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Rizal Commercial Banking Corporation RCB

PSE Disclosure Form ACGR-2 - Update on Annual Corporate Governance Report
Reference: Revised Code of Corporate Governance of the
Securities and Exchange Commission and SEC Memorandum Circular
No. 1 and 12 Series of 2014

Description of the Disclosure

Consolidated Changes in the ANNUAL CORPORATE GOVERNANCE REPORT of Rizal Commercial Banking Corporation for the Calendar Year 2015.

Filed on behalf by:

Name	Jennifer Balba
Designation	Manager

COVER SHEET

OFFICE COPY

SEC Registration Number 17514

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(Company's Full Name)

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S E N G I L P U Y A T A V E M A K A T I C I T Y

(Business Address: No., Street City/ Town / Province)

FVP Ma. Fe P. Salamatín
Contact Person

8949000 loc 9090
Company Telephone Number

[Month grid]
Month

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Day

A C G R
FORM TYPE

[Month grid] [Day grid]
Month Day
Annual Meeting

[Secondary License Type grid]
Secondary License Type, If Applicable

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[Amended Articles Number / Section grid]
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Total Amount of Borrowings
Domestic Foreign

To be accomplished by SEC Personnel concerned

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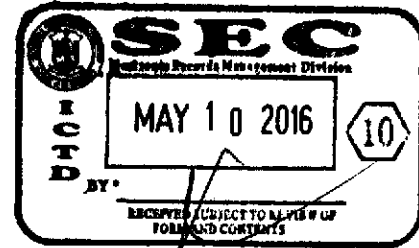
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STAMPS



06 May 2016

SECURITIES AND EXCHANGE COMMISSION
SEC Building EDSA Greenhills
Mandaluyong City



Attention : **Director Justina F. Callangan**
Corporate Governance and Finance Department

Re : Annual Corporate Governance Report:
Consolidated Changes for the Calendar Year 2015

Dear Director Callangan:

We submit herewith the attached Consolidated Changes for the Calendar Year 2015.

Changes and/or revisions during the year 2015 were timely disclosed in reports and submissions when required. We shall submit the consolidated changes for confirmation of the Board in its regular meeting scheduled on 30 May 2016, and hereby undertake to submit the secretary's certificate pertinent thereto immediately thereafter.

Very truly yours,

RIZAL COMMERCIAL BANKING CORPORATION

By:


ATTY. MARIA CELIA H. FERNANDEZ-ESTAVILLO
Corporate Secretary


FVP MA. FE P. SALAMATIN
Compliance Officer

SECURITIES AND EXCHANGE COMMISSION
SEC FORM – ACGR
ANNUAL CORPORATE GOVERNANCE REPORT

1. Report is Filed for the Year **Consolidated Changes for the Calendar Year 2015**
2. Exact Name of Registrant as Specified in its Charter **RIZAL COMMERCIAL BANKING CORPORATION**
Yuchengco Tower, RCBC Plaza, 6819 Ayala Ave. cor.
Gil Puyat Avenue, Makati City
3. Address of Principal Office **0727**
Postal Code
4. SEC Identification Number **17514**
5. (SEC Use Only)
Industry Classification Code
6. BIR Tax Identification Number **320-000-599-760**
(02) 8949000
7. Issuer's Telephone number, including area code
N/A
8. Former name or former address, if changed from the last report

Contents

A. BOARD MATTERS5

1. Board of Directors5

2. Chairman and CEO 15

3. Explain how the board of directors plan for the succession of the CEO/Managing Director/President and the top key management positions? 17

4. Other Executive, Non-Executive and Independent Directors 17

5. Changes in the Board of Directors (Executive, Non-Executive and Independent Directors) 19

6. Orientation and Education Program..... 24

B. CODE OF BUSINESS CONDUCT & ETHICS..... 27

1) Discuss briefly the company’s policies on the following business conduct or ethics affecting directors, senior management and employees:..... 27

2) Has the code of ethics or conduct been disseminated to all directors, senior management and employees?..... 32

3) Discuss how the company implements and monitors compliance with the code of ethics or conduct..... 33

4) Related Party Transactions..... 33

(a) Policies and Procedures 33

(b) Conflict of Interest 35

5) Family, Commercial and Contractual Relations..... 36

6) Alternative Dispute Resolution..... 38

C. BOARD MEETINGS & ATTENDANCE..... 38

1) Are Board of Directors’ meetings scheduled before or at the beginning of the year? 38

2) Attendance of Directors: For the period January – December 2015, the total number of meetings is 17, including Special Board, Stockholders’ and Organizational Meetings of the Board..... 38

3) Do non-executive directors have a separate meeting during the year without the presence of any executive? If yes, how many times? 39

4) Is the minimum quorum requirement for Board decisions set at two-thirds of board members? Please explain..... 39

5) Access to Information..... 39

6) External Advice 42

7) Change/s in existing policies..... 42

D. REMUNERATION MATTERS..... 44

1) Remuneration Process 44

2) Remuneration Policy and Structure for Executive and Non-Executive Directors 44

3) Aggregate Remuneration 45

4) Stock Rights, Options and Warrants..... 46

5) Remuneration of Management 47

E. BOARD COMMITTEES 48

1) Number of Members, Functions and Responsibilities 48

2) Committee Members..... 51

3) Changes in Committee Members 55

4) Work Done and Issues Addressed 56

5) Committee Program..... 64

F. RISK MANAGEMENT SYSTEM	65
1) Disclose the following:	65
2) Risk Policy.....	66
3) Control System Set Up	69
G. INTERNAL AUDIT AND CONTROL	73
1) Internal Control System	73
2) Internal Audit	74
(a) Role, Scope and Internal Audit Function	74
(b) Do the appointment and/or removal of the Internal Auditor or the accounting /auditing firm or corporation to which the internal audit function is outsourced require the approval of the audit committee? ...	74
(c) Discuss the internal auditor's reporting relationship with the audit committee. Does the internal auditor have direct and unfettered access to the board of directors and the audit committee and to all records, properties and personnel?	74
(d) Resignation, Re-assignment and Reasons	75
(e) Progress against Plans, Issues, Findings and Examination Trends.....	75
(f) Audit Control Policies and Procedures	76
(g) Mechanism and Safeguards	76
H. ROLE OF STAKEHOLDERS	77
1) Disclose the company's policy and activities relative to the following:	77
2) Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?	82
3) Performance-enhancing mechanisms for employee participation	82
4) What are the company's procedures for handling complaints by employees concerning illegal (including corruption) and unethical behavior? Explain how employees are protected from retaliation.	85
I. DISCLOSURE AND TRANSPARENCY	86
1) Ownership Structure	86
2) Does the Annual Report disclose the following:	87
3) External Auditor's fee	87
4) Medium of Communication	87
5) Date of release of audited financial report: April 16, 2014 disclosure to the PSE under SEC Form 17-A.	87
6) Company Website.....	88
7) Disclosure of RPT	88
J. RIGHTS OF STOCKHOLDERS.....	90
1) Right to participate effectively in and vote in Annual/Special Stockholders' Meetings.....	90
2) State the company policy of asking shareholders to actively participate in corporate decisions regarding:	92
3) Does the company observe a minimum of 21 business days for giving out of notices to the AGM where items to be resolved by shareholders are taken up?	92
4) State, if any, questions and answers during the Annual/Special Stockholders' Meeting.	92
5) Result of Annual/Special Stockholders' Meeting's Resolutions.....	92
6) Date of publishing of the result of the votes taken during the most recent AGM for all resolutions:	93
7) Modifications	94

8) Stockholders' Attendance	94
9) Sending of Notices	97
10) Treatment of Minority Stockholders	98
K. INVESTOR RELATIONS PROGRAM.....	99
L. CORPORATE SOCIAL RESPONSIBILITY INITIATIVES.....	100
M. BOARD, DIRECTOR, COMMITTEE AND CEO APPRAISAL	102
N. INTERNAL BREACHES AND SANCTIONS.....	103

A. BOARD MATTERS

1. Board of Directors

Number of Directors per Articles of Incorporation	15
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Actual number of Directors for the year	15
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(a) Composition of the Board

Complete the table with information on the Board of Directors:

Director's Name	Type (Executive (ED), Non-Executive (NED) or Independent Director (ID))	If nominee, identify the principal	Nominator in the last election (if ID, state the relationship with the nominator)	Date first elected	Date last elected (if ID, state the number of years served as ID)	Elected when (Annual Special Meeting)	No. of years served as director
Amb. Alfonso T. Yuchengco	NED	N/A	Corporate Governance Committee	Honorary Chairman (May 27, 2002-June 2004; June 2005)	June 29, 2015	Annual SH Meeting June 29, 2015	12 years
Helen Y. Dee	NED	N/A	Corporate Governance Committee	Board Chairperson (June 2005) Director (March 2005)	June 29, 2015	Annual SH Meeting June 29, 2015	10 years
Lorenzo V. Tan ²	ED	N/A	Corporate Governance Committee	Director / President and CEO (February 1, 2007/April 1, 2007)	June 29, 2015	Annual SH Meeting June 29, 2015	8 years
Cesar E.A. Virata	NED	N/A	Corporate Governance Committee	Director (1995) Corporate Vice-Chairman (June 22,	June 29, 2015	Annual SH Meeting June 29,	20 years

¹ Reckoned from the election immediately following January 2, 2012.

