fill vacancies or as may be otherwise be delegated to the President.

President

The President shall be the Chief Executive Officer of the Bank. He shall see to it that all orders and resolutions of the Board of Directors, all orders of the Monetary Board of the Bangko Sentral ng Pilipinas, and all rules and regulations of the Bank are carried into effect, and shall exercise such other powers and perform such other duties as are prescribed for the Office of the President in the by-laws.

Vice President

The Vice-President shall exercise the powers, authority and duties of the President during the absence or inability to act of the latter.

Secretary

The Secretary shall provide for the keeping of the records of the Bank and shall have the custody of the seal of the corporation, the Secretary shall, in addition, exercise such other powers and perform such other duties as are prescribed for the Office of the Secretary in the by-laws, and all other duties pertaining to that Office, and such other duties as may be prescribed from time to time to the Board of Directors.

Bank Managers

The Board of Directors may provide for the position of the Bank Managers who shall have, subject to the control of the Board of Directors, general management of the business affairs of the Bank.

Other Officers, Employees

The Board of Directors may elect or employ and, subject to the general supervision of the Monetary Board, fix the compensation of such other officers, employees, and agents as the Board of Directors may deem necessary, to perform such duties as may be prescribed from time to time by the Board of Directors.

CHAIRMAN OF THE BOARD

The Chairman of the Board provides leadership to the Board and its committees. He presides at and conducts the meetings of the stockholders and the board of directors with the right to vote. He calls meetings of stockholders and convenes the board of directors whenever he deems it necessary either on his own initiative or upon request of the president. The Chairman likewise exercises such powers and performs all duties customarily incidental to said office and as maybe prescribed by the board of directors from time to time.

INDEPENDENT DIRECTORS

RBA promotes the strong independence of the Board and has appointed two Independent Directors, defined as those holding no interests or relationships with the Bank, the controlling shareholders, or the Management that would influence their decisions or interfere with their exercise of independent judgement.

Based on the definition of an Independent Director in Section 38 of the Securities Regulation Code of the Securities and Exchange Commission (SEC), RBA's present Board consists of two highly respected Independent Directors in the persons of Mr. Acmad Rizaldy P. Moti, who formerly headed the Pag-Ibig Fund as President, and Atty. Federico S. Quimbo who formerly represented Marikina's 2nd Legislative District in the House of Representatives of the Philippines.

MEMBERS OF THE BOARD

TITLE OF CLASS	NAME	CITIZENSHIP	POSITION	YEARS OF SERVICE	PERCENT AGE OF SHARES
Common	Abraham T. Co	Filipino	Chairman	16	.000013333%
Common	Jacob C. Ng	Filipino	Director/Treasurer	16	.000013333%
Common	Justice Adolfo S. Azcuna	Filipino	Director	14	.000013333%
Common	Manuel A. Gomez	Filipino	Director	7	.000013333%
Common	Atty. Rainer T. Defante	Filipino	Director/President	10	.000013333%
Common	George T. Chua	Filipino	Director	16	.000013333%
Common	Soledad O. Reyes	Filipino	Director	3	.000013333%
Common	Acmad Rizaldy P. Moti	Filipino	Independent Director	4	.000013333%
Common	Felipe Medalla	Filipino	Independent Director	1	.000013333%

BOARD QUALIFICATION

The business affairs of the bank shall be conducted under the supervision and control of Board of Nine (9) directors. The holders of common stock entitled to vote shall elect such directors in the manner provided in Section 31 of Republic Act -1459, whose qualifications shall be subject to the approval of the Monetary Board of Bangko Sentral ng Pilipinas. Only Filipino citizens are eligible for election to the Board.

The regular term of a director shall be from the date of his election to the regular annual meeting of the stockholders of the Bank or until his successor shall have been elected and qualified to take his place at said annual meeting. Unless a director shall sooner resign, be removed from

office, or becomes unable to act by reason of death, disqualification, or otherwise, he shall hold office during the term for which elected and until his successor is elected and qualified.

The President and the Vice-President of the bank must be directors, the secretary or the cashier need not be a director or stockholder of the bank, but he must be a citizen and resident of the Philippines. The offices of the president and vice-president may not be combined with each other or with any other office or offices. No individual shall be eligible to become or be a salaried officer or employee if he is also or becomes a candidate for, or holder of, any public office which is remunerative.

BOARD AND KEY COMMITTEES

The Board of Directors currently performs oversight over Risk Management, and Corporate Governance, with support from the AUB Risk Management Unit, Compliance and Audit Group. The Bank does not perform trust functions, hence, it has no Trust Committee.

1. Internal Audit & Audit Committee, as a subsidiary of Asia United Bank (AUB), the Bank avails itself of several shared services from its parent institution, including Internal Audit functions. While the Internal Auditor functionally reports to the Audit Committee of AUB, the Bank has also established its own Audit Committee at the board level on June 27, 2024. The Internal Auditors are granted full, free, and unrestricted access to all bank activities, records, properties, and personnel. They report administratively to the Board of Directors of RBAI and functionally to both the RBAI Audit Committee and the AUB Audit Committee, ensuring proper oversight and alignment with regulatory expectations.

The RBAI Audit Committee is composed of the following members:

- Acmad Rizaldy P. Moti, Independent Director – Chairman
- Felipe Medalla, Independent Director – Member
- Adolfo S. Azcuna, Director – Member

Other governance and operational functions are performed by management-level committees. The Audit Committee held a total of 12 meetings during the year.

	DIRECTORS	Total Number of Meeting	Total Number of Attendance	Percentage
1	Mr. Acmad Rizaldy Moti	12	12	100%
2	Mr. Felipe Medalla ³	5	5	100%
3	Justice Adolfo Azcuna	12	12	100%

³ Appointed July 24, 2025

2. Management Com(Mancom) comprising members including the President, VP-Head of Operations and Treasury, Agri loans Head, Teacher’s Salary Loans Head, Business Loans Head, HR Head, Sales & Marketing Head. The ManCom are the decision-making body responsible in overseeing the operations of the organization. Ensures the bank is well-managed, financially sound and positioned for long-term success.
3. Adhoc Committee, comprises members including the HR Head, VP- Agri Loans, VP- Teacher’s Salary loans, Loans Ops Head, VP-Accounting and Operations Head. This committee's primary role is to ensures all employees adhere to the established code of conduct and ethical standards of the bank. They are responsible for conducting investigations into any reported misconduct or violations of policies and procedures.

BOARD COMPOSITION

As of December 31, 2025, the Board of Directors of the Bank is composed of nine members, two of whom are Independent Directors. The Directors bring with them diverse professional backgrounds and expertise, enabling them to act in the best interest of the Bank in shaping its strategic direction and overseeing its operations. The Board structure promotes a balance of power, ensuring that no single Director has unfettered authority in decision-making. The table presents the list of Directors as of December 31, 2025, including their citizenship, position and period covered:

No.	Name	Nationality	Position and Period Covered
1	Abraham T. Co	Filipino	Chairman since 2009; former President of AUB (1997–2017); currently Chairman of CURB, AULFC, Asia United Insurance, Inc., and PPMI
2	Jacob C. Ng	Filipino	Director and Treasurer since 2009; EVP and Chief Transformation Officer of AUB; former Citibank Program Manager
3	Justice Adolfo S. Azcuna	Filipino	Independent Director since 2010; former Supreme Court Justice; Chancellor of PHILJA; former Director of DBP and Chair of PNB
4	Atty. Rainer T. Defante	Filipino	President and Director since 2015; EVP of AUB; over 28 years of banking and legal experience; oversees overall banking operations and strategic implementation
5	Manuel A. Gomez	Filipino	Director since 2018; President of AUB since 2018; former EVP and Head of Branch Banking; held senior positions at Citytrust and Citibank
6	George T. Chua	Filipino	Director since 1998; President/Director of Quantuvis Resources, Manila Bay Development Corp, and other private companies
7	Acmad Rizaldy P. Moti	Filipino	Independent Director since 2022; former CEO and Deputy CEO of Pag-IBIG Fund; prior SVP for IT Services Sector
8	Soledad O. Reyes	Filipino	Director since 2023; former CFO and Treasurer of CURB; held finance roles in

