

Board Skills Matrix

The Board skills matrix below represents the Directors' key skills, which are particularly valuable to the effective oversight of the company and execution of our strategy.

Experiences and skills that a director possesses	Jose Isidro N. Camacho	Alexander S. Narciso	Claude A. Accum	Francisco S.A. Sandejas	Lucy CL Chou	Benedicto C. Sison ¹	Rizalina G. Mantaring ²
Executive Leadership	✓	✓	✓	✓	✓	✓	✓
Financial Services	✓	✓	✓	✓	✓	✓	✓
Government Relations/Policy	✓		✓	✓	✓	✓	✓
International Business	✓	✓	✓	✓	✓	✓	✓
Risk Management	✓		✓	✓	✓	✓	✓
Actuarial					✓		
Human Resources	✓		✓	✓		✓	✓
Accounting	✓			✓	✓	✓	
Customer needs, behavior and brands	✓	✓	✓	✓	✓	✓	✓
Sales and Distribution	✓	✓	✓	✓		✓	✓
Corporate Governance	✓	✓	✓	✓	✓	✓	✓
Corporate Development	✓		✓	✓	✓	✓	✓

¹Elected as Director effective 01 July 2018 to replace Rizalina G. Mantaring

²Retirement effective 30 June 2018