² Mr. Tan resigned effective May 6, 2016.

				2000)		2015	
Atty. Teodoro D. Regala	NED	N/A	Corporate Governance Committee	June 28, 1999	June 29, 2015	Annual SH Meeting June 29, 2015	16 years
Atty. Wilfrido E. Sanchez	NED	N/A	Corporate Governance Committee	March 27, 2006	June 29, 2015	Annual SH Meeting June 29, 2015	9 years
Atty. Ma. Celia H. Fernandez-Estavillo	ED	N/A	Corporate Governance Committee	Director (June 2005) Corporate Secretary (February 2005)	June 29, 2015	Annual SH Meeting June 29, 2015	10 years
Medel T. Nera	NED	N/A	Corporate Governance Committee	July 25, 2011	June 29, 2015	Annual SH Meeting June 29, 2015	4 years
Tze Ching I. Chan	NED	Cathay Life Insurance Co. Ltd.	Corporate Governance Committee	November 28, 2011	June 20, 2015	Annual SH Meeting June 29, 2015	4 years
Yuh-Shing (Francis) Peng	NED	Cathay Life Insurance Co. Ltd.	Corporate Governance Committee	April 27, 2015	June 29, 2015	Annual SH Meeting June 29, 2015	2mos.
John Law	NED	Cathay Life Insurance Co. Ltd.	Corporate Governance Committee	April 27, 2015	June 29, 2015	Annual SH Meeting June 29, 2015	<u>8mos.</u>
Richard Westlake	NED	International Finance Corporation	Corporate Governance Committee	September 29, 2014	June 29, 2015	Annual SH Meeting June 29, 2015	<u>1 year</u>
Armando M. Medina	ID	N/A	Eduardo S. Lopez / not	Independent Director February 26,	June 29, 2015;	Annual SH	12 years

			related	2003	3 years	Meeting June 29, 2015	
Francisco C. Eizmendi, Jr.	ID	N/A	Eduardo S. Lopez / not related	Independent Director May 2006	June 29, 2015; 3 years	Annual SH Meeting June 29, 2015	9 years
Antonino L. Alindogan, Jr.	ID	N/A	Eduardo S. Lopez / not related	Independent Director September 24, 2007	June 29, 2015; 3 years	Annual SH Meeting June 29, 2015	8 years

*as of 31 December 2015

- (b) Provide a brief summary of the corporate governance policy that the board of directors has adopted. Please emphasize the policy/ies relative to the treatment of all shareholders, respect for the rights of minority shareholders and of other stakeholders, disclosure duties, and board responsibilities.

The latest revised Corporate Governance Manual was approved by the Board of Directors last 25 May 2015, a copy of which is attached hereto as Annex "A" and made an integral part hereof. The revised Manual incorporates provisions from SEC Memorandum Circular No. 9, series of 2014 amending SEC's Revised Code of Corporate Governance to include reference to stakeholders, BSP Circular No. 749 as amended by Circular No. 757 re: "Guidelines in Strengthening Corporate Governance in BSP Supervised Financial Institutions," other applicable laws and regulatory issuances, as well as principles from the "Principles for Enhancing Corporate Governance" issued by the Basel Committee on Banking Supervision and the Maharlika Board listing and disclosure rules and the ASEAN Corporate Governance Scorecard.

As a policy statement under the Bank's Corporate Governance Manual, the Bank has structured itself to ensure that men and women who comprise it adhere to the basic principles of good governance, namely:

- a. **Transparency** or the availability of information through expansion of public disclosure requirements;
- b. **Accountability** which involves providing adequate incentives and instilling in the business environment the discipline to act in the best interest of the company; and
- c. **Fairness/equity** which implies that the rights of all concerned parties are protected. Directors shall not only promote the interest of stockholders but also that of other stakeholders such as depositors, investors and borrowers.

As a policy, the Board of Directors shall insist on strict adherence to the Bank's Corporate Governance Manual, which shall guide all relations with the Bank's major and other stakeholders and with the general public.

The Manual provides for the powers and authority, general responsibility, duties and functions of the Board and the duties and responsibilities of the individual director which are based on regulations and international best practices.

Under Section II.A.2.2.5 of the Manual, it is the responsibility of the Board of Directors to identify the Bank's major and other stakeholders (i.e. shareholders, depositors, investors, borrowers, clients, other

relevant stakeholders and market participants) and formulate a clear policy on communicating or relating with them through an effective investor relations program. The Board shall be adequately transparent to its shareholders, depositors, other relevant stakeholders and market participants. The objective of transparency in the area of corporate governance is to provide these parties, consistent with national law and supervisory practice, with key information necessary to enable them to assess the effectiveness of the Board and senior management governing the Bank. The Board shall ensure the disclosure of relevant and useful information that supports the following key areas of corporate governance:

- (1) Board practices
- (2) Senior management
- (3) Risk management and internal controls
- (4) Compensation
- (5) Complex or opaque corporate structures
- (6) Disclosure and transparency

Such disclosure should be proportionate to the size, complexity, structure, economic significance and risk profile of the Bank.

The Board's commitment to fully disclose material information dealings at all times and to cause the timely filing of all required information for the interest of the stakeholders is reiterated and spelled out further under Section III.G of the Manual.

Under Section III.H of the Manual, the Board shall respect the rights of the shareholders as provided for in the Corporation Code, namely:

1. Right to vote on all matters that require their consent or approval;
2. Right to inspect the books and records of the Bank;
3. Right to information;
4. Right to dividends; and
5. Appraisal right.

It is the duty of the Board to promote the rights of the stockholders, remove impediments to the exercise of those rights and provide an adequate avenue for them to seek timely redress for breach of their rights.

(c) How often does the Board review and approve the vision and mission?

The Vision and Mission statements are meant to guide the Bank over a long term period. The frequency of review and approval are dependent on changes in the environment and the over-all strategic view of the Board. Accordingly, the Vision is reviewed every time there is a presentation to the Board or Board Committee regarding strategic plans or proposals.

(d) Directorship in Other Companies

(i) Directorship in the Company's Group³

Identify, as and if applicable, the members of the company's Board of Directors who hold the office of director in other companies within its Group:

Director's Name	Corporate Name of the Group Company	Type of Directorship (Executive, Non-Executive Independent). Indicate if director is also the Chairman.
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³ The Group is composed of the parent, subsidiaries, associates and joint ventures of the company.

<p>Amb. Alfonso T. Yuchengco</p>	<ul style="list-style-type: none"> • Pan Malayan Management and Investment Corporation (PMMIC) • YGC Corporate Services, Inc. • Luisita Industrial Park Corporation • Y Realty Corporation • RCBC Land, Inc. • RCBC Realty Corporation • ET Yuchengco, Inc. • Pan Malayan Realty Corporation • House of Investments, Inc. • EEI Corporation (EEI) • Honda Cars Kalookan Inc. • Malayan Colleges Inc. • Malayan Colleges Laguna Inc. • GPLHoldings, Inc. • Sun Life Grepa Financial, Inc. • MICO Equities Inc. (MEI) • Malayan Insurance Company, Inc. (MICO) • Malayan Insurance Co. (HK) Ltd. • Malayan Securities Corporation • Philippine Integrated Advertising Agency, Inc. • Yuchengco Museum, Inc. • AY Foundation, Inc. • Yuchengco Center, Inc. 	<ul style="list-style-type: none"> • Executive, Chairman and Chief Executive • Non-Executive, Chairman • Non-Executive, Chairman • Non-Executive, Chairman • Non-Executive • Non-Executive, Chairman • Non-Executive, Chairman • Executive, Chairman and CEO • Non-Executive • Non-Executive, Chairman • Non-Executive, Chairman • Non-Executive, Chairman • Non-Executive, Chairman • Non-Executive, Chairman • Non-Executive, Vice-Chairman • Non-Executive, Chairman • Non-Executive • Non-Executive • Non-Executive • Non-Executive, Chairman • Non-Executive, Chairman • Non-Executive, Chairman
<p>Ms. Helen Y. Dee</p>	<ul style="list-style-type: none"> • Pan Malayan Management and Investment Corporation (PMMIC) • RCBC Forex Brokers Corporation • RCBC Savings Bank (RSB) • RCBC Leasing and Finance Corporation (RLFC) • YGC Corporate Services, Inc. • Isuzu Philippines Corporation • Honda Cars Phils. Inc. • Luisita Industrial Park Corporation • Y Realty Corporation 	<ul style="list-style-type: none"> • Non-Executive, Vice Chairperson • Non-Executive • Non-Executive, Chairperson • Non-Executive, Chairperson • Executive, President • Non-Executive • Non-Executive • Non-Executive, Co-Chairperson

