

2016 BOARD COMMITTEE FUNCTIONS & ACTIVITIES

Nomination and Compensation Committee (NCC).

The NCC evaluates the qualifications of all persons nominated to the Board and those recommended to other positions requiring appointment by the Board. It also established a formal and transparent procedure for developing a policy on executive compensation and fixing the compensation packages of corporate officers and directors. Detailed enumeration of the NCC's responsibilities are provided in the Corporate Governance Manual and NCC Charter.

In 2016, the NCC had four (4) meetings, wherein all the NCC members are in attendance.

During these meetings, the NCC reviewed the qualifications, credentials and disqualifications of nominees for Regular and Independent Directors in the 2016 Annual Stockholders Meeting, as well as the qualifications and disqualifications of the newly elected EDC Independent Director Manuel I. Ayala, who replaced Independent Director Arturo T. Valdez on September 7, 2016.

The NCC also assessed and reviewed the skills, qualifications and disqualifications of the newly appointed Corporate Secretary, Ana Maria A. Katigbak-Lim, and Assistant Corporate Secretary Bernadette Ann V. Policarpio. It also reviewed the appointment of the new Vice President/Head of the Business Development Group, the officers-in-charge and other advisers as well as the reassignment of the strategic business unit heads.