			AUB and AsianBank Corporation
9	Felipe M. Medalla	Filipino	Independent Director (reappointed 2025); Chairman of the Corporate Governance and Related Party Transactions Committees; former Governor of the Bangko Sentral ng Pilipinas (BSP, 2022–2023), Monetary Board Member (2011–2022), and NEDA Director-General (1998–2001)

CHANGES IN THE BOARD OF DIRECTORS

In 2025, Independent Director Mr. Romero Quimbo tendered his resignation from the Board. The vacancy created by his resignation was subsequently filled by former Bangko Sentral ng Pilipinas (BSP) Governor Dr. Felipe M. Medalla, who was appointed as an Independent Director on July 24, 2025. During the year, the Board held a total of 12 meetings.

BOARD MEETING ATTENDANCE

	DIRECTORS	Total Number of Meeting	Total Number of Attendance	Percentage
1	Mr. Abraham Co	12	12	100%
2	Mr. Jacob Ng	12	4	33%
3	Justice Adolfo Azcuna	12	9	75%
4	Atty. Rainer T. Defante	12	12	100%
5	Mr. George T. Chua	12	7	58%
6	Mr. Manuelito Gomez	12	12	100%
7	Mr. Acmad Rizaldy Moti	12	12	100%
8	Ms. Soledad Reyes	12	11	92%
9	Mr. Felipe Medalla	5	5	100%

Board meetings are to be held in compliance with Article III of the Bank's Bylaws and may utilize modern technologies such as teleconferencing and video conferencing, provided that participating directors can effectively engage in the discussions on the agenda items during these meetings.

PERFORMANCE ASSESSMENT PROGRAM

An annual self-rating is being conducted to measure the performance of each Member of the Board and its Management by accomplishing a Self-Assessment Questionnaire. The parameters for the assessment of the President and CEO will be provided by the Chairman of the Board, respectively.

Self-assessment Questionnaire includes questions on the following:

- Performance of Individual Board Members
- Fulfilment of the Board's Key Responsibilities

- Quality of Board – Management Relationship
- Effectiveness of Board Processes and Meetings
- Board Structure

2025 ACCOMPLISHED SCORECARD AND THE RESULT OF SELF-ASSESSMENT.

1. Assessment for the Board of Directors	Number of Questions	Average Rating
Question on the Board	20	9.28
The Chairman	5	9.53
Members of the Board	15	9.51
Board Meetings	12	9.38
Board Committees and Board Issues	15	9.13
	67	9.36
2. Assessment for Individual Directors	Number of Questions	Average Rating
Individual Directors	20	9.44
3. Assessment for Audit Committee	Number of Questions	Average Rating
Audit Committee	25	8.99
A. CHARTER	2	9.17
B. MEMBERSHIP	4	9.42
C. FUNCTIONS	19	8.86

Senior management personnel will undergo evaluations based on the outcomes of the Annual Performance Evaluation, which will be presented and endorsed to the Board.

The above-mentioned evaluation gives us notion on the performance of the Director and the senior management. This Assessment and the evaluation give us the glimpse of responsibilities of the Director and identify the strength and areas of improvement and it help us also to set goals for more effective performance.

ORIENTATION AND EDUCATION PROGRAM

RBA gives importance to its employee's continuous growth and development, from its Top Management down to the Rank and File employees. The Bank believes that it is essential to its employees to provide trainings, seminars, and other developmental exercises to improve the knowledge, skills, and abilities of its people. Therefore, the company invested and carefully evaluated the continuous Learning Programs to support their employee's developmental needs.

As early as June 2019, the Bank formulated and implemented its **Educational Assistance Program** to provide learning opportunities for its employees to improve their personal and career development. In line with this, the bank provides reimbursement for tuition/registration fees for the approved educational activities based on scholastic ratings obtained. This is to encourage professionalism and assist the RBA employees to be more effective and efficient in their current position, and preparing for their possible career advancement, and to increasing adaptability to new ideas and innovation. This will also help the employees to reach their educational goals especially those who are undergraduates.



All directors and senior management officers must be continuously informed about the developments of the business and regulatory environments, including emerging risks relevant to the company by attending an annual continuing training program lasting a minimum of four (4) hours. The training program encompasses courses on corporate governance that are relevant to the company's operations or as specifically identified by the Corporate Governance Committee.

All first-time directors shall attend an orientation program of at least eight (8) hours and which sufficiently covers the corporate governance topics enumerated by the SEC under Part IV of Memorandum Circular No. 2, series of 2015. Newly-elected directors who have already attended such orientation program shall not be considered as first-time directors and shall not be required to attend such orientation program provided he/she is able to provide/present proof of attendance in said orientation program to the Corporate Governance Committee.

Further, to keep abreast with the industry the bank is an active member to Rural Bankers Association of the Philippines (RBAP), be it national, regional and local federation of rural banks and the Human Resources Department made sure that specially for the updates on industry rules and regulations there will be a representatives based on the training needs analysis for directors, officers and staffs.

1. Identify the required knowledge, skills and experience at a full Board level to effectively fulfill the Board's legal role and responsibilities.
2. Ensure an appropriate balance across the Board.
3. To achieve continuity through a smooth succession of Directors that balances perspective and independence.
4. To satisfy best practice within the legal and regulatory framework.

The Bank ensures the core competencies, as established and revised by the board from time to time will remain the primary criteria for assessing individual Director candidates for replacement of retiring members. To eligible for consideration for recommendation to the Board, all potential Director Candidates shall be required to satisfy a minimum threshold of competencies to be established on an annual basis by the board.

In addition to identifying the best qualified candidates, the Board shall also seek to achieve an appropriate balance of skills, expertise, attributes, and backgrounds at a full Board composite level specifically considering banking experience, labor and management expertise, financial and accounting background, risk management know how, information technology capabilities, law and regulatory exposure as well as integrity, probity, and independence.

The Bank observes a compulsory retirement age of 60 for Senior Management ensuring a consistent pipeline of leadership renewal. For the Board of Directors, while no fixed retirement age is imposed, the Bank adheres to the BSP's recommended nine-year cumulative term limit for independent directors. Extensions beyond this period require justifiable cause and approval by both the Board and shareholders. The Bank ensures that succession planning and board refreshment are integrated into director selection and reappointment processes. Annual board evaluations are conducted to assess performance and independence, fostering a culture of accountability and proactive leadership development.

RBA is committed to supporting the long term financial security of its employees. In 2024, the Bank has approved a formal Retirement Program that offers a wide range and comprehensive benefits package that supports the well-being of our employees upon retirement. This initiative also aims to reward employee loyalty and commitment, as well as promote talent retention.

REMUNERATION POLICY

No compensation shall be paid any executive director as such, but the director of the bank may be allowed reasonable honoraria for attendance all meetings and also reasonable expenses incurred in connection thereto. Salaries of the executive officers of the Bank shall be fixed by the Board of Directors. Additionally, non-executive directors do not also receive compensation for their participation in Board and committee meetings. This arrangement reflects the bank's governance structure and compensation policies.

