



HEALTH PLAN PHILIPPINES, INC.

2024 SUSTAINABILITY REPORT

UNIT 804 iSQUARE BLDG.
#15 MERALCO AVE.
SAN ANTONIO 1605 CITY OF PASIG
SECOND DISTRICT NATIONAL CAPITAL REGION
EMAIL: questions@ourhivehealth.com
WEBSITE: <https://www.hppi.com.ph>



ABOUT US

Health Plan Philippines, Inc. was incorporated as a Health Maintenance Organization in April 1986 and registered with the Securities & Exchange Commission on May 23, 1986. Its primary purpose is to engage in the business of developing, conducting, maintaining, arranging for and promoting comprehensive medical and health maintenance services. Health Plan Philippines, Inc. is licensed to operate as an HMO by the Insurance Commission. It is a member of the Association of Health Maintenance Organization of the Philippines (AHMOPI).

In 2023, Health Plan Philippines, Inc. joined the Hive Health Group of Companies as its strategic HMO subsidiary.

VISION

Health Plan Philippines, Inc. will be a nationally recognized health delivery organization, acknowledged for its efficient service, ethics, and rational practice of medicine.

MISSION

We believe that our true responsibility lies not only in achieving the wellness of every individual member, but the entire client-organization as well. We endeavor to do this by providing the best possible health maintenance agreements, pertinent clinic services, health education, and creative health delivery products complemented by applicable technologies.

We believe that the best way to serve the nation is to serve it equally well, despite the distance needed to be traversed to serve all patients. As such, we believe in developing our capability to serve the provincial and other marginalized areas of the archipelago to a degree equal to that of major cities. We will strive to provide our client organizations and individual members hassle-free care based on currently accepted standards of medical practice.

We ensure our ability to serve by being sustainable as an organization and relevant as an endeavor.

We believe in promoting a healthy working environment that will empower our employees and nurture their personal as well as professional growth so that everyone who works in Health Plan Philippines, Inc., will go about their duties with personal commitment and positive regard to all, and that the challenges of the industry be approached with compassion, competence, tact, and dignified firmness to promote the interests of all.

OUR APPROACH TO SUSTAINABILITY

HPPI is committed to creating value that supports the well-being of our employees, clients, providers, vendors, shareholders, and communities. We integrate economic, environmental, social, and governance objectives into our decision-making to deliver long-term value to our stakeholders.

In particular, we view sustainability as responsible stewardship across four pillars:

1. **Economic Sustainability** – ensuring financial strength, fair pricing, and long-term viability of benefits.
2. **Environmental Stewardship** – minimizing environmental impact of operations and enabling more sustainable healthcare delivery.
3. **Social Impact** – improving the health outcomes, financial protection, and healthcare experience of Filipino employees and families.
4. **Good Governance** – upholding strong compliance, data protection, risk management, and ethical conduct.

Our executive leadership is responsible for the Company's efforts in developing, implementing, monitoring, and reporting on HPPI's sustainability objectives and programs. Ultimate oversight for our sustainability-related initiatives lies with the Board of Directors. The Board reviews, evaluates, and monitors progress concerning social, employment, governance, diversity and inclusion, environmental, and other matters of interest to the Company and its stakeholders.

ECONOMIC SUSTAINABILITY

HPPI is committed to maintaining long-term financial strength through responsible pricing, disciplined underwriting, and the strategic use of data and technology. By applying advanced analytics to claims patterns, provider utilization, and member behavior, we are able to design more sustainable benefit structures and anticipate cost trends more effectively. Our digital systems also reduce administrative waste, strengthen fraud prevention, and improve provider payment transparency—key drivers of a healthier economic model for both the company and its members. These efforts support fair and stable pricing for employers while safeguarding the long-term viability of comprehensive health benefits.

ENVIRONMENTAL STEWARDSHIP

HPPI aims to reduce its environmental footprint by embedding sustainable practices into daily operations and healthcare delivery. The Company promotes teleconsultation as a first line of care when clinically appropriate, reducing the need for patient travel and lowering emissions associated with in-person visits. Internally, HPPI has adopted a hybrid work policy that minimizes commuting-related environmental impact and supports efficient use of office resources. The

ongoing shift from paper-based workflows to fully digital processes—such as digital LOAs, electronic processing of payments and claims, and digital onboarding—significantly reduces paper consumption and waste. These initiatives mark the foundation of HPPI’s long-term commitment to environmentally responsible healthcare.

SOCIAL IMPACT

HPPI’s mission is centered on improving the health outcomes, financial protection, and overall healthcare experience of Filipino employees and their families. The Company prioritizes accessible, patient-centered services—including rapid LOA approvals, care navigation support, and broad provider network availability—to ensure that members receive timely and appropriate care. By integrating preventive health programs and offering benefits designed to mitigate out-of-pocket medical expenses, HPPI contributes to greater financial resilience for households. HPPI also invests in member education, provider partnerships, and service quality improvements to help create a more equitable and responsive healthcare system for the communities it serves.

