

<b>COMPANY: Philam Equitable Life Assurance Company, Inc.</b>	
<b>SECTOR: Insurance</b>	
<b>FINANCIAL YEAR END: 31 December 2015</b>	
<b>COMPANY STRUCTURE: Class 1</b>	
<b>Bonus Items</b>	
<b>A. Rights of shareholders</b>	
A.1 Right to participate effectively in and vote in general shareholders meeting and should be informed of the rules, including voting procedures, that govern general shareholders meeting.	
A.1.1(B) Does the company allow the use of secure electronic voting in absentia at the general meetings of shareholders?	Answer: No. Not Applicable Item as per Insurance Commission Guidelines on Compliance with ACGS (Circular Letter No. 2015-13).
<b>B. Equitable treatment of shareholders</b>	
<b>B.1 Notice of AGM</b>	
B.1.1(B) Does the company release its notice of AGM (with detailed agendas and explanatory circulars), as announced to the Exchange, at least 28 days before the date of the meeting?	Answer: No. Not Applicable Item as per Insurance Commission Guidelines on Compliance with ACGS (Circular Letter No. 2015-13).
<b>B.2 Insider trading and abusive self-dealing should be prohibited.</b>	
B.2.1(B) Does the company have a policy requiring directors / Commissioners and key officers to notify the Board or its delegate at least one day before they deal in the company shares?	Answer: Yes. The Company's Insider Trading Policy governs the conduct of its directors, officers and employees on the matter. Source: <a href="#">2015 Annual Report, page 18, Operating Philosophy, Prevention of Insider Trading</a>
<b>D. Disclosure and transparency</b>	
<b>D.1 Quality of Annual Report</b>	
D.1.1(B) Does the company disclose the Identity of advisers/consultants to the remuneration/compensation committee appointed by the board and whether they are deemed independent or they have declared any conflicts of interests?	Answer: No.
<b>E Responsibilities of the Board</b>	
<b>E.1 Board Competencies and Diversity</b>	
E.1.1(B) Does the company have at least one female independent director/commissioner?	Answer: Yes. Prof. Victoria S. Licuanan is the female independent director of the Company. Source: <a href="#">2015 Annual Report, page 10, Profile of Prof. V.S. Licuanan</a>

<b>E.2 Nominating Committee</b>	
E.2.1(B) Does the Nominating Committee comprise entirely of independent directors/commissioners?	Answer: No
<b>E.3 Board Appointments and Re-Election</b>	
E.3.1(B) Does the company compile a board profile when considering candidates to the board (i.e., identify the professional skills and personal characteristics present on the current board; identify the missing skills and characteristics; and nominate individuals who could fill possible gaps)?	Answer: Yes. The Company's Insider Trading Policy governs the conduct of its directors, officers and employees on the matter. Source: <a href="#">2015 Annual Report, page 18, Operating Philosophy, Prevention of Insider Trading</a>
E.3.2(B) Does the company use professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for candidates to the board of directors/commissioners?	Answer: No. The Company seriously considers the qualifications of the members of the Board. Thus, it compiles their profiles such as professional skills and competence. Source: <a href="#">2015 Annual Report, page 8-11, Profile of Directors</a>
<b>E.4 Board Structure &amp; Composition</b>	
E.4.1(B) Has the company set a limit of five board seats in PLCs including its unlisted subsidiaries?	Answer: No
<b>E.5 Board Appraisal</b>	
E.5.1(B) Does the company appoint an external consultant to facilitate the board assessment at least once every three years?	Answer: No
<b>E.6 Risk Oversight</b>	
E.6.1 (B) Does the Annual Report contain a statement from the board of directors/commissioners or Audit Committee commenting on the adequacy of the company's internal controls/risk management systems?	Answer: No