SEMINAR/TRAINING COURSE	DATE	PARTICIPANTS
1 Training for Credit Investigators	January 10, 2025	Credit Investigators
Seminar on Data Privacy		
Seminar on Driving Efficiency	January 15, 2025	New Hires
2 Company / AMLA Orientation		
3 Company / AMLA Orientation	February 06, 2025	New Hires
4 Safety Officer 1 Training	February 11-12, 2025	Service Officers
5 Unleashing the Strategic Leader	February 12-13, 2025	Treasury and Operations Head HR Head Sales & Marketing Head
6 Counterfeit Detection Seminar	February 22, 2025	Cash Personnel Treasury Personnel HR Officer
7 First Aider Training	February 24-25, 2025	New Accounts of San Fernando Branch New Accounts of Maalalang Branch
8 Company Orientation / AMLA Seminar	March 06, 2025	New Hires
9 Product Knowledge Training	March 07, 2025	Agri AOS Business AOS Field Sales Associates
AMLA Refresher's Course		
Customer Service Excellence		
10 Seminar on Data Privacy	March 08, 2025	Field Sales Associates
Seminar on Consumer Protection		
11 Safety Officer 1 Training	March 11-12, 2025	Service Officers
12 Train the Trainer	March 20, 2025	Branch Operations Officer Loans Operations Head HR Officer-Training and Employee Relations Compliance Associate
13 Signature Verification and Fraud Detection	March 22, 2025	Service Officers Service/Sales Associate
14 Company Orientation / AMLA Orientation	April 22, 2025	New Hires
15 Safety Officer 1 Training	April 22-23, 2025	Service Officers
16 First Aider Training	April 24-25, 2025	Service Officer of Ilagan Branch Service Officer of Echague Branch Teller/New Accounts of San Mateo Branch FSA of Roxas Branch
17 Company Orientation / AMLA / Data Privacy	April 30, 2025	New Hires
18 Teacher's Loans Product Knowledge	May 06, 2025	TSL Personnel
19 Company Orientation / AMLA/Data Privacy	May 20, 2025	New Hires
20 First Aid Training NE Chapter	May 20-21, 2025	New Accounts of Munoz Branch Teller of Cabanatuan Branch
21 Teller and New Accounts Training	May 24, 2025	Teller and New Accounts
22 Privacy Awareness Weak and Data Privacy	May 27-28, 2025	Treasury and Operations Head IT Head
23 Understanding AMLA	June 03, 2025	Treasury and Operations Head Branch Operations Officer Service Officers
24 First Aid Training Oriental Mindoro	June 5-6, 2025	Field Sales Associate of Victoria Branch
25 Teller and New Accounts Training	June 07, 2025	Teller and New Accounts
26 Safety Officer 1 Training	June 11, 2025	SO Koronadal and Pototan
27 Company Orientation / Data Privacy	June 16, 2025	New Hires
28 AMLA Orientation	June 17, 2025	New Hires
29 FSA Meeting/Training	June 20, 2025	Field Sales Associates
30 HR Summit	June 24, 2025	HR Head
31 Service Officer's General Assembly and Meeting	August 02, 2025	Service Officers
32 Business Loans Product Knowledge	August 06, 2025	New Branch Managers Management Trainee Officer-In-Charge
33 Customer Service Excellence	August 12, 2025	Account Officers
34 Agricultural Loans Product Knowledge	August 13, 2025	New Branch Managers Management Trainee Officer-In-Charge Account Officers
35 Customer Service Excellence	August 15, 2025	Service Officer Pool
36 Company Orientation	August 16, 2025	CURB Employees
37 Company Orientation/AMLA/Data Privacy	August 20, 2025	New Hires
38 Savings and Deposits Product Knowledge	August 23, 2025	CURB Employees
39 TSL Product Knowledge	September 02, 2025	New Hires TSL Account Officers Branch Manager
40 Safety Officer 1 Training	September 3-4, 2025	Service Officer
41 Company Orientation /AMLA/Data Privacy	September 04, 2025	New Hires Munoz Branch Personnel Roxas Branch Personnel
AMLA/Data Privacy Refresher		
42 Business Loans and Agricultural Loans Product Knowledge	September 06, 2025	CURB Employees
43 Safety Officer 1 Training	September 9-10, 2025	Service Officers
44 Loans Operation/AGFP Product Knowledge	September 13, 2025	CURB Employees
45 Company/AMLA/Data Privacy	September 15, 2025	New Hires
46 First Aid Training	September 18-19, 2025	New Accounts of Capas Branch
47 Operations Training	September 20, 2025	CURB Employees
48 Training on IT/Accounting/AMLA/Data Privacy	September 27, 2025	CURB Employees
49 Company Orientation/AMLA/Data Privacy	October 06, 2025	New Hires
50 TSL Product Knowledge	October 09, 2025	New TSL Account Officers
51 Business Loans Product Knowledge	October 15, 2025	Branch Managers Account Officers
52 Safety Officer 1 Training	October 28 - 29, 2025	Service Officers
53 Company Orientation / AMLA / Data Privacy	November 17, 2025	New Hires Guimba Branch Personnel
AMLA / Data Privacy Refresher		
54 Company Orientation / AMLA / Data Privacy	November 27, 2025	New Hires
55 Company Orientation / AMLA / Data Privacy	December 18, 2025	New Hires Baler Branch Personnel Dingras Branch Personnel
AMLA / Data Privacy Refresher		

RETIREMENT AND SUCCESSION POLICY

RBA recognizes the frameworks should be in place for an effective and orderly succession of Directors with collective knowledge, skills and experience necessary for the Board to effectively govern. Towards this end the following objectives are identified:

Senior management personnel receive compensation packages that is aligned with the responsibilities associated with their roles. These compensation packages typically consist of salaries, bonuses, and benefits. The determination of these remuneration packages is contingent upon an annual performance evaluation that assesses their performance against both financial and qualitative targets and standards. These performance indicators encompass their achievements in meeting the bank's financial budget on a broader scale, as well as their capacity to provide effective leadership and foster a cohesive organizational environment under their guidance and direction. These evaluation outcomes are presented to and endorsed by the Board, ensuring a structured and transparent approach to remunerating senior management based on their contributions and results.

POLICIES AND PROCEDURES ON RELATED PARTY

The Bank acknowledges that transactions between and among related parties are essential for the financial, commercial and economic welfare of the Bank and to the related group where the Bank belongs with. The Bank is allowing related party transactions (RPTs) provided that these should be exercised on an arm's length basis. This is to ensure that related party transactions (RPTs) are utilized to ensure both parties in the deal are acting in their own interest and are not subject to any pressure from the other party. Furthermore, the Bank implements appropriate oversight and exercises effective control mechanisms for managing said exposures of non-bank financial subsidiaries and affiliates. These appropriate oversight and effective control mechanisms are utilized to prevent abuses that can cause unfavorable impact to the Bank and its depositors, creditors, suppliers, and other vital stakeholders.

In ensuring that the related party transactions are carried out in a sound and prudent manner, attesting integrity and compliant with the necessary laws and regulations to protect the benefits of depositors, creditors and other essential stakeholders, the Bank's Board of Directors have the overall responsibility and oversight. Thus, the Bank's Board of Directors observes and implements corporate good governance in dealing with RPTs to ensure that these are handled on an arm's length basis and that no stakeholder is unjustly treated.

Related-Party Transactions

Any transaction between and among the Bank and its related companies including its stockholders, directors, officers and employees and their related interests. Related party transactions are not limited to lending and may include, its trust department, regardless of whether or not a price is charged.