	<ul style="list-style-type: none"> • RCBC Leasing and Finance Corporation (RLFC) • RCBC Rental Corporation • RCBC Telemoney Europe SpA • RCBC International Finance, Ltd. (RIFL) • RCBC Investments, Ltd. • Niyog Property Holdings, Inc. • YGC Corporate Services, Inc. 	<ul style="list-style-type: none"> • Non-Executive, Vice Chairman • Non-Executive • Non-Executive, Chairman • Non-Executive, Chairman • Non-Executive, Chairman • Non-Executive • Non-Executive
Mr. Cesar E.A. Virata	<ul style="list-style-type: none"> • RCBC Bankard Services Corporation • RCBC Forex Brokers Corporation • RCBC Savings Bank (RSB) • RCBC International Finance, Ltd. (RIFL) • RCBC Investments, Ltd. • Niyog Property Holdings, Inc. • YGC Corporate Services, Inc. • Luisita Industrial Park Corporation • RCBC Land, Inc. • RCBC Realty Corporation • Malayan Colleges Inc. • Malayan Insurance Company, Inc. (MICO) • AY Foundation, Inc. 	<ul style="list-style-type: none"> • Non-Executive, Chairman • Non-Executive, Chairman • Non-Executive • Non-Executive • Non-Executive • Non-Executive • Non-Executive • Non-Executive, Vice Chairman • Non-Executive, Chairman • Non-Executive • Non-Executive • Non-Executive • Non-Executive, Director
Atty. Teodoro D. Regala	<ul style="list-style-type: none"> • MICO Equities Inc. (MEI) • Malayan Insurance Company, Inc. (MICO) 	<ul style="list-style-type: none"> • Non-Executive • Non-Executive
Atty. Wilfrido E. Sanchez	<ul style="list-style-type: none"> • House of Investments, Inc. • EEI Corporation 	<ul style="list-style-type: none"> • Non-Executive • Non-Executive
Atty. Ma. Celia H. Fernandez-Estavillo	<ul style="list-style-type: none"> • YGC Corporate Services, Inc. • Philippine Integrated Advertising Agency, Inc. • Luisita Industrial Park Corporation • Yuchengco Center 	<ul style="list-style-type: none"> • Non-Executive • Non-Executive • Non-Executive • Trustee
Mr. Medel T. Nera	<ul style="list-style-type: none"> • RCBC Forex Brokers Corporation • YGC Corporate Services, Inc. • RCBC Realty Corporation • Seafront Resources Corporation • House of Investments, Inc. 	<ul style="list-style-type: none"> • Executive, Treasurer • Non-Executive • Executive, President • Non-Executive • Executive, President and CEO

	<ul style="list-style-type: none"> • EEI Corporation (EEI) • EEI Realty Corporation • <u>EEI (BVI) Ltd.</u> • Al Rushaid Construction Corporation • Landev Corporation • Greyhounds Security and Investigation Corporation • Zamboanga Industrial Finance Corp. • Honda Cars Kalookan Inc. • Xamdu Motors, Inc. • Hi-Esai Pharmaceutical, Inc. • iPeople Inc. • People e-serve Corporation • Mapua Information Technology Center Inc. • Malayan Colleges Laguna Inc. • Investment Managers, Inc. • Hexagon Lounge, Inc. • Manila Memorial Park Cemetery, Inc. 	<ul style="list-style-type: none"> • Non-Executive • Non-Executive, Chairman • Non-Executive • Non-Executive • Non-Executive • Non-Executive, Chairman • Non-Executive, Chairman • Executive, President • Executive, President • Non-Executive • Non-Executive • Non-Executive • Chairman • Non-Executive • Non-Executive • Non-Executive, Chairman • Non-Executive
Mr. Armando M. Medina	<ul style="list-style-type: none"> • RCBC Savings Bank • RCBC Capital Corporation • Malayan Insurance Company, Inc. 	<ul style="list-style-type: none"> • Independent • Independent • Independent
Mr. Antonino L. Alindogan, Jr.	<ul style="list-style-type: none"> • RCBC Bankard Services Corporation • House of Investments, Inc. • Great Life Financial Assurance Corporation 	<ul style="list-style-type: none"> • Independent • Independent • Independent
Mr. Francisco C. Eizmendi, Jr.	<ul style="list-style-type: none"> • Sun Life Grepa Financial, Inc. • Great Life Financial Assurance Corporation 	<ul style="list-style-type: none"> • Independent • Independent

(ii) Directorship in Other Listed Companies

Identify, as and if applicable, the members of the company's Board of Directors who are also directors of publicly-listed companies outside of its Group:

Director's Name	Name of Listed Company	Type of Directorship (Executive, Non-Executive, Independent). Indicate if director is also the Chairman.
Helen Y. Dee	Philippine Long Distance Telephone Company	Non-Executive Director
	National Reinsurance Corporation of the Philippines	Non-Executive, Chairperson

Cesar E.A. Virata	Lopez Holdings Corporation	Independent Director
	Belle Corporation	Independent Director
Wilfrido E. Sanchez	LT Group, Inc.	Independent Director
	Universal Robina Corporation	Independent Director
Medel T. Nera	National Reinsurance Corporation of the Philippines	Non-Executive Director
Francisco C. Eizmendi, Jr.	Makati Finance Corporation	Independent Director
Antonino L. Alindogan, Jr.	PAL Holdings, Inc.	Independent Director
	LT Group, Inc.	Independent Director

(iii) Relationship within the Company and its Group

Provide details, as and if applicable, of any relation among the members of the Board of Directors, which links them to significant shareholders in the company and/or in its group:

Director's Name	Name of the Significant Shareholder	Description of the relationship
Amb. Alfonso T. Yuchengco	Pan Malayan Management and Investment Corporation	Chairman and Chief Executive
Ms. Helen Y. Dee	Pan Malayan Investment and Management Corporation	Vice Chairperson

(iv) Has the company set a limit on the number of board seats in other companies (publicly listed, ordinary and companies with secondary license) that an individual director or CEO may hold simultaneously? In particular, is the limit of five board seats in other publicly listed companies imposed and observed? If yes, briefly describe other guidelines:

	Guidelines	Maximum Number of Directorships in other companies
Executive Director	<p>Section II.A.2.4 of the Corporate Governance Manual provides that the Chief Executive Officer and other executive directors may submit themselves to an indicative limit on membership in other corporate Boards. The same limit may apply to independent, non-executive directors who serve as full-time executives in other corporations. In any case, the capacity of directors to serve with diligence and efficiency shall not be compromised.</p> <p>Section 5.9.c of the Bank's Corporate Governance Committee Charter provides:</p> <p>The Committee shall consider the following guidelines in the</p>	<p>Section II.A.2.4 of the Corporate Governance Manual provides that directors shall limit their outside board seats to <u>five (5)</u>, unless there is good justification for a greater number of outside board seats and these do not interfere with the amount and quality of time and attention of the director to the bank.</p>

	<p>determination of the number of directorships of a nominee for the Board;</p> <p>c.1 The nature of the business of the Corporations which he is a director;</p> <p>c.2 Age of the Director;</p> <p>c.3 Number of directorships/active memberships and officerships in other corporations or organizations; and</p> <p>c.4 Possible conflict of interest.</p> <p>The optimum number shall be related to the capacity of a director to perform his duties diligently in general.</p>	
Non-Executive Director	<p>See discussion under Executive Director.</p> <p>For independent directors, the limits prescribed under SEC Memorandum No. 9, s. 2011 shall apply. See discussion under A.4.</p>	See discussion under Executive Director.
CEO	See discussion under Executive Director.	See discussion under Executive Director.

(c) Shareholding in the Company

Complete the following table on the members of the company's Board of Directors who directly and indirectly own shares in the company:

Name of Director	Number of Direct Shares	Number of Indirect shares Through (name of record owner)	% of Capital Stock
Alfonso T. Yuchengo	3,997	72,108 - RCBC Sec.	0.005%
Helen Y. Dee	438	550,891-RCBC Trust /PMMIC	0.04%
Cesar E. A. Virata	167	100,000-RCBC Trust	0.007%
Lorenzo V. Tan	5	-	0.00%
Teodoro D. Regala	1	-	0.00%
Antonino L. Alindogan Jr.	1	-	0.00%
John Law	1	-	0.00%
Ma. Celia Fernandez-Estavillo	14	383,900 - RCBC Trust 55,000 - Abacus Sec	0.03%

Francisco Eizmendi	1		0.00%
Armando M. Medina	195	-	0.00%
Wilfrido E. Sanchez	1	30,000- RCBC Sec.	0.00%
Medel T. Nera	1	-	0.00%
Yuh-Shing Peng	1	-	0.00%
Richard G.A. Westlake	1	-	0.00%
Tze Ching Chan	1	-	0.00%

*As of Dec 2015

2. Chairman and CEO

- (a) Do different persons assume the role of Chairman of the Board of Directors and CEO? If no, describe the checks and balances laid down to ensure that the Board gets the benefit of independent views.

Yes No

Identify the Chair and CEO:

Chairman of the Board	Ms. Helen Y. Dee
CEO/President	Mr. Lorenzo V. Tan

- (b) Roles, Accountabilities and Deliverables

Define and clarify the roles, accountabilities and deliverables of the Chairman and CEO.

