

	<b>Corporate Governance Committee Charter</b>	
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This Charter establishes the purpose, composition, authority and responsibilities of the Corporate Governance Committee (the “Committee”).

## **I. PURPOSE AND AUTHORITY**

The Corporate Governance Committee is tasked to ensure the Board’s effectiveness and due observance of sound corporate governance principles and policies. The Committee believes that prudent and effective corporate governance practices constitute the foundation of the Company’s strength and long-term existence to enhance and maximize long-term shareholder’s value.

To allow the Corporate Governance Committee to discharge its duties and responsibilities, the Committee is authorized to call for a meeting, gain access to all relevant data/resources within the Company, obtain professional training, advice or expertise, initiate investigation of any activities within the scope of its responsibilities and may make recommendations to the Board, as it deems appropriate.

## **II. COMPOSITION AND MEETINGS**

1. The Committee shall consist of at least three (3) members of the Board, all of whom should be independent directors including the Chairman. Its members shall have adequate and competent understanding of corporate governance principles and practices, in addition to thorough knowledge of the Company’s business and industry in which it operates.
2. Members of the Committee shall be designated by the Board annually and each member shall serve until such member’s successor is duly designated or until such member’s resignation or removal. Any member of the Committee may be removed from the Committee, with or without cause, by a majority vote of the Board.
3. The Committee shall meet at least annually with authority to convene additional meetings, as circumstances require. All Committee members are expected to attend each meeting. The Committee may invite members of Management, heads of business units, Chief Audit Executive, and the external auditor, to attend meetings and provide pertinent information, as necessary.
4. The Committee Secretary, under the direction of the Committee Chairman, shall prepare and provide in advance to all Committee members the notice of meeting, the meeting agenda, minutes of previous Committee meeting and the appropriate briefing materials.

## **III. DUTIES AND RESPONSIBILITIES**

The Committee is duty-bound to perform and carry out the following responsibilities:

- a. Oversees the implementation and periodic review of the corporate governance framework;
- b. Oversees the periodic performance evaluation of the Board and its Committees as well as Executive Management, and conducts an annual self-evaluation of its performance;
- c. Ensures that the results of the Board evaluation are shared, discussed, and that concrete action plans are developed and implemented to address the identified areas for improvement;

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- d. Recommends continuing education/training programs for directors, assignment of tasks/projects to Board Committees, succession planning for Board members and Senior Officers, and remuneration packages for corporate and individual performance;
- e. Adopts corporate governance policies and ensures its proper review, regular updating and consistent implementation;
- f. Proposes and plans relevant trainings for the members of the Board;
- g. Determines the nomination and election process for the Company's directors;
- h. Establishes a formal and transparent procedure to develop a policy for determining the remuneration of directors and officers; and
- i. Performs other duties and responsibilities as the Committee may deem appropriate within the scope of its primary functions or as may be assigned by the Board.