These shall include, but not limited to the following:

- a. On- and off-balance sheet credit exposures and claims and write-offs;
- b. Investments and/or subscriptions for debt/equity issuances;
- c. Consulting, professional, agency and other service arrangements/contracts;
- d. Purchases and sales of assets, including transfer of technology and intangible items (e.g., research and development, trademarks and license agreements);

- e. Construction arrangements/contracts;
- f. Lease arrangements/contracts;
- g. Trading and derivative transactions;
- h. Borrowings, commitments, fund transfers and guarantees;
- i. Sale, purchase or supply of any goods or materials;
- j. Establishment of joint venture entities, and
- k. Bank Assurance

RPTs shall include not only transactions that are entered into with related parties but also outstanding transactions that were entered into with an unrelated party that subsequently becomes a related party. These also cover the credit exposures of the financial institution with its DOSRI (directors, officers, shareholders and related interest).

For the 2025, the Bank's only Material Related Party Transactions consisted of deposit liabilities from related parties. These deposits were accepted in the ordinary course of business and under terms and conditions that are no less favorable than those offered to non-related parties under similar circumstances. The transactions were conducted on an arm's-length basis, approved by the appropriate authority in accordance with the Bank's RPT Policy, and complied with applicable BSP regulations and corporate governance requirements. No preferential treatment was extended to related parties in connection with these transactions.

Related party transactions, similar to DOSRI transactions, are not prohibited provided that these are approved by the appropriate authority and conducted at arm's length basis.

SELF-ASSESSMENT FUNCTION

Rural Bank of Angeles Inc. has established internal controls and systems in various areas of its operations to protect it from risks innate in its business. The Internal Audit Group (IAG) of the parent, Asia United Bank, evaluates the effectiveness of these control systems and compliance programs, and recommends measures to improve governance, risk management, and internal control processes.

The IAG conducts regular reviews of Rural Bank of Angeles Inc. (RBA) branches and other operating units. Independent Compliance Testing is conducted to ensure compliance with anti-money laundering and terrorism financing rules and other regulatory requirements.

The Bank's compliance function is monitored by the parent's Compliance Group (CG). The Unit Compliance Officer of RBA conducts random compliance testing to develop a compliance culture across the ranks. A reporting process helps the Chief Compliance Officer (CCO) detect any regulatory infractions.

The CCO of the parent conducts review of progress of compliance testing performed by the Unit Compliance Officer of the Rural Bank of Angeles, Inc. The CCO also continues to regularly update all Unit Compliance Officers and Internal Audit Officers on recently issued regulatory requirements.

The Board's responsibility is to ensure that a compliance testing is defined for the bank and that compliance issues are resolved expeditiously. Ensuring that bank personnel and affiliated parties adhere to the predefined compliance standards of the banks rests collectively with Senior Management, of which the CCO is the lead operating officer on compliance. Senior Management, through the CCO, periodically reports to the Board of Directors through the Audit Committee matters that affect the design and implementation of the compliance testing.

CSRs, PROGRAMS AND PROJECTS

Saka Day and Arangkada Day: Promoting Farm Mechanization and Agricultural Development - as part of its commitment to supporting the agricultural sector, RBA actively participates in and conducts **Saka Day** and **Arangkada Day** activities in partnership with accredited dealers and local farming communities. These events serve as a platform to promote modern agricultural technologies and provide farmers with greater access to information on financing solutions and farm mechanization.



RBA continues to organize farmers' orientations in various barangays, spearheaded by its Branch Managers and Account Officers in collaboration with partner dealers. These activities aim to educate farmers on available financing programs, best agricultural practices, and the benefits of investing in modern farm equipment. A key feature of these events is the **live**

demonstration of tractors, harvesters, and other agricultural machinery, allowing farmers to experience firsthand the efficiency and productivity gains offered by mechanized farming. Through these demonstrations, farmers gain a better understanding of how modern equipment can help reduce labor costs, improve farm output, and enhance overall profitability.

Through Saka Day, Arangkada Day, and Farmers' Orientation programs, RBA remains dedicated to empowering farmers, promoting agricultural modernization, and contributing to the sustainable growth of the country's agricultural sector.

Agribusiness Connect - In **September 2025**, RBA was privileged to participate in **Agribusiness Connect 2025**, represented by its President, **Atty. Rainer T. Defante**, alongside other industry leaders and key stakeholders in the agricultural sector.



The event served as a valuable platform for discussing the adoption of modern technology and advanced farm machinery for rice, corn, high-value crops, livestock, poultry, and aquaculture. Participants exchanged insights on innovative farming solutions, sustainable agricultural practices, and the latest developments in agricultural equipment and technology.

Through this event, RBA highlighted its commitment to making modern farming more

accessible through its **Fast and Easy Loan Programs**, which provide farmers with affordable financing options for the acquisition of farm machinery and equipment. These financing solutions help farmers increase productivity, improve operational efficiency, and enhance the profitability of their agricultural enterprises.

As a leading partner in farm machinery financing, RBA remains committed to continuously expanding its products and services to empower more farmers, support agricultural modernization, and contribute to the growth and sustainability of the Philippine agricultural sector.

In October 2025, RBA, in partnership with AUB, organized its 2nd year **gift-giving program**, an initiative aimed at supporting less fortunate kababayan across various communities.



The activity was conducted as part of RBA's continuing commitment to corporate social responsibility and community development, providing assistance and sharing blessings with families in need.

The program was successfully held in selected areas, where basic goods and essential support were distributed to beneficiaries, helping promote goodwill and strengthen community relations. Through initiatives like **AUB & RBA Cares**, RBA continues to uphold its mission of not only providing financial services but also contributing to meaningful social impact and nation-building.

- **Porac, Pampanga** – for the **Aeta community**
- **Pangasinan** – Community affected by flooding due to typhoon.
- **Bulacan** - Community affected by flooding due to typhoon.
- **Batangas** - for the **most impoverished barangays** in the province
- **Cavite** – Community affected by flooding due to typhoon.

With the generous support of our mother company, Rebisco Corporation, RBA was able to extend assistance to over 1,600 families by providing basic necessities.

This initiative reflects RBA's continued commitment to community outreach and social responsibility, particularly in reaching underserved and marginalized.

Teachers Day - RBA supported **Teachers' Day events** as a way to **recognize and honor the dedication of educators** in shaping the future of their students. The bank participated in celebrations held in **Pampanga, Bulacan, Pangasinan, and Nueva Ecija**, joining in the tribute to the invaluable role teachers play in the community.

As part of its advocacy, RBA also conducted **financial literacy sessions** for teachers, equipping them with essential knowledge on **money management, saving, and responsible borrowing** to help them make informed financial decisions for their future.



RBA actively participates in the annual **Brigada Eskwela** program as part of its strong commitment to community engagement and support for education. Our branches and Branch Managers personally take part in the preparation and cleaning of classrooms in coordination with local schools prior to the opening of classes.

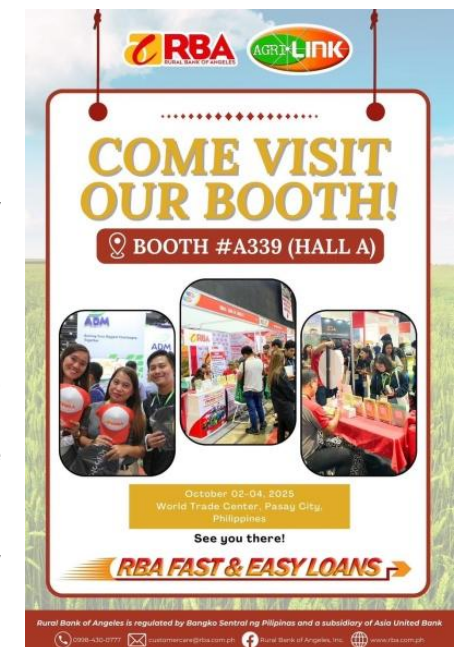
This initiative reflects RBA's dedication to helping ensure a safe, clean, and conducive learning environment for students, while strengthening its support and partnership with the communities it serves.