	Chairman	Chief Executive Officer
Role	<p>Article IV, Section 1.d. of the Bank's By-Laws provides that the Chairman, and in his absence or ability, the Corporate Vice Chairman of the Board of Directors, shall preside at all meetings of the stockholders.</p> <p>Article V, Section 9 of the Bank's By-Laws provides that the Chairman, and in his absence or ability, the Corporate Vice Chairman, shall be the Presiding Officer of the Board of Directors and shall decide on all matters to be included in the Agenda.</p>	<p>Article VIII, Section 1 of the Bank's By-Laws provides that the President shall be the Chief Executive Officer of the Bank and shall execute and administer the policies approved by the Board. He shall have direct and immediate supervision over the operations and management of the Bank, and in general perform all duties incident to the office of the President and Chief Executive Officer. He shall be a member of the Executive Committee and of all major management committees. He shall also exercise such other powers as may be vested upon him by the Board not incompatible with law or the By-Laws.</p>
Accountabilities	<p>Section II.A.3.1.1 of the Bank's Corporate Governance Manual provides that the Chairperson shall assist in ensuring compliance with and performance of the corporate</p>	<p>Section II.A.3.4 of the Bank's Corporate Governance Manual provides that the Chief Executive Officer (CEO) will be in-charge of and will exercise general</p>

	<p>governance policies and practices.</p> <p>Section II.A.3.2 of the Bank's Manual provides that the Chairperson shall have the following duties and responsibilities:</p> <p>3.2.1 Mainly responsible for the proper governance of the Bank through the Board of Directors.</p> <p>3.2.2. Provide leadership in the Board of directors. The Chairperson shall be responsible for the efficient functioning of the Board including maintaining a relationship of trust with the members of the Board. The Chairperson will decide on all matters to be included in the agenda and preside at meetings of the stockholders and Board of Directors.</p> <p>3.2.3. Ensure that the Board takes an informed decision.</p> <p>(a) Ensure active participation and sufficiently deep professional involvement of all members of the Board of Directors.</p> <p>(b) Encourage and actively solicit views and opinions of other members of the Board in the process of arriving at a decision.</p> <p>(c) Ensure that all members of the Board are given sufficient information and time to enable them to study carefully and responsibly issues that come up to the Board.</p> <p>(d) Allow for, and even encourage, the expression of independent views that may be different from those proposed by top management.</p> <p>3.2.4. Ensure that the meetings of the Board are held in accordance with the By-laws and annual schedule approved by the Board or as</p>	<p>management responsibilities over management development, public relations and advertising relations with the BSP and other offices, agencies and instrumentalities on the Philippine government, relations with the Bankers' Association of the Philippines and other industry associations, and relations with other ASEAN countries. He will be a member of the Executive Committee and of all major management committees, and will exercise such other powers and perform such other duties as the Board of Directors may prescribe from time to time.</p> <p>He shall ensure that, and be accountable for, the business and affairs of the Bank are managed in a sound and prudent manner and that operational, financial and internal control are adequate and effective to ensure reliability and integrity of financial and operational information, effectiveness and efficiency of operations, safeguarding of assets and compliance with laws, rules, regulations and contracts.</p> <p>The CEO shall provide leadership for Management in developing and implementing business strategies, plans and budgets to the extent approved by the Board. He shall provide the Board with a balanced and understandable account of the Bank's performance, financial condition, results of operations prospects on a regular basis.</p>
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	<p>the Chairperson may deem necessary.</p> <p>3.2.5. Supervise the preparation of the agenda of the meeting in coordination with the Corporate Secretary, taking into consideration the suggestions of the CEO, Management and the directors.</p> <p>3.2.6. Ensure and maintain quality and timely lines of communication and flow of information between the Board and Management.</p> <p>3.2.7. Ensure that the Board has free access to people who can answer their questions, preventing the need for back channels.</p>	
Deliverables	As discussed above.	As discussed above.

3. Explain how the board of directors plan for the succession of the CEO/Managing Director/President and the top key management positions?

Under Section 5.4 of the Bank's Corporate Governance Committee Charter, it is the Corporate Governance Committee that makes recommendations to the Board regarding the succession plan for the Board members and senior officers, and their remuneration commensurate with corporate and individual performance.

4. Other Executive, Non-Executive and Independent Directors

Does the company have a policy of ensuring diversity of experience and background of directors in the board? Please explain.

Yes. Under Section II.A.2.3.1 of the Bank's Corporate Governance Manual, one of the duties and functions of the Board of Directors is to implement a process of selection from a broad pool of qualified candidates to ensure a mix of competent directors who can add value and contribute independent judgment to the formulation of sound corporate strategies and policies. The selection process shall ensure that a sufficient number of qualified non-executive members are elected to promote the independence of the board from the views of senior management.

Does it ensure that at least one non-executive director has an experience in the sector or industry the company belongs to? Please explain.

Yes. Section II.A.1.3 of the Bank's Corporate Governance Manual provides that non-executive directors shall possess such qualifications and stature that would enable them to effectively participate in the deliberations of the Board.

Define and clarify the roles, accountabilities and deliverables of the Executive, Non-Executive and Independent Directors:

	Executive	Non-Executive	Independent Director
Role	The Bank's Corporate Governance Manual defines executive directors as those who are part of the day to day management of banking operations.	The Bank's Corporate Governance Manual defines non-executive directors as those who are not part of the day to day management of banking operations and includes independent directors.	The Bank's Corporate Governance Manual defines independent directors as directors who, apart from their fees and shareholdings, are independent of management and free from any business or other relationship which could, or could reasonably be perceived to materially interfere with the exercise of independent judgment in carrying out their responsibilities as directors.
Accountabilities	The general responsibilities, duties and functions of the Board and the duties and responsibilities of the individual directors under the Bank's Corporate Governance Manual attached as Annex "A" hereto apply.	The general responsibilities, duties and functions of the Board and the duties and responsibilities of the individual directors under the Bank's Corporate Governance Manual attached as Annex "A" hereto apply.	The general responsibilities, duties and functions of the Board and the duties and responsibilities of the individual directors under the Bank's Corporate Governance Manual attached as Annex "A" hereto apply.
Deliverables	-do-	-do-	-do-

Provide the company's definition of "independence" and describe the company's compliance to the definition.

Independence is defined as independence from management and freedom from any business or other relationship which could, or could reasonably be perceived to materially interfere with the exercise of independent judgment in carrying out responsibilities as executive directors.

The Bank's independent directors possess all the qualifications and none of the disqualifications provided under SEC and BSP issuances.

Does the company have a term limit of five consecutive years for independent directors? If after two years, the company wishes to bring back an independent director who had served for five years, does it limit the term for no more than four additional years? Please explain.

Independent directors serve as such in accordance with the term limits prescribed in SEC Memorandum Circular No. 9. Series of 2011 re: Term Limits for Independent Directors. Under the said circular, ID's can serve as such for five (5) consecutive years, after which the ID shall be ineligible for election in the same company as such unless he has undergone a two (2) year cooling off period. An ID re-elected as such in the same company after the two (2) year cooling off period can serve for another five (5) consecutive years. After serving as ID for ten (10) years, the ID shall be perpetually barred from being elected as such in the same company.

Pursuant to SEC Memorandum Circular No. 9, series of 2011 and SEC Advisory dated 15 March 2015, IDs elected in 2012 may be re-elected as such until 2017, when the 2-year cooling-off period shall commence. However, in a subsequent SEC Advisory dated 31 March 2016, the SEC has advised that if there are no suitable replacements, said IDs may be re-elected in 2017 until 2021, at which time, they may no longer be qualified as IDs for the same companies. Said re-election in 2017 until 2021 shall be with prior written notice and justification to the SEC addressed to the Corporate Governance and Finance Department.

5. Changes in the Board of Directors (Executive, Non-Executive and Independent Directors)

(a) Resignation/Death/Removal

Indicate any changes in the composition of the Board of Directors that happened during the period:

Name	Position	Date of Cessation	Reason
Minki Brian Hong	Director	27 April 2015	Pursuant to shareholders' agreement as principal no longer had interest in the bank.
Francis G. Estrada	Director	27 April 2015	Personal reasons

(b) Selection/Appointment, Re-election, Disqualification, Removal, Reinstatement and Suspension

Describe the procedures for the selection/appointment, re-election, disqualification, removal, reinstatement and suspension of the members of the Board of Directors. Provide details of the processes adopted (including the frequency of election) and the criteria employed in each procedure:

Procedure	Process Adopted	Criteria
a. Selection/Appointment		
(i) Executive Directors	a. In accordance with Section 5.9.a. of the Bank's Corporate Governance Committee Charter, the Committee shall review the composition of the board and determine the set of qualifications, skills, experience and/or expertise which are aligned with the Bank's strategic direction. Candidates are then identified from various sources. To the extent practicable, the members of the Board shall be selected from a broad	In accordance with Section II.A.2.3.1 of the Corporate Governance Manual, the members of the Board must be chosen from broad pool of qualified candidates to ensure a mix of competent directors who can add value and contribute independent judgment to the formulation of sound corporate strategies and policies. Under Section 2, Article V of the By-Laws, no person shall be qualified or be eligible for nomination or election to the Board of Directors if he is engaged

