

COMPANY NAME : PHILAM EQUITABLE LIFE ASSURANCE COMPANY, INC.
COMPANY STRUCTURE : CLASS 1
FINANCIAL YEAR END : 2016
SECTOR : INSURANCE

A. Rights of shareholders			
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.	Y/ N	Reference/ Source document
A.1.1(B)	Does the company allow the use of secure electronic voting in absentia at the general meetings of shareholders?	N	Not Applicable Item as per Insurance Commission Guidelines on Compliance with ACGS (Circular Letter No. 2015-13).
B. Equitable treatment of shareholders			
B.1	Notice of AGM		
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?	Y	<p>Not Applicable Item as per Insurance Commission Guidelines on Compliance with ACGS (Circular Letter No. 2015-13).</p> <p>The Company provided the Notice of Meeting with Agenda Items for Resolution at least 28 days prior to the actual meeting. For the 25 April 2016 Annual Stockholders' Meeting, the notice was sent on 31 March 2016, and for the 06 April 2017 Annual Stockholders' Meeting, the notice was sent on 06 March 2017.</p> <p>Source Documents:</p> <ul style="list-style-type: none"> ▪ Notice Agenda of Annual Stockholders' Meeting dated 31 March 2016 ▪ Notice Agenda of the Annual Stockholders' Meeting dated 06 March 2017
C. Roles of Stakeholders			
C.1	The rights of stakeholders that are established by law or through mutual agreements are to be respected		
C.1.1 (B)	Does the company practice integrated report on its annual reports?	Y	<p>The company practice integrated report on its annual report.</p> <p>Source Document: 2016 Annual Report</p>
D. Disclosure and transparency			
D.1	Quality of Annual Report		

D.1.1 (B)	Are the audited annual financial report /statement released within 60 days from the financial year end?	N	The Company's Audited Financial Report was released within 120 days from the financial year end in compliance with SEC requirements. The Audited Financial Statements of PELAC was approved by the Stockholders on 06 April 2017, and submitted/released to the Securities and Exchange Commission and the Bureau of Internal Revenue on 26 April 2017.
D.1.2 (B)	Does the company disclose details of remuneration of the CEO?	N	The company does not disclose its remuneration for its executive directors and CEO
E. Responsibilities of the Board			
E.1	Board Competencies and Diversity		
E.1.1(B)	Does the company have at least one female independent director/commissioner?	Y	For 2016, the Board has one female member, Ms. Victoria S. Licuanan, who is currently a research fellow and adjunct faculty of the Asian Institute of Management (AIM). Prior to her retirement, she was Dean of AIM in 2005-2010, and continues to teach economics, negotiations, strategy and Asian business in addition to research. Source Document: 2016 Annual Report, page 8 – Profile of Ms. Victoria S. Licuanan
E.2	Nominating Committee		
E.2.1(B)	Does the Nominating Committee comprise entirely of independent directors/commissioners?	N	Under its Charter and the Manual of Corporate Governance, the Nomination Committee shall consist of at least three (3) members of the Board of Directors, one of whom must be independent. Philam Life's Nomination & Governance Committee is currently composed of the following: Mr. Ariel G. Cantos (executive director); Mr. Ernesto R. Lagdameo, Jr. (independent director); and Ms. Maria Adoracion R. Go (executive director). Source Documents: <ul style="list-style-type: none"> ▪ Nomination and Governance Committee Charter ▪ Manual of Corporate Governance, page 4 – Nomination Committee ▪ 2016 Annual Report, page 10 - Nomination Committee Composition

E.2.2(B)	Does the Nominating Committee undertake the process of identifying the quality of directors aligned with the company's strategic directions?	Y	In addition to the provisions set forth in the Manual of Corporate Governance, the Board has approved the Nomination Committee Charter, which provides the structure, authority and responsibilities, and procedures and administration of the Committee. The Manual of Corporate Governance and the Nomination Committee Charter are made available on the Company website. Source Document: Nomination and Governance Committee Charter
E.3	Board Appointments and Re-Election		
E.3.1(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?	N	The Company seriously considers the qualifications of the members of the Board. Thus, it compiles their profiles such as professional skills and competence. Source Document: 2016 Annual Report, Profile of Directors
E.4	Board Structure & Composition		
E.4.1(B)	Do independent non-executive directors/commissioners make up more than 50% of the board of directors/commissioners?	N	PELAC Board of Directors has seven (7) members, composed of two (2) independent directors, one (1) non-executive director, and four (4) executive directors. The independent directors are as follows: 1) Mr. Ernesto R. Lagdameo, Jr. and Ms. Victoria S. Licuanan.
E.5	Board Performance		
E.5.1(B)	Does the company have a separate level Risk Committee?	N	The Risk Management of PELAC is within the Enterprise Risk Management of the Philam Group. The following tools were implemented: Risk Control Self-Assessment (RCSA) and Risk Event Capture and Analysis Process (RECAP). On a quarterly basis, the monitoring of the results of RCSA is reported to the Risk Management Committee which includes discussion on the RECAP. Source Document: 2016 Annual Report, page 14 – ENTERPRISE RISK MANAGEMENT