71st Philsutech Annual National Convention – RBA proudly participated in the annual National Convention held last August 12- 15 at Cebu. We are committed in supporting the sugarcane industry by providing outstanding rural banking services with accessible and reliable financial solutions for planters, farmers, machinery operators and agri-entrepreneurs.

Agrilink Tradeshow – Rural Bank of Angeles (RBA) actively participates in agricultural trade shows and exhibitions as part of its commitment to strengthening its connection with farmers, agribusiness stakeholders, and rural communities. These events provide an excellent platform for RBA to showcase its financial products and services designed to support the agricultural sector.

One of the key events participated in by RBA is **Agrilink**, one of the country's most prestigious and widely recognized leaders, farm machinery suppliers, agribusiness companies, government agencies, and farmers, creating opportunities for knowledge sharing, networking, and business development.



Through its participation in Agrilink and similar agricultural events, RBA is able to directly engage with farmers, introduce its Fast and Easy Loan Programs, and promote accessible financing solutions that help improve farm productivity and support agricultural modernization. These activities reinforce RBA's commitment to empowering Filipino farmers and contributing to the sustainable growth of the agricultural sector.



GAWAD TANYAG BY LANDBANK - A Proud Milestone for RBA

Rural Bank of Angeles (RBA) is honored to have been recognized with the **Gawad Tanyag Award** during the celebration of the **62nd Anniversary of the Land Bank of the Philippines (LBP)**. This prestigious recognition, awarded to RBA among rural banks nationwide, reflects our unwavering commitment to delivering excellent banking services and creating a meaningful impact in the communities we serve.

This achievement highlights RBA's dedication to promoting financial inclusion, particularly among the unbanked and underbanked sectors, as well as our continued support for Filipino farmers through accessible and affordable financing solutions. It serves as a testament to the hard work, passion, and commitment of our employees, partners, and stakeholders in advancing rural development and agricultural growth.

More than a recognition of our accomplishments, this award inspires us to further strengthen our mission of empowering Filipino farmers, supporting rural enterprises, and improving the lives of the communities we serve. As we move forward, RBA remains committed to providing innovative financial solutions and contributing to the sustainable development of the Philippine countryside.

This recognition motivates us to continue making a positive difference and to pursue even greater opportunities to uplift Filipino farmers and rural communities across the nation.



FINANCIAL CONSUMER PROTECTION

To be responsive to the needs of the customers, and to conform to the regulatory requirements, Rural Bank of Angeles (RBA) is compliant with the BSP's framework on Financial Consumer Protection (BSP Circular 857 as amended by Circular 1048).

When engaging with consumers, RBA strictly observes and abides the following consumer protection standards:

1. Providing easy and convenient access within premises to persons with disability, pregnant women and senior citizens. Each branch has this "Priority Lane" designated for persons with disability (PWDs), pregnant women and senior citizens which is located in front of the teller's booth. This is in compliance with providing easy and convenient access to bank services for them.
2. The Bank ensures that all bank documents such as Customer Information Forms (CIF), loan application forms and other related updating forms are clearly understood and reasonable consistent with the consent and notification requirements of the Data Privacy Act.
3. The Bank has consumer protection policy guidelines. In line with this, the Bank established a Consumer Assistance Management System to properly handle consumer complaints/concerns in accordance to the directive of the Financial Consumer Protection.

BOARD OF DIRECTORS (BOD) AND SENIOR MANAGEMENT (SM)

The BOD and Senior Management are responsible for developing the Bank's Consumer Protection Strategy and establishing an effective oversight over the Bank's Consumer Protection Program.

The BOD is ultimately responsible in ensuring that consumer practices are embedded in Bank's operations.

1. The BOD is primarily responsible for approving and overseeing the implementation of the Bank's Consumer Protection policies as well as mechanism to ensure compliance;
2. The BOD is responsible in approving the Risk Management Strategies relating to effective Recourse by the Consumer;
3. The BOD may delegate other duties and responsibilities to Consumer Protection Committee (CPC) but not the function of overseeing compliance with the BSP prescribed and Bank's own Consumer Protection Framework;

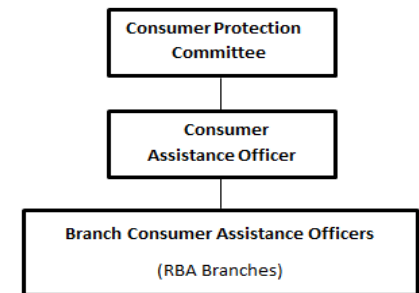
4. Responsible for monitoring and overseeing the performance of Senior Management in managing the day-to-day CP activities of the Bank.
5. Provide adequate resources devoted to Consumer Assistance

CONSUMER PROTECTION COMMITTEE (CPC)

The CPC should periodically provide adequate information to the Board regarding the consumer complaints, status of complaints, and any recommendation or updates on systems improvements.

The composition of the CPC is as follows:

- Chairman – Head of the Human Resources Department
- Regular Members – Head of Operations and Head of Collections
- Advisory Member – Compliance Officer
- Secretariat – Consumer Assistance Officer (CAO) / Branch Operations Officer (BOO) and Productivity and Process Officer (PPO)



CPC is accountable for designing and implementing the Consumer Assistance Management Systems (CAMS).

DUTIES AND FUNCTIONS OF THE COMMITTEE (CPC)

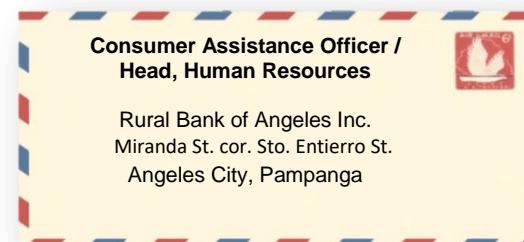
The CPC shall have the following duties and functions:

- a. Ensures the alignment of the Customer Assistance Management Systems (CAMS) to the bank's operational and strategic plans.
- b. Enhances the organization of Customer Assistance Officers that will effectively address the client's complaints.
- c. Deliberate the resolutions provided by the concerned Department/units to address the complex complaints.
- d. Monitoring of the status of the imposed disciplinary actions or sanctions instituted to employees by HR Department.
- e. Provide summary report and information to the Board

CONSUMER PROTECTION RISK MANAGEMENT SYSTEM (CPRMS)

To further strengthen the Bank's Risk Management System, the following principles of consumer protection are in place:

1. Confidentiality and Security of Client Information
2. Effective Recourse
3. Disclosure and Transparency
4. Fair Treatment
5. Financial Education and Awareness



CONSUMER ASSISTANCE PROCESS AND TIMELINES

Rural Bank of Angeles, Inc. (RBA) processes the received complaints as fast as it could. However, the Bank will adopt the turn-around time set by the Circular to ensure the consistency of response to be provided. See the following timeline:

ACTIVITY	SIMPLE	COMPLEX
Acknowledgment	Within 2 days	Within 2 days
Processing and resolution (assess, investigate and resolve)	Within 7 days	Within 45 days
Communication of Resolution	Within 9 days	Within 47 days

- *This is also applicable to Telephone/SMS and E-mail acceptance of complaint*
- *All periods are reckoned from the date of receipt of complaint*

COMPLAINT RECORDING AND DATA MANAGEMENT

RBA use different channels to received consumer complaints as shown in the procedure in handling complaints.