GOOD GOVERNANCE

HPPI upholds strong governance practices to ensure accountability, integrity, and regulatory compliance across all operations. The Board provides oversight of strategic direction, financial sustainability, and risk management, supported by a robust Corporate Governance Framework aligned with Insurance Commission requirements. The Company maintains strict adherence to data privacy and cybersecurity standards, with dedicated officers overseeing compliance, incident response, and employee training. Internal controls, ethics guidelines, and regular audits reinforce a culture of transparency and responsible conduct. Through these measures, HPPI ensures that the trust placed in the Company by members, providers, employees, and regulators is protected at all times.

2024 BOARD OF DIRECTORS

The Board of Directors and Management of Health Plan Philippines, Inc. is committed to adhering to the highest principles of good corporate governance. It is guided by the group's core values: Champion the Mission, Act Collaboratively, Test Fast, Uphold Integrity, and Strive for Excellence.

The Board of Directors is principally responsible for the compliance with the highest standard of good governance. The Board shall be responsible for approving and overseeing the implementation of the corporate plans and strategy. The Board shall provide an independent check on Management to ensure accomplishment of the corporate objectives.

The Board shall be composed of qualified directors with an appropriate mix of competence, expertise and diverse skills to enable it to perform its roles and responsibilities effectively. The Board of Directors shall be elected during each regular meeting of the stockholders and shall hold office for one (1) year and until successors are elected and qualified.

The Board of Directors of the Company shall have members not exceeding five (5) composed of executive and non-executive directors, the latter including independent directors. The non-executive directors shall constitute at least a majority of the Board to promote the independent oversight of management by the Board of Directors, and who shall be owners of at least one (1) share of the common stock of the Company. The Board shall have independent directors constituting at least twenty percent (20%) of the board.

The Company recognizes that a diverse Board strengthens governance, enriches strategic discussions, and supports well-balanced decision-making. Diversity brings a broad range of perspectives, experiences, and expertise that collectively enhance the Board's ability to oversee the Company effectively. The Company seeks to maintain a Board composition that reflects such diversity and supports its mission, values, and long-term sustainability.



CAMILLE PATRICIA DOMINIQUE ANG
CHAIRMAN OF THE BOARD

Ms. Camille Patricia Dominique Ang worked across various roles in the public-private partnership space with Macquarie, the world's largest infrastructure fund manager, as a Private Equity Executive, as well as with the Philippine government, McKinsey & Company, and the Rwandan Development Board. Camille has also worked in the technology space in Africa, particularly through Knife Capital, a leading venture capital firm in South Africa. Camille has an MBA from Harvard Business School and an MPA-International Development from the Harvard Kennedy School. She graduated from Ateneo de Manila University with a B.S. in Management Engineering.



JIAWEN TANG
DIRECTOR

Ms. Jiawen Tang has worked on data science and digital development initiatives with the International Monetary Fund (IMF), World Bank, and the United Nations. She led consumer financial services projects with Fortune 100 companies as an Engagement Manager at Oliver Wyman and worked on economic development initiatives with TechnoServe Swaziland. Jiawen has an MBA from Stanford Graduate School of Business and an MPA-International Development from Harvard University. She also graduated from Columbia University with a B.A. in Economics-Political Science.



ERIKA ALEXANDRIA CHUA
DIRECTOR

Dr. Erika Alexandria Chua was a co-founder of Immunoshield Incorporated, a Philippine remote care company focused on vaccine delivery, consultations, and laboratory testing. She has also had experience as a pediatrics resident at the Philippine Children's Medical Center as well as an emergency department physician at various hospitals. She is also an affiliate of the UK General Medical Council. She completed her medical degree simultaneously with her MBA in 2018 at the Ateneo School of Medicine and Public Health and Ateneo Graduate School of Business. Dr. Chua graduated with honors from Ateneo de Manila University with a B.S. Life Sciences specializing in Microbiology.



EDWIN MERCADO
DIRECTOR

Dr. Edwin M. Mercado is an orthopedic surgeon with over 35 years of leadership experience in hospital management and health systems development. He previously served as President and CEO of the Mercado General Hospital and QualiMed Health Network, where he led its growth into a nationwide network of hospitals, clinics, and specialty centers. He has advised the Department of Health, the Zuellig Family Foundation, and the Asian Development Bank on health financing and system strengthening. Dr. Mercado holds graduate degrees from Harvard Medical School and the University of North Carolina, and completed his medical and undergraduate studies at the University of the Philippines. He served as an Independent Director of HPPI from February to December 2024.



LYN KAE GO
DIRECTOR

Ms. Lyn Kae Go is a seasoned finance professional with a decade of experience across fintech, retail, ecommerce, and aviation. She previously served as Head of Finance at NextPay and Finance Manager at Sunnies Inc. Earlier in her career, she held roles in fleet planning, network planning, and revenue management in Cebu Pacific. She holds an MS in Finance from the University of the Philippines and a BS in Management Engineering from Ateneo de Manila University, graduating with high honors.