

Audit and Risk Committee

The Audit and Risk Committee (the “Committee”) shall assist the Board of Directors by providing recommendations and oversight, policy setting, information gathering and communication regarding the relevant risks, risk management system and infrastructure of the Company. It also has the oversight role with respect to financial information and audit functions by providing an independent review of the effectiveness of the financial reporting process and internal control system. The Committee will also performs the oversight of the related party transactions.

Audit and Risk Committee:

Avelino M. Sebastian	-	Chairman
David Zuellig	-	Member
Kasigod V. Jamias	-	Member

Corporate Governance Committee

The Corporate Governance Committee (the “Committee”) shall assist the board in ensuring compliance with and proper observance of corporate governance principles and practices. The Committee will also serve as the Remuneration and Nomination Committee of the Company.

Corporate Governance Committee:

Avelino M. Sebastian	-	Chairman
David Zuellig	-	Member
Generosa Pio de Roda Reyes	-	Member
Kasigod V. Jamias	-	Member

Remuneration Principles and Objectives

1. The remuneration of directors and key management personnel is in a sufficient amount to attract, retain and motivate people with the competencies and professional skills necessary to make the company successful.
2. The remuneration may consist of fixed and variable remuneration.
3. The remuneration of key management personnel is linked to Company Performance, which is highly transparent, and objectives.
4. Company also ensures that the remuneration provided into consideration risk, capital, liquidity, and the likelihood and timeliness of earning.