PROCEDURE IN HANDLING CUSTOMER COMPLAINTS/CONCERNS

Rural Bank of Angeles customers may lodge their complaints/concerns/grievances through the following means:

1. For Walk-in / Personal visit to Head Office and/or Branches

The customer should:

- i. Fill-out the Customer Complaint Form
- ii. Specify and detail completely the complaints/concerns

2. Postal

The complaining client may send their complaints thru Postal/express delivery addressed to:

3. Electronic Capturing of Complaints / Data Management System

A. Via Phone Call or SMS

HOTLINE	0998 430 0777
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B. Via E-mail

customercare@rba.com.ph

REPORTORIAL REQUIREMENT

Internal Reporting

- a. Complaints Report shall have the following minimum data:
 - General category of complaints received
 - Statistics and frequency of said complaints
 - Aging of complaints or requests
 - Explanation on deviation, if any, from required resolution period
 - General description of resolutions or actions taken to resolve the complaints or requests.
- b. The report shall include recommendation on how to avoid recurring complaints and suggestions for process/ personnel competency improvement, if any.

BSP Reporting

The Bank through its Compliance Officer shall submit consolidated Complaints Report to the Supervisory Data Center (SDC) of the Supervision and Examination Sector on a quarterly basis. Submission of the report to the SDC shall not be later than one (1) month after the end of every quarter. A Complaints Report is a Category B Report for purposes of applying the appropriate monetary penalty.

Annexes

1. Summary of Report
2. Complaint Report Form

C O N F I D E N T I A L C U S T O M E R C O M P L A I N T F O R M¹

1. NAME OF COMPLAINANT/ PANGALAN NG NAG REREKLAMO

2. COMPLETE ADDRESS / KUMPLETONG ADDRESS

3. TELEPHONE, CELPHONE NO. / NUMERO NG TELEPONO

4. WHAT IS THE BEST TIME TO CALL YOU/ ANONG ORAS KA MAARING TAWAGAN
_____ ; am/pm
5. REASON FOR COMPLAINT / DAHILAN NG REKLAMO
(Use additional Paper if needed / Gumamit ng karagdagang papel kung kinakailangan)

Date/Petsa

Signature of Complainant/
Lagda ng Nagreklamo

¹ Make sure that all fields are completely filled up
Siguruhin na lahat ng hinihinging impormasyon ay mailahad ng kumpleto

ANNEX 1

RURAL BANK OF ANGELES, INC.

SUMMARY OF COMPLAINTS REPORT

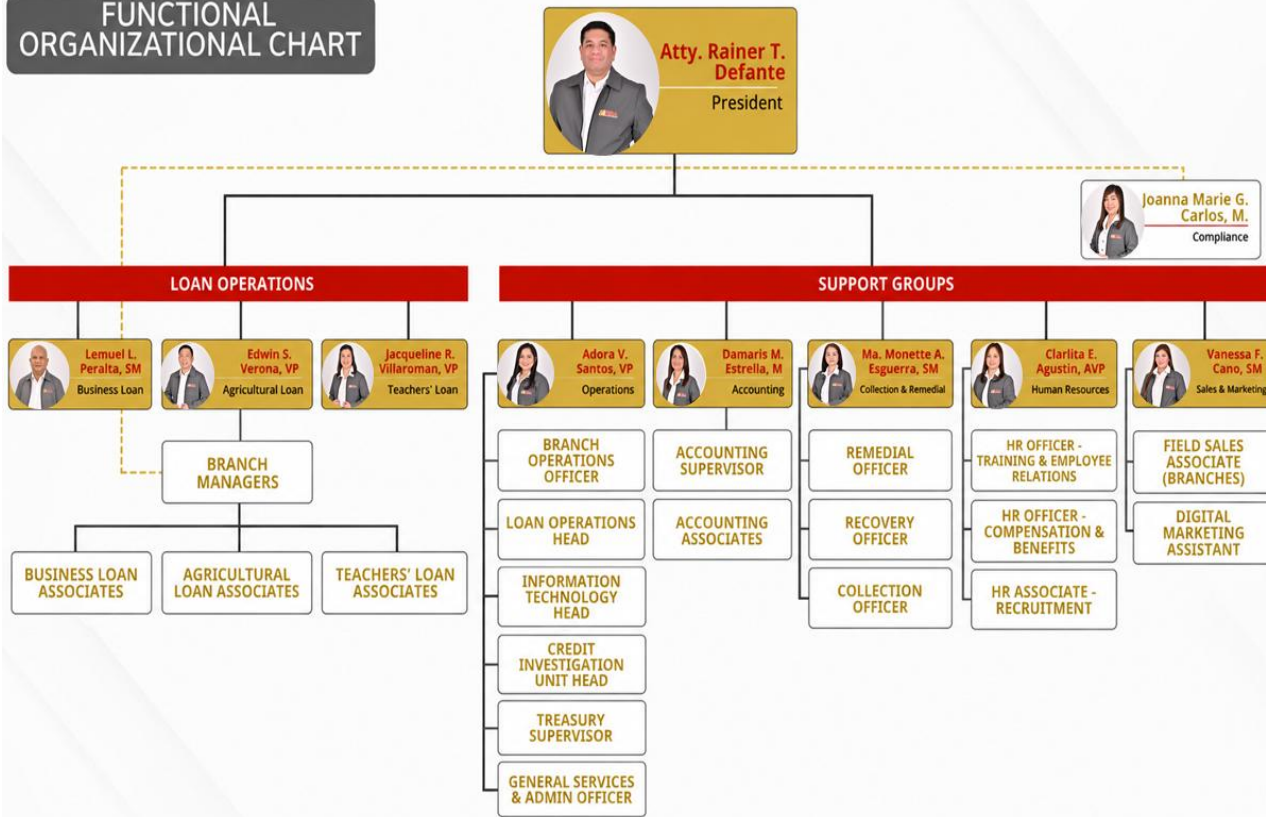
Covered Report: *<monthly for Branch Consumer Assistance Officer>*

<monthly for Consumer Assistance Officer

Name of the Complainant	Subject/Nature of Complaint	Name of Personnel Directly handling the Complaint	Date of Receipt of Complaint by the Bank	Action Taken by the Bank to address the Complaint	Resolution Provided	Date of Resolution	Other Information