	<p>pool of qualified candidates. The Committee shall have the authority to engage professional search firms or other external sources of candidates when searching for candidates to the board.</p> <p>The qualifications of shortlisted candidates shall be reviewed to determine whether the candidate is a fit and proper person for the office and whether he possesses all the qualifications and none of the disqualifications of a director of the Bank under relevant laws and regulations and internal policies. In selecting independent directors, the number and types of entities where the candidate is likewise elected as such shall be considered to ensure that he will be able to provide sufficient time to effectively carry out his duties and responsibilities.</p> <p>The Committee shall then proceed to make recommendations to the Board.</p> <p>The Committee shall also review and evaluate the qualifications of those persons nominated to other positions requiring appointment by the board of directors in accordance with the foregoing guidelines.</p> <p>Under Section 2, Article V of the By-Laws, directors shall be elected at the annual meeting of the stockholders, each of whom shall hold office for a term of one (1) year or until his successor shall have been</p>	<p>in any business that competes with or is antagonistic to that of the corporation, its subsidiaries or affiliates, as may be determined by the Board of Directors, in the exercise of its judgment in good faith, by at least a majority vote. A person is deemed to be so engaged based on the qualifications provided in the By-Laws.</p>
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	chosen and qualified. The fifteen candidates receiving the highest number of votes shall be elected.	
(ii) Non-Executive Directors	See discussion above.	Section II.A.2.3.1 of the Corporate Governance Manual, the selection process shall ensure that a sufficient number of qualified non-executive members are elected to promote the independence of the board from the views of senior management.
(iii) Independent Directors	The Bank complies with the procedure set forth under Rule 38 of the Amended Implementing Rules and Regulations of the Securities Regulation Code.	In addition to the discussion above, the independent directors shall possess all of the qualifications and none of the disqualifications provided for under applicable laws and regulations as well as the Bank's Corporate Governance Manual.
b. Re-appointment		
(i) Executive Directors	See discussion above.	See discussion above.
(ii) Non-Executive Directors	See discussion above.	See discussion above.
(iii) Independent Directors	See discussion above.	See discussion above.
c. Permanent Disqualification		
(i) Executive Directors	<p>The Bank complies with Section X143.3 of the BSP Manual of Regulations for Banks (MORB) as amended by BSP Circular No. 758, s. of 2012 which provides that directors of the Bank are subject to Monetary Board confirmation. A director who possesses any disqualification as provided for in the MORB shall not be confirmed and shall be removed from office even if he/she has assumed the position to which he/she was elected/appointed.</p> <p>The Bank likewise complies with Section X143.4 of the MORB on the disqualification procedures of directors. A copy of X143.4 of the MORB is</p>	<p>The Bank complies with the provisions of Sec. X143.1.a of the MORB and the SEC Revised Code of Corporate Governance on grounds for permanent disqualification of a director.</p> <p>Section II.B.3.1 of the Bank's Corporate Governance Manual attached as Annex "A" hereto provides for grounds for permanent disqualification.</p>

	attached hereto as Annex "B" and made an integral part hereof.	
(ii) Non-Executive Directors	See discussion above.	See discussion above.
(iii) Independent Directors	See discussion above.	<p>Section II.B.4 of the Bank's Corporate Governance Manual provides for the following qualifications of an independent director:</p> <p>4.1 Is not or has not been an officer or employee of the bank, its subsidiaries or affiliates or related interests during the past three (3) years counted from the date of his election;</p> <p>4.2 Was not a regular director who resigned or whose term ended within the last two (2) years.</p> <p>4.3 Was not appointed the Chairman "Emeritus", "Ex-Officio" Directors/Officers or Members of any Executive Advisory Board, or otherwise, appointed in a capacity to assist the Board in the performance of its duties and responsibilities within the last one (1) year.</p> <p>4.4 Is not a director or officer of the related companies of the Bank's majority stockholder;</p> <p>4.5 Is not a stockholder holding shares of stock sufficient to elect one seat in the board of the bank or any of its related companies;</p> <p>4.6 Is not a relative within the fourth degree of consanguinity or affinity, legitimate or common law of any director, officer or shareholder holding shares of stock sufficient to elect one seat in the Board of the</p>

		<p>Bank or any of its related companies;⁴</p> <p>4.7 Is not acting as a nominee or representative of any director, officer or substantial shareholder of the Bank or any of its related companies or any of its substantial shareholders, pursuant to a deed of trust or under any contract or arrangement;</p> <p>4.8 Is not retained as professional adviser, consultant, agent or counsel of the institution, any of its related companies or any of its substantial shareholders, either in his personal capacity or through his firm; is independent of management and free from any business or other relationship, has not engaged and does not engage in any transaction with the institution or with any of its related companies or with any of its substantial shareholders, whether by himself or with other persons or through a firm which he is a partner or a company of which he is a director or substantial shareholder, other than transactions which are conducted at arms length and could not materially interfere with or influence the exercise of his judgment; and</p> <p>4.9 Is not a director, officer, principal stockholder, among others, of securities brokers-dealers. However, this does not apply to brokers-dealers of fixed income securities.</p>
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⁴ This has been amended by BSP Circular 793, s. 2013 dated 05 July 2013. The amendment reads "An independent director shall mean a person who xxx (4) Is not a relative, legitimate or common-law of any director, officer or stockholder holding shares of stock sufficient to elect one seat in the board of the bank or any of its related companies. For this purpose, relatives refer to the spouse, parent, child, brother, sister, parent-in-law, son-/daughter-in-law, and brother-/sister-in-law;"

d. Temporary Disqualification		
(i) Executive Directors	In accordance with Section II.B.3.2 of the Bank's Corporate Governance Manual, a temporarily disqualified director shall, within sixty (60) days from such disqualification, take the appropriate action to remedy or correct the disqualification. If he fails or refuses to do so for unjustified reasons, the disqualification shall become permanent.	The Bank complies with the provisions of Sec. X143.1.b of the MORB and the SEC Revised Code of Corporate Governance on grounds for temporary disqualification of a director. Section II.B.3.2 of the Bank's Corporate Governance Manual attached as Annex "A" hereto provide for the grounds for temporary disqualification.
(ii) Non-Executive Directors	See discussion above.	See discussion above.
(iii) Independent Directors	See discussion above.	See discussion above.
e. Removal		
(i) Executive Directors	See discussion above.	See discussion above.
(ii) Non-Executive Directors	See discussion above.	See discussion above.
(iii) Independent Directors	See discussion above.	See discussion above.
f. Re-instatement		
(i) Executive Directors	See discussion above.	See discussion above.
(ii) Non-Executive Directors	See discussion above.	See discussion above.
(iii) Independent Directors	See discussion above.	See discussion above.
g. Suspension		
(i) Executive Directors	See discussion above.	See discussion above.
(ii) Non-Executive Directors	See discussion above.	See discussion above.
(iii) Independent Directors	See discussion above.	See discussion above.

Voting Result of the last Annual General Meeting

Name of Director	Votes Received
Please see reply below.	Please see reply below.

During the last annual shareholders' meeting held on 29 June 2015, all of the directors received votes of stockholders representing a total of 1,160,687,776 common and preferred shares of stocks or 82.91% of the Corporation's outstanding 1,399,908,636 common and preferred shares entitled to vote.

6. Orientation and Education Program

(a) Disclose details of the company's orientation program for new directors, if any.

Newly-appointed directors attend a seminar on corporate governance within six (6) months from the date of their election and/or appointment, in compliance with the BSP requirement.

(b) State any in-house training and external courses attended by Directors and Senior Management⁵ for the past three (3) years:

Name of Director/Officer	Date of Training	Program	Name of Training Institution
Directors	November 28, 2011	AML Training (Functions of the AMLC; Covered and suspicious transactions; Updated AML Rules and Regulations (BSP Circular No. 706); Frequently asked questions involving Politically Exposed Persons (PEPs); Responsibility of the Board of Directors of the Bank on AML Compliance; and Other Highlights of BSP Circular No. 706	Speaker: Atty. Richard David Funk II, Deputy Director and Head of the Compliance and Investigation Group of the AMLC Program facilitated by Regulatory Affairs Division, Legal and Regulatory Affairs Group, RCBC
Directors and Senior Officers	August 27, 2013	SEC Corporate Governance Initiatives/Trends in Regulatory Framework	Speakers: SEC Chairperson Teresita J. Herbosa – brief remarks; SEC Corporate Governance and Finance Department Dir. Justina Callangan – seminar proper Program facilitated by Regulatory Affairs Division, Legal and Regulatory Affairs Group, RCBC
Directors and Senior Officers	September 30, 2013	Updates on the Anti-Money Laundering Act of 2013, as amended	Speaker: Mr. Arnold Frane of the Legal Services Group, Anti-Money Laundering Council Secretariat, BSP Program facilitated by Regulatory Affairs Division, Legal and Regulatory Affairs Group, RCBC
Directors and Senior Officers	October 29, 2013	Basel III and Financial Regulatory Reform	Speaker: Mr. Christian G. Lauron, Partner, Financial Services Risk Management, SGV&Co.

⁵ Senior Management refers to the CEO and other persons having authority and responsibility for planning, directing and controlling the activities of the company.

			Program facilitated by Regulatory Affairs Division, Legal and Regulatory Affairs Group, RCBC
Directors and Senior Officers	November 25, 2013	Evaluating Risks in Project Finance Transactions	Speaker: Atty. Laurence Rogero, Consultant for local and international water and power companies and former consultant for the Asian Development Bank and World Bank Program facilitated by Regulatory Affairs Division, Legal and Regulatory Affairs Group, RCBC
Directors and Officers SVP's and Up of RCBC and RCBC Subsidiaries; Directors and key officers of RCBC affiliates *SVP's who failed to attend the March 22, 2014 seminar were required to attend training seminars provided by accredited training institutions during the year.	March 22, 2014	Corporate Governance <i>*pursuant to SEC Memorandum Circular No. 20 effective January 1, 2014</i>	SGV & Co.
Directors and Officers SVP's and Up of RCBC and RCBC Subsidiaries; Directors and key officers of RCBC affiliates *SVP's who failed to attend the September 5, 2015 seminar were required to attend training seminars provided by accredited training institutions during the year.	September 5, 2015	Corporate Governance <i>*pursuant to SEC Memorandum Circular No. 20 effective January 1, 2014</i>	SG V & Co

(c) Continuing education programs for directors: programs and seminars and roundtables attended during the year.

