

Subject 9 Training / Orientation Process

1. The Board undertakes to require a newly elected member of the Board to attend, within a reasonable period after his election to the Board, a seminar on corporate governance conducted by any duly recognized private or government institution.
2. In addition, newly elected members of the Board should familiarize themselves with the Corporation's operations, senior management and business environment. They should be inducted in terms of their fiduciary duties and responsibilities as well as in respect of the Board's expectations.
3. Appropriate training opportunities for both existing and potential directors may, from time to time, be identified and undertaken.
4. Funds shall be allocated by the Treasurer of the Company for the purpose of conducting orientation programs or workshops to disseminate and implement the provisions of this manual. A Director should attend seminars on corporate governance conducted by an SEC-accredited private or government training provider.

Subject 10 Governance Self-Rating System

The Board shall annually undergo an internal self-rating evaluation that measures the performance of the Board and Management in the criteria pursuant to the best practices on good corporate governance.

Evaluation System

The Compliance Officer shall establish an evaluation system to determine and measure compliance with the provisions of this Manual, SEC issuances and other regulations, and best practices on corporate governance, the performance of the Board as a whole, the individual Directors, the various Board Committees, as well as the performance of the Chairman/CEO and President/COO, as well as other officers related to the company's internal controls

The adoption of such performance evaluation system shall be covered by an appropriate Board approval. The establishment of such evaluation system, including the features thereof, shall be disclosed in the Company's annual report (SEC Form 17-A) or in such other form of report applicable to the Company. Any violation thereof shall subject the responsible Director, Officer or employee to the penalty provided in this Manual.

The conduct of the performance evaluation shall be made annually, which results shall be reported to the Board of Directors, through the proper Board Committee. The appropriate disclosures shall likewise be made by the Corporation on the conduct of the annual corporate governance performance evaluation.

The Compliance Officer may engage external facilitators to conduct the performance evaluation, every three (3) years, or as frequent as may be determined by the Compliance Officer.