CORPORATE INFORMATION

FUNCTIONAL ORGANIZATIONAL CHART



BRANCH DIRECTORY

BRANCH	PROVINCE	ADDRESS	BRANCH E-MAIL ADDRESS	MOBILE NO.
1 LUNA	APAYAO	Purok 4, Quino, Luna, Apayao	luna@rba.com.ph	9190662334
2 BALER	AURORA	Bonifacio St., Brgy. Suklayin, Baler, Aurora	baler@rba.com.ph	9190662321
3 IRAAN	BATANGAS	Melro Rd., Brgy. Palandan, Ibaan, Batangas	iraan@rba.com.ph	9190667331
4 VALENCIA	DAKIDNAN	Purok 12, Sayre Highway Poblacion, Valencia City, Davao	valencia@rba.com.ph	9190810436
5 BALIUAG	BULACAN	Unit 7, JRV Centre Bldg., DRT Highway, Pagala, Baliuag, Bulacan	baliuag@rba.com.ph	9190810435
6 CAMALANIGAN	CAGAYAN	Aglipay St. Butala, Camalanigan, Cagayan	camalanigan@rba.com.ph	9190665540
7 ALCALA	CAGAYAN	Centro Norte, Alcala, Cagayan	alcala@rba.com.ph	9190665539
8 TUGUEGARAO	CAGAYAN	Luna Ext., Ugec Highway, Ugec Sur, Tuguegarao City, Cagayan	tuguegarao@rba.com.ph	9190665543
9 BLU CALAPAN	CALAPAN CITY	Brgy. Pating Tubig, Calapan City, Oriental Mindoro	calapan@rba.com.ph	9190662348
10 CALAUAN	CALAUAN	J.P. Rizal Avenue, Marfori Subdivision, Brgy. Stargan, Calauan, Laguna	calauan@rba.com.ph	9190662347
11 LIBMANAN	CAMARINES SUR	Purok 5 Plus Batia, Libmanan, Camarines Sur	libmanan@rba.com.ph	9190665561
12 TRECE MARTIRES	CAVITE	13 Martys Avenue, Mandan Bldg., Brgy. San Agustin, Trece Martires City, Cavite	trece@rba.com.ph	9190665594
13 DINGRAS	ILOCOS NORTE	Fast Unit, Exponent Commercial Space, Brgy. Guerrero, Dingras, Ilocos Norte	dingras@rba.com.ph	9190665549
14 BANTAY	ILOCOS SUR	Kinglet Bldg., Brgy. Bulag East, Bantay, Ilocos Sur	bantay@rba.com.ph	9190665560
15 POTOTAN	ILOILO	Rumbang, Pototan, Iloilo	pototan@rba.com.ph	9190665567
16 FCHAGUIF	ISABELA	1st Floor Legris Legacy Bldg., National Highway, Brgy. Maligaya, Fchagua, Isabela	fchagua@rba.com.ph	9190665573
17 SAN MATEO	ISABELA	National Highway, Brgy. 1 Poblacion, San Mateo, Isabela	sanmateo@rba.com.ph	9190665536
18 ROXAS	ISABELA	Tagamas St. Brgy. Vira, Roxas, Isabela	roxas@rba.com.ph	9190665537
19 ILAGAN	ISABELA	National Highway, Balgatan, Ilagan City, Isabela	ilagan@rba.com.ph	9190665541
20 TABUK	KALINGA	Brgy. Balanao Norte, Tabuk City, Kalinga	tabuk@rba.com.ph	9190665548
21 SAN FERNANDO	LA UNION	Celis Bldg., Brgy. Pwiser, San Fernando City, La Union	sanunion@rba.com.ph	9190662324
22 ORMOG	LEYTE	Lila Avenue Bldg., Cagon, Ormoc City, Leyte	ormoc@rba.com.ph	9543059473
23 BAGO	NEGROS OCCIDENTAL	Areneta St., Bago City, Negros Occidental	bago@rba.com.ph	9190665579
24 CABANATUAN	NUOVA ECUIA	Maharlika Highway, Brgy. Queson District, Cabanatuan City, Nueva Ecija	cabanatuan@rba.com.ph	9190665579
25 MUNOZ	NUOVA ECUIA	245 T. Delos Santos St., Brgy. Poblacion West, Science City of Munoz, Nueva Ecija	munoz@rba.com.ph	9190665530
26 GIMBA	NUOVA ECUIA	Powerflex Bldg., Camayan Buglong, Provincial Road, Guimba, Nueva Ecija	gimba@rba.com.ph	9190665546
27 SOLANO	NUOVA VIZCAYA	#3 Agbayani Bldg., Gaddang St., Poblacion North, Solano, Nueva Vizcaya	solano@rba.com.ph	9190665534
28 SAN JOSE	OCCIDENTAL MINDORO	JWL Building, Rizal Street, Poblacion 1, San Jose, Occidental Mindoro	sanjose@rba.com.ph	9199963651
29 VICTORIA	OCCIDENTAL MINDORO	MMT Bldg., National Highway, Poblacion 1, Victoria, Oriental Mindoro	victoria@rba.com.ph	9190665574
30 MAIN	PAMPANGA	Miranda St., Corner Sita, Linao St., Angeles City, Pampanga	main@rba.com.ph	9190665517
31 MAGALANG	PAMPANGA	San Nicolas Uno, Magalang, Pampanga	magalang@rba.com.ph	9190665520
32 SAN FERNANDO	PAMPANGA	LNG Bldg., Mc Arthur Highway, Dolores, San Fernando City, Pampanga	sanfernando@rba.com.ph	9190665521
33 MANGATAREM	PANGASINAN	Nlang National Road, Brgy. Umangan, Mangatarem, Pangasinan	mangatarem@rba.com.ph	9190665531
34 ASINGAN	PANGASINAN	L. Solano St., cor T. Victoria St., Poblacion East, Asingan, Pangasinan	asingan@rba.com.ph	9190665532
35 MANGALDAN	PANGASINAN	Unaang West, Mangaldan, Pangasinan	mangaldan@rba.com.ph	9190665538
36 ALAMINOS	PANGASINAN	Sabero, Poblacion, Alaminos City, Pangasinan	alaminos@rba.com.ph	9190665547
37 CABARRIGUIS	QUIRINO	Purok 4, Maingandingay, Cabarriguis, Quirino	cabarriguis@rba.com.ph	9190665542
38 ROXAS CAPIZ	ROXAS CAPIZ	Door 108, VDI Bldg., Rizal St., Poblacion VI (Barangay VI), Roxas City, Capiz	capiz@rba.com.ph	9190665536
39 SARIAYA	SARAYAYA	General Luna Highway corner Gale St., Poblacion 4 Sariaya, Quezon	sariaya@rba.com.ph	9190665518
40 KORONADAL	SOUTH COTABATO	General Santos Drive, Korondal City, South Cotabato	koronadal@rba.com.ph	9190662349
41 CAPAS	TARLAC	Poblacion, Sto. Rosario, Capas, Tarlac	capas@rba.com.ph	9190665519
42 OFRONA	TARLAC	Poblacion 3, Genoa, Tarlac	ofrona@rba.com.ph	9190665528

KEY OFFICERS' PROFILE



ATTY. RAINER T. DEFANTE

President

Nationality: Filipino

10 Years in Service

- Graduated with a Bachelor of Laws degree at the San Beda University, and was admitted to the Philippine Bar in 1998. Earned a Post-Graduate Certificate in Business Management and Consulting from the Asian Institute of Management in 2024.
- Holds the rank of Executive Vice President in Asia United Bank and has been seconded to RBA as President since August 2015.
- With over 29 years of combined experience in banking, both local and foreign financial institutions; with legal advisory and litigation experience being an in-house counsel as part of his law practice.
- Oversees the overall banking operations and implementation of policies and strategic objectives set forth by the Board of Directors of the Bank.



ATTY. ADORA V. SANTOS

Treasury & Operations Head

Nationality: Filipino

3 Years in Service

- Graduate of BS Accountancy at the College of the Immaculate Conception in 1999 and Masters in Business Administration major in Management at Araullo University in 2003; obtained her license as Certified Public Accountant in 2000.
- Graduated with a Bachelor of Laws degree at the John Wesley School of Law and Governance, Wesleyan University Philippines in 2024, and later admitted to the Philippine Bar.
- Has joined RBA on February 2022 with the rank of Vice-President.
- Over 27 years of combined experience in accounting, audit, compliance and operations; with previous regular and consultancy engagements; 20 years of which was with Thrift Banks, Rural Banks and Cooperative Banks.
- Responsible for all finance and treasury aspects of the Bank. Overseeing comprehensive back-office functions, including credit processing, branch operations, information technology and Credit and Appraisal Department of the entire Bank.



