

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	Francisco S.A. Sandejas	Lucy CL Chou	Benedicto C. Sison	Leo Grepin ¹	Claude Accum 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 08 May 2019 to replace Claude Accum

²Resigned as Director effective 07 May 2019