



TRAINING FOR DIRECTORS POLICY

June 2018

Newly elected members of the Corporation's Board of Directors shall undergo a comprehensive orientation or training on the Corporation's business operations, policies and other related matters for at least eight hours. He/she shall participate in an induction program that covers the Corporation's strategy, general financial and legal affairs, financial reporting, compliance programs, the Code of Business Conduct and Ethics, operational and business aspects unique to the Corporation and its business activities, and the responsibilities of the Board of Directors.

To keep Directors abreast of the latest developments in corporate governance matters, they must undergo an annual continuing educational program to include critical issues relating to the operation of public company boards.

Educational programs supplemental to the orientation course of Directors must be provided by the management of the Corporation. The management shall conduct an annual review to identify areas where the Board Members need further training or education.

Likewise, the Directors are encouraged to hold periodic visits to actual business operations of the Corporation's subsidiaries, such as housing developments, power plants, mine sites, construction sites, and water treatment facilities, among others.