EDWIN S. VERONA

Agricultural Loans Head

Nationality: Filipino

9 Years in Service

- Completed Bachelor of Science in Nursing degree at the Nueva Ecija Colleges in 1994.
- Joined RBA on February 2016 with the rank of Vice-President.
- Over 22 years of experience in banking, specifically in loans and marketing, and account management.
- Responsible for the overall management and supervision of loan solicitation, bookings, and documentation of the extensive Agricultural loan products of the Bank.



JACQUELINE R. VILLAROMAN

Teacher's Salary Loans Head

Nationality: Filipino

6 Years in Service

- Graduated with a Bachelor's degree in Accountancy at the Araullo University in 1997.
- Joined RBA on March 2019 with the rank of Assistant Vice-President; promoted to Vice President in 2022.
- Over 27 years of combined experience in branch operations, sales and marketing, and loans; 18 years of which from a Savings Bank.
- Responsible for managing the business activities of the Bank on Teachers salary loans, and developing its large-scale portfolio.



VANESSA F. CANO

Sales & Marketing Head

Nationality: Filipino

10 Year in Service

- BSBA major in Marketing Management graduate at Holy Angel University in 2005
- Has been with RBA since November 2015, and currently with the rank of Senior Manager
- With 16 years of combined experience in branch operations, sales and marketing
- Responsible for the development, formulation and effective implementation of sales and marketing strategies for the Bank's products and services.



CLARLITA E. AGUSTIN

Human Resources Head

Nationality: Filipino

1 Year in Service

- Graduate of Saint Louis University in 2000 with a Bachelor of Science degree in Psychology
- Joined RBA on April 2024 with the rank of Assistant Vice President
- Over 26 years stint in human resources management, organization development, administrative services, and consulting, 14 years of which in a Savings Bank
- Primarily responsible for the proper implementation of all human resource functions and programs, as well as development of people management strategies and initiatives.



LEONARD C. DAVID

Information Technology Head

Nationality: Filipino

14 Years in Service

- Graduated with a Bachelor's degree in Information Technology at the Don Honorio Ventura Technological State University in 2010
- Employed with RBA since February 2011, and currently with the rank of Manager
- With 15 years of experience in IT operations, data management, bank systems and procedures
- Responsible for the overall administration of the Bank's IT operations.



MA. MONETTE A. ESGUERRA

Collections & Remedial Head

Nationality: Filipino

16 Years in Service

- Holds a Bachelor's degree in Accountancy from the University of the Assumption in 1994
- Has been with RBA since October 2009, and currently with the rank of Senior Manager
- Over 30 years of combined experience in accounting, branch operations, loan processing, documentation, policies and procedures
- Responsible for the overall supervision and administration of collections and remedial operations



JOANNA MARIE G. CARLOS

Compliance Head

Nationality: Filipino

8 Years in Service

- Graduate of BSBA major in Banking and Finance from Guagua National Colleges in 2005
- Has been with RBA since March 2017 and currently with the rank of Manager.
- With 14 years of combined experience in accounting, audit, branch operations, loans, credit analysis and compliance
- Conducts the compliance activities of the Bank to ensure operations are properly controlled, and in compliance with internal control standards, policies and regulatory requirements.



DAMARIS M. ESTRELLA

Accounting Head

Nationality: Filipino

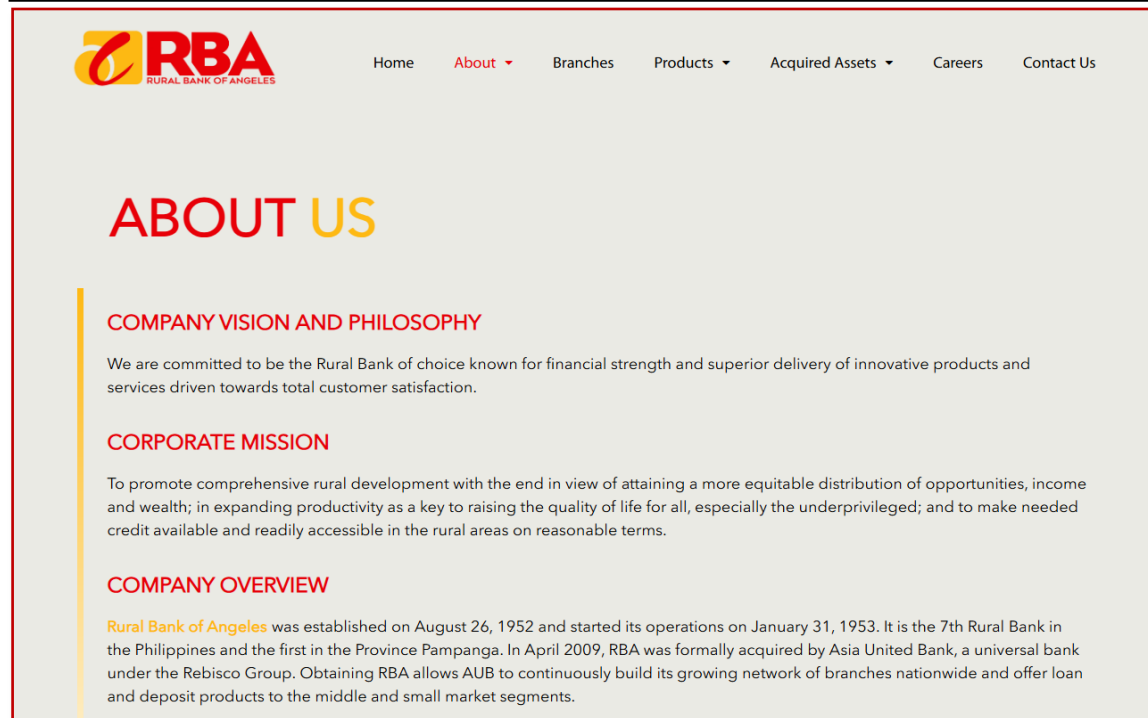
1 Year in Service

- Graduate of Bachelor of Science in Commerce major in Management from Guagua National Colleges in 1996
- Joined RBA on April 2024 with the rank of Manager
- Over 28 years of banking experience in accounting and branch operations
- Responsible for the overall accounting and bank-wide preparation, monitoring and checking of accounting and record keeping of the branches. Further, ensuring all internal and external regulatory reports are prepared and submitted on time.

MAJOR STOCKHOLDERS

Class	Name	Citizenship	% of Ownership
Common		Filipino	99.54%
Preferred			

RBA'S WEBSITE www.rba.com.ph



COMPANY VISION AND PHILOSOPHY

We are committed to be the Rural Bank of choice known for financial strength and superior delivery of innovative products and services driven towards total customer satisfaction.

CORPORATE MISSION

To promote comprehensive rural development with the end in view of attaining a more equitable distribution of opportunities, income and wealth; in expanding productivity as a key to raising the quality of life for all, especially the underprivileged; and to make needed credit available and readily accessible in the rural areas on reasonable terms.

COMPANY OVERVIEW

Rural Bank of Angeles was established on August 26, 1952 and started its operations on January 31, 1953. It is the 7th Rural Bank in the Philippines and the first in the Province Pampanga. In April 2009, RBA was formally acquired by Asia United Bank, a universal bank under the Rebisco Group. Obtaining RBA allows AUB to continuously build its growing network of branches nationwide and offer loan and deposit products to the middle and small market segments.

THE AUDITED FINANCIAL STATEMENTS, AUDITOR'S OPINION, AND BSP REQUIRED DISCLOSURE



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