Name of Director/Officer	Date of Training	Program	Name of Training Institution
		Please see reply in item (b) above.	

B. CODE OF BUSINESS CONDUCT & ETHICS

1) Discuss briefly the company's policies on the following business conduct or ethics affecting directors, senior management and employees:

Business Conduct & Ethics	Directors	Senior Management	Employees
(a) Conflict of Interest	<p>The Bank has a Policy on Related Party Transactions latest version of which is revised as of 01 December 2015 requiring directors to disclose potential related party transactions as well as details of their other directorships and any shareholdings owned by them or members of their family.</p> <p>Under Section II.B.1.2 of the Bank's Corporate Governance Manual, one of the duties of the director is as follows:</p> <p>1.2 To conduct fair business transactions with the Bank and to ensure that his personal interest does not bias board decisions. Directors should, whenever possible, avoid situations that would give rise</p>	<p>The Bank's Code of Conduct sets forth the policy on conflict of interests which covers all employees. As a policy, all employees are prohibited from competing with or unduly benefiting from the Bank or any of the companies in the conglomerate and from allowing business dealings on behalf of RCBC be influenced by personal or family interests.</p>	<p>Please see discussion under Senior Management.</p>

	<p>to a conflict of interest. If transactions with the institution cannot be avoided, it should be done in the regular course of business and upon terms not less favorable to the institution than those offered to others. <u>Furthermore, dealings in the Bank's shares should be reported to the Bank within three (3) business days from the date of the transaction.</u></p> <p>The basic principle to be observed is that a director should not use his position to make profit or to acquire benefit or advantage for himself and/or his related interests. He should avoid situations that would compromise his impartiality.</p>		
(b) Conduct of Business and Fair Dealings	See discussion above.	The Bank's Code of Conduct provides that employees should strive to build good working relationships with shareholders and suppliers, They should be treated in the same manner as co-associates - with utmost courtesy and respect as they are also expected to achieve the	Please see discussion under Senior Management.

		highest standards of service quality to clients.	
(c) Receipt of gifts from third parties	See above. discussion	Under the Bank's Code of Conduct, generally, employees can accept if it is unsolicited and not given to influence one's judgment. Otherwise, employees should decline it and explain RCBC's policy to the gift-giver. The Bank does not allow solicitation of gifts, directly or indirectly, from customers or suppliers. Under no circumstance do employees accept, directly or indirectly, payments, loans, kickbacks, special privileges or services in exchange for favors.	Please see discussion under Senior Management.
(d) Compliance with Laws & Regulations	Under Section II B. 1.8 of the Bank's Corporate Governance Manual, directors are required to have a working knowledge of the statutory and regulatory requirements affecting the Bank and its operations, including the contents of its Articles of Incorporation and By-laws, the rules and regulations of the SEC and BSP, and where applicable, the requirements of other regulatory agencies having jurisdiction over the Bank, and keep abreast with industry developments and business trends.	Under the Bank's Code of Conduct, all employees must ensure understanding of and compliance with all Bank policies and Philippine laws directly affecting his/her employment. As a banking institution, the Bank is governed by special laws as well as regulation issued by the BSP, SEC, PSE, DOLE and by the Government of the Republic of the Philippines as a whole. It is the duty of all employees to abide by the provisions thereof lest sanctions be imposed by the Bank. Questions regarding any provision of law may be address to the respective Group Head or the Legal Affairs	Please see discussion under Senior Management.

	Section II.A.2.3.4 of the Corporate Governance Manual further provides that it is the responsibility of the Board of Directors to ensure that the Bank complies with all relevant laws, regulations and endeavors to adopt best business practices.	Division.	
(e) Respect for Trade Secrets/Use of Non-public Information	Under Section II.B.1.9 of the Bank's Corporate Governance Manual, one of the duties and responsibilities of a director is as follows: 1.9 To observe and safeguard confidentiality of non-public information acquired by reason of his position as a director. A director may not disclose said information to any other person without the authority of the Board.	Under the Bank's Code of Conduct, all employees are mandated to protect the Bank's assets and to use the same for authorized business purposes only. Guidelines for the treatment of bank assets include guidelines on proprietary information which includes confidential and material non-public information. As a general rule, proprietary information shall not be disclosed unless authorized by the Bank and the law.	Please see discussion under Senior Management.
(f) Use of Company Funds, Assets and Information	See discussion above.	All bank associates, which include the Senior Management, are governed by the Bank's Code of Conduct. Under the Code, they are mandated to protect bank funds, assets and information, and to use the same for authorized business purposes only. All employees are responsible for safeguarding and making proper and efficient use of Bank funds and	Please see discussion under Senior Management.

		assets. Guidelines for the treatment of bank assets are divided into four (4) major categories: (1) Proprietary Information; (2) Bank Funds and Property; (3) Bank Records; and (4) Goodwill and Reputation.	
(g) Employment & Labor Laws & Policies	See discussion under Compliance with Laws and Regulations.	Please see discussion under Compliance with Laws and Regulations.	Please see discussion under Compliance with Laws and Regulations.
(h) Disciplinary action	Disciplinary action is based on grounds and procedures under applicable laws and regulations issued by regulatory authorities, particularly the BSP, PSE, and SEC.	The Bank has a Code of Discipline which sets forth the types of penalties which may be imposed for violation of the Code of Conduct ranging from reprimand, suspension, termination depending on the gravity of offenses which may be minor, serious or grave offenses, after observance of due process.	Please see discussion under Senior Management.
(i) Whistle Blower	Under the leadership of the Chairperson who is responsible for ensuring the efficient functioning of the Board of Directors, directors are tasked with and the Chairperson is duty bound to ensure the expression of views and independent judgment of the members of the Board.	To give all employees the confidence to raise concerns about behavior and practice and to mitigate risks and losses through the early discovery of irregular activities, the Bank commits itself to break down communication barriers and provide a safe internal communication channel for all employees to express their concerns through the enactment of the Open Communication Policy, which allows for anonymous disclosures and the protection of informants from	Please see discussion under Senior Management.

		<p>sanctions under specific conditions.</p> <p>The policy covers all reports or information in relation to actual or suspected criminal activities, unlawful acts or omissions, fraud, violations of the Code of Conduct and other bank policies, danger to health and safety, improprieties or malpractice in the workplace, including those related to matters of financial reporting, internal control and/or auditing.</p>	
(j) Conflict Resolution	<p>Under Section II.B.1.7 of the Corporate Governance Manual, a director is duty bound to carefully evaluate the situation and state his position when a disagreement with others occurs. He should not be afraid to take a position even though it might be unpopular. Corollary, he should support plans and ideas that he thinks will be beneficial to the institution.</p> <p>Conflicts are resolved under the leadership of the Chairperson who ensures the efficient functioning of the Board of Directors.</p>	<p>Under the Code of Conduct, the Bank condemns certain acts such as, but not limited to, threatening or violent behavior, insubordination or willful disobedience, uttering obscene, insulting or offensive words against associates, making racist, sexist or ethnic jokes or politically incorrect comments about associates, and rumor-mongering. These are dealt with in accordance the Code of Discipline.</p>	<p>Please see discussion under Senior Management.</p>

2) Has the code of ethics or conduct been disseminated to all directors, senior management and employees?

The Corporate Governance Manual has been presented to and approved by the Board. It has been disseminated to all bank associates in the Bank's intranet system as well as posted in the Compliance Office Library (COOL). All associates of the Bank are also required to complete the corporate governance e-

learning course.

The Bank's Code of Conduct, including updates thereto, are made available and readily accessible by all associates online through the intranet service of the Bank.

3) Discuss how the company implements and monitors compliance with the code of ethics or conduct.

Under Section III.A.1.2.1 of the Bank's Corporate Governance Manual, the compliance officer is tasked to monitor compliance with the provisions and requirements of the Manual and the rules and regulations of regulatory agencies and, if any violations are found, report the matter to the Chairman and Corporate Governance Committee and recommend the imposition of the appropriate disciplinary action for such violation and the adoption of measures to prevent a repetition of the violation, subject to review and approval by the Board.

Under the Bank's Code of Conduct, it is the responsibility of the unit heads to ensure that his/her people comply with the Code of Conduct, as well as policies directly affecting their jobs. Violation of the Code of Conduct is reported to the Human Resources Group, the Internal Audit Group, and/or the Security Department.

