



REMUNERATION POLICY FOR DIRECTORS

March 16, 2017

The Board's Remuneration Policy aims to attract and retain qualified directors that the Company needs in order to achieve its strategic and operational objectives.

General Policy for Per Diem

Each director receives *per diem* of P80,000 for his attendance at every meeting of the Board and stockholders' meeting. For every Committee meeting, each director receives *per diem* of P40,000. The remuneration was based on a benchmark study against industry rates.

The per diem was ratified at the Company's regular annual stockholders' meeting held on July 27, 2016.

Remuneration of Non-Executive Directors (NEDs)

All Non-Executive Directors (NEDs) are entitled to receive from the Company, pursuant to a resolution of the Board of Directors and ratified by stockholders, *per diem* for their services as directors.

Loans and guarantees

No personal loans, advances, guarantees or securities, in any manner, are offered to members of the Board, including their spouses and other dependents.

Review and Approval

The Compensation and Remuneration Committee shall have the responsibility to review the amount, form and structure of the fees and recommend to the Board the appropriate remuneration of Directors.

In reviewing the remuneration, the Committee shall be guided by the objective of ensuring that the level of per diem should fairly pay directors for work required in the Company.

In no case shall the total yearly compensation of directors exceed ten (10%) percent of the net income before income tax of the Company during the preceding year.

Stockholders have the opportunity to approve any changes on the per diem remuneration during the annual meeting.