The Personnel Evaluation and Review Committee, which is a Board Committee, is tasked to evaluate and review employee discipline cases. It has the following powers and authorities under its Charter:

1. Affirm, review, revise, reverse or modify any resolution arrived at or action taken by management in connection with employee administrative cases involving any of the following:
 - 1.1 Dishonesty
 - 1.2 Fraud
 - 1.3 Negligence, violation of any internal Bank policy, rule or procedure or any act which results to an actual or potential loss to the Bank of at least One Million Pesos (P1,000,000.00)
 - 1.4 Acts that tend to damage or destroy the Bank's goodwill and reputation.
2. Report to the Board of Directors the actions taken against employees involved in the cases mentioned above.
3. Advise management to take certain corrective and preventive measures for the protection of the Bank's interests in relation to any of the cases mentioned above.
4. Direct the Security Department to take police action, the Legal Affairs Division to take legal action, or any other unit of the Bank to take appropriate action for the protection of the Bank's interests, whenever it deems it necessary, with regard to any of the cases mentioned above.
5. Ensure that in all cases involving employee discipline, the requirements of due process are strictly observed and the employee concerned is granted opportunity to defend or explain his side.
6. Exercise such other powers and authorities as the Board of Directors may impose.

4) Related Party Transactions

(a) Policies and Procedures

Describe the company's policies and procedures for the review, approval or ratification, monitoring and recording of related party transactions between and among the company and its parent, joint ventures, subsidiaries, associates, affiliates, substantial stockholders, officers and directors, including their spouses, children and dependent siblings and parents and of interlocking director relationships of members of the Board.

Related Party Transactions	Policies and Procedures
(1) Parent Company	<p>Under the Bank's Revised Policy on Related Party Transactions, a related party transaction is defined as any transaction or relationship directly or indirectly involving a related party, where the amount involved is at least One Million Pesos (PhP 1,000,000.00).</p> <p>The Bank adopts an expanded definition of related parties to include, among others: i. second degree relatives by consanguinity or affinity of a director, officer, or stockholder of the Bank; ii. advisory board members and consultants; and iii. directors and key officers of entities within the conglomerate of which the Bank is a member.</p> <p>The Policy requires the related parties, through the persons handling the account or transaction, to notify the Related Party Transactions Committee of any potential related party transaction. The report on the transaction shall be submitted to the RPT Committee for review and evaluation to determine whether or not said transaction is on terms no less favorable to the Bank than terms available to any unconnected third party under the same or similar circumstances. In the determination thereof, the RPT Committee shall be provided with adequate resources and authority to procure the services of independent experts.</p> <p>The Policy also provides that RPT's shall be approved by a majority of all directors, including a majority of independent directors, <i>provided that</i>, mergers and acquisitions, divestitures and transactions of a similar nature which are not in the normal course of business as may be determined by the RPT Committee and where the amount involved is at least one percent (1%) of the unimpaired capital of the Bank, which are presented to the Board for approval, shall be accompanied by a fairness opinion issued by an independent adviser as well as other reports as the RPT Committee may deem necessary.</p> <p>Any member of the Board who has an interest in the transaction under discussion shall not participate in discussions and shall abstain from voting on the approval of the Related Party Transaction.</p> <p>The Chairperson shall not participate in the discussions and shall abstain from voting on the approval of Related Party Transactions involving the Yuchengco Group of Companies.</p> <p>The Bank's stockholders shall confirm by majority vote, in the annual stockholders' meeting, the Bank's transactions with its related parties.</p>

	<p>This requirement also appears under Section II A.2.3.8 of the Corporate Governance Manual which provides that the Bank's stockholders are required to confirm by majority vote, in the annual stockholders' meeting, the bank's significant transactions with its DOSRI and other related parties.</p> <p>Lastly, Compliance Office, as part of compliance testing, and Internal Audit, as part of its audit work program, shall include a review of related party transactions to determine compliance with regulatory requirements and internal policies.</p>
(2) Joint Ventures	The Bank's policy applies to its joint ventures.
(3) Subsidiaries	The Bank's policy applies to its subsidiaries.
(4) Entities Under Common Control	The Bank's policy applies to entities under common control.
(5) Substantial Stockholders	The Bank's policy applies to its DOSRI as defined in the MORB. Under Section 326.1.c of the MORB, stockholders are defined as "any stockholder of record in the books of the bank, acting personally, or through an attorney-in-fact, or any other person duly authorized by him or through a trustee designated pursuant to a proxy or voting trust or similar contracts, whose stockholdings in the lending bank, individual and/or collectively with the stockholdings of: (i) his spouse and/or relative within the first degree of consanguinity or affinity or legal adoption; (ii) a partnership in which the stockholder and/or the spouse and/or any of the aforementioned relatives is a general partner; (iii) corporation, association or firm of which the stockholder and/or his spouse and/or the aforementioned relatives own more than fifty percent (50%) of the total subscribed capital stock of such corporation, association or firm, amount to one percent (1%) or more of the total subscribed capital stock of the bank.
(6) Officers including spouse/children/siblings/parents	The Bank's policy applies to DOSRI as defined in the MORB and key management personnel and close members of the family of its key management personnel as defined in the policy.
(7) Directors including spouse/children/siblings/parents	The Bank's policy applies to DOSRI as defined in the MORB. This includes directors and his/her spouse or relative within the first degree of consanguinity or affinity, or relative by legal adoption, of a director of the Bank.
(8) Interlocking director relationship of Board of Directors	The Bank's policy applies to DOSRI as defined in the MORB. The definition of related interest under Section X326.1.e of the MORB covers interlocking directors.

(b) Conflict of Interest

(i) Directors/Officers and 5% or more Shareholders

Identify any actual or probable conflict of interest to which directors/officers/5% or more shareholders may be involved.

	Details of Conflict of Interest (Actual or Probable)
Name of Director/s	None. Please see reply below.
Name of Officer/s	None. Please see reply below.
Name of Significant Shareholders	None. Please see reply below.

The Bank fully complies with the approval and disclosure requirements of the BSP for credit exposures of its DOSRI as well as significant intra-group transactions as well as the Bank's policy for approval of related party transactions.

(ii) Mechanism

Describe the mechanism laid down to detect, determine and resolve any possible conflict of interest between the company and/or its group and their directors, officers and significant shareholders.

	Directors/Officers/Significant Shareholders
Company	Section 4.2 of the Bank's revised Policy on Related Party Transactions provides that each of the directors and officers shall disclose to the Board, through the Bank's corporate secretary, details of their other directorships and any shareholdings owned by them or members of their family. Furthermore, any changes to this information shall be immediately communicated to the Board through the corporate secretary. As mentioned, if a transaction is determined to be a related party transaction, the same shall be submitted to the <u>RPT Committee</u> for analysis and evaluation and thereafter submitted to the Board for approval.
Group	The Bank's Policy on Related Party Transactions is for the guidance of the Bank and/or its subsidiaries.

5) Family, Commercial and Contractual Relations

- (a) Indicate, if applicable, any relation of a family,⁶ commercial, contractual or business nature that exists between the holders of significant equity (5% or more), to the extent that they are known to the company:

Names of Related Significant Shareholders	Type of Relationship	Brief Description of the Relationship
None.		

- (b) Indicate, if applicable, any relation of a commercial, contractual or business nature that exists between the holders of significant equity (5% or more) and the company:

⁶ Family relationship up to the fourth civil degree either by consanguinity or affinity.

Names of Related Significant Shareholders	Type of Relationship	Brief Description
None.		

- (c) Indicate any shareholder agreements that may impact on the control, ownership and strategic direction of the company:

Name of Shareholders	% of Capital Stock affected (Parties)	Brief Description of the Transaction
PMMIC HIBV	PMMIC (42.14%) HIBV (11.6%) *directly owned shares only	Shareholders Agreement among PMMIC, Hexagon Investment B.V. and RCBC dated 12 May 2011 was entered into to set out certain rights and obligations of the parties when HIBV acquired shares in RCBC pursuant to the Share Acquisition Agreement and Share Purchase Agreement executed on the same date
PMMIC IFC Fund IFC	PMMIC (47.81%) IFC Fund (5.57%) IFC (6.10%) *both directly and beneficially owned	Amended and Restated Policy Agreement among RCBC, PMMIC, IFC and IFC Capitalization (Equity) Fund, LP dated 15 February 2013 was entered into for purposes of regulating their relations within the Company when IFC subscribed to shares in RCBC (Share Acquisition Agreement) and when IFC Fund subscribed (Subscription Agreement)
Hexagon Investments B.V. (an entity controlled by funds advised by CVC Asia Pacific Limited); IFC	IFC 11.34%, CVC 10.91% to IFC 7.71%, CVC 1.44%	In 17 December 2014, Cathay Life Insurance Co., Ltd., a wholly owned subsidiary of Cathay Financial Holding Co., Ltd., signed respective Share and Purchase Agreements with HIBV and IFC as part of a transaction to acquire an approximately 20% stake in RCBC. The transaction involves the signing of said Share Purchase Agreements and a Share Subscription Agreement with RCBC. The transaction will close upon securing regulatory approvals.

6) Alternative Dispute Resolution

Describe the alternative dispute resolution system adopted by the company for the last three (3) years in amicably settling conflicts or differences between the corporation and its stockholders, and the corporation and third parties, including regulatory authorities.

Alternative Dispute Resolution System	
Corporation & Stockholders	The Bank adopts an arbitration system to resolve any dispute, controversy or claim arising out of, or relating to, the Bank's relations with its shareholders, and other intra-corporate matters under applicable law and regulations, in accordance with the Philippine Dispute Resolution Center, Inc. (PDRCI) Arbitration Rules in accordance with The Arbitration Law and R.A. No. 9285, otherwise known as The Alternative Dispute Resolution Act of 2004.
Corporation & Third Parties	Under the Bank's Corporate Governance Manual, the Corporate Governance Committee shall be responsible for the amicable resolution of disputes and/or settlement of conflicts or differences between the Bank and third parties.
Corporation & Regulatory Authorities	Under the Bank's Corporate Governance Manual, the Corporate Governance Committee shall be responsible for the amicable resolution of disputes and/or settlement of conflicts or differences between the Bank and regulatory authorities.

C. BOARD MEETINGS & ATTENDANCE

1) Are Board of Directors' meetings scheduled before or at the beginning of the year?

The Board of Directors' meetings are scheduled before the beginning of the year.

2) Attendance of Directors: For the period January – December 2015, the total number of meetings is 17, including Special Board, Stockholders' and Organizational Meetings of the Board.

Board	Name	Date of Election	No. of Meetings Held during the year	No. of Meetings Attended	%
Honorary Chairman	Alfonso T. Yuchengco	June 29, 2015	17	14	82.35

Chairperson	Helen Y. Dee	June 29, 2015	17	16	94.12
Member	Lorenzo V. Tan	June 29, 2015	17	17	100
Member	Cesar E. A. Virata	June 29, 2015	17	17	100
Member	Teodoro D. Regala	June 29, 2015	17	15	88.24
Member	Wilfrido E. Sanchez	June 29, 2015	17	16	94.12
Member	Ma. Celia H. Fernandez-Estavillo	June 29, 2015	17	16	94.12
Member	Minki Brian Hong	June 30, 2014*	6	5	83.33
Member	T.C.Chan	June 29, 2015	17	12	70.59
Member	Medel T. Nera	June 29, 2015	17	15	88.24
Member	Francis G. Estrada	June 30, 2014*	6	2	33.33
Member	Richard G.A. Westlake	June 29, 2015	17	9	52.94
Member	Yuh-Shing (Francis) Peng	June 29, 2015**	17	10	90.91
Member	John Law	June 29, 2015**	17	9	81.82
Independent	Francisco C. Eizmendi, Jr.	June 29, 2015	17	14	82.35
Independent	Armando M. Medina	June 29, 2015	17	14	82.35
Independent	Antonino M. Alindogan, Jr.	June 29, 2015	17	16	94.12

*Messrs. Hong and Estrada resigned effective 27 April 2015.

**Messrs. Peng and Law were elected by the Board effective 27 April 2015.

3) Do non-executive directors have a separate meeting during the year without the presence of any executive? If yes, how many times?

Section II.A. 2.3.14 of the Bank's Corporate Governance Manual provides that non-executive board members shall meet regularly, other than in meetings of the audit and risk oversight committees, in the absence of senior management, with the external auditor and heads of the internal audit, compliance and risk management functions. For the year 2015, the meeting of the non-executive directors was held last 25 May 2015.

4) Is the minimum quorum requirement for Board decisions set at two-thirds of board members? Please explain.

No. Per Section 6, Article V of the By-Laws "A majority of the incumbent Directors shall constitute a quorum at any meeting and a majority of the members in attendance at any Board meeting shall decide its action."

5) Access to Information

(a) How many days in advance are board papers⁷ for board of directors meetings provided to the board?

At least three (3) days before the meeting.

(b) Do board members have independent access to Management and the Corporate Secretary?

Yes.

(c) State the policy of the role of the company secretary. Does such role include assisting the Chairman in preparing the board agenda, facilitating training of directors, keeping directors updated regarding any relevant statutory and regulatory changes, etc?

Section 6, Article VIII of the By-Laws states the following:

⁷ Board papers consist of complete and adequate information about the matters to be taken in the board meeting. Information includes the background or explanation on matters brought before the Board, disclosures, budgets, forecasts and internal financial documents.

"The Secretary shall give due notice and keep the Minutes of all meetings of the stockholders of the Bank and of the Board of Directors; have custody of the Stock Certificate Book, Stock and Transfer Book and the Corporate Seal; prepare ballots for the annual election and keep a complete and up-to-date roll of the stockholders and their respective addresses. He shall perform such duties as are incident to his office and those which may be required of him by the Board of Directors."

Section II.D.5 of the Corporate Governance Manual sets forth the following duties and responsibilities of the Corporate Secretary:

1. Responsible for the safekeeping and preservation of the integrity of the minutes of the meetings of the Board as well as the other official documents, records and other information essential to the conduct of his duties and responsibilities to the Bank.
2. Inform the members of the Board of the schedule and agenda of their meetings and ensure that the members have before them complete and accurate information that will enable them to arrive at intelligent or informed decisions on matters that require their approval.
3. Serve as an adviser of the Board, and assist the Board in making business judgment in good faith and in the performance of their responsibilities and obligations.
4. Work fairly and objectively with the Board, Management and stockholders and other stakeholders.
5. Attend all Board meetings, except when justifiable causes, such as illness, death in the immediate family and serious accidents, prevent him from doing so, and maintain record of the same.
6. Submit to the SEC, on or before January 30 of the following year, an annual sworn certification as to the attendance of the directors during Board meetings. The certification may be submitted through SEC Form 17-C or in a separate filing.
7. In all transactions which may lawfully come to the knowledge of the Corporate Secretary involving transfer of voting shares of stock or registration of voting trust agreements, or any form of agreement vesting the right to vote the voting shares of stock of the Bank, the Corporate Secretary shall:
 - a. Ascertain the identity and citizenship of the transferee, voting trustee, proxy or person vested with the right to vote, and his relation to existing stockholders, and for this purpose, he shall require the transferee, voting trustee, proxy or the person vested with the right to vote to submit proof of citizenship, which may consist, in case of a corporation, of a certified true copy of the Articles of Incorporation, accompanied by the affidavit of the Corporate Secretary of the corporation, certifying to the correctness and accuracy of the list of stockholders, their citizenship, and the percentage of shares owned by them.
 - b. Require the transferee, voting trustee, proxy or person vested with the right to vote, at the time of the receipt of the request for transfer or registration, or at any time thereafter, to disclose all information with respect to persons related to the transferee, voting trustee, proxy or person vested with the right to vote, within the fourth degree of consanguinity or affinity, whether legitimate, illegitimate or common-law, as well as corporations, partnerships or associations where the transferee, voting trustee, proxy or person vested with the right to vote has controlling interest, and the extent thereof.
 - c. Require the transferee to execute an affidavit stating, among other things, that the transferee is a bona fide owner of shares of stock and that he acknowledges full awareness of the requirements of the law and the prohibitions against exceeding ownership of voting stocks beyond the prescribed limitations.
 - d. If the request for transfer or the arrangement sought to be registered will patently cause the voting stocks of a person or a corporation, to exceed the limits prescribed by law, the Corporate Secretary shall deny the transfer or registration and forthwith inform the parties to the transaction in writing. Simultaneous with the notice to the parties, the Corporate Secretary shall submit a written report to the Governor of the BSP of the attempted illegal transfer or arrangements, together with the names, addresses of parties and other pertinent data with respect to the particular stock transaction.

In the event the Corporate Secretary has reason to doubt the legality of the transfer or of the arrangement sought to be registered, he may commence an action before the appropriate body.

- e. Promptly inform stockholders who have reached any of the ceilings imposed by law, of their ineligibility to own or control more than the applicable ceiling.
8. Ensure that all Board procedures, rules and regulations are strictly followed by the members.⁶

(d) Is the company secretary trained in legal, accountancy or company secretarial practices? Please explain should the answer be in the negative.

Yes.

(e) Committee Procedures

Disclose whether there is a procedure that Directors can avail of to enable them to get information necessary to be able to prepare in advance for the meetings of different committees:

Yes No

Committee	Details of the procedures
Executive Committee	Please see reply below.
Audit Committee	Please see reply below.
Trust Committee	Please see reply below.
Personnel Evaluation and Review Committee	Please see reply below.
Risk Oversight Committee	Please see reply below.
Corporate Governance Committee	Please see reply below.
Technology Committee	Please see reply below.

II.A.2.5 of the Corporate Governance Manual provides:

"2.5 Adequate and Timely Information

- 2.5.1 To enable the members of the Board to properly fulfill their duties and responsibilities, the Management shall provide them with complete, adequate and timely information about the matters to be taken in their meetings.
- 2.5.2 Since reliance on information volunteered by Management would not be sufficient in all circumstances and further inquiries may have to be made by a member of the Board, the members shall be given independent access to Management and the Corporate Secretary. Such information may include the background or explanation on matters brought before the Board, disclosures, budgets, forecasts and internal financial documents.

⁶ Article 3(L)(ix), SEC Memorandum Circular No. 6, Series of 2009

2.5.3 The members, either individually or as a Board, and in furtherance of their duties and responsibilities, shall have access to independent professional advice. The cost of which shall be shouldered by the Bank.”

6) External Advice

Indicate whether or not a procedure exists whereby directors can receive external advice and, if so, provide details:

Procedures	Details
Section II.A.2.5.3 of the Bank’s Corporate Governance Manual provides that the members, either individually or as a Board, and in furtherance of their duties and responsibilities, shall have access to independent professional advice, the cost of which shall be shouldered by the Bank	
Section II.D.3.1 of the Corporate Governance Manual provides that the Risk Oversight Committee shall have access to independent external expert advice, particularly in relation to proposed strategic transactions, such as mergers and acquisitions.	
Section II of the Audit Committee Charter grants the Committee the power to retain outside advisors as it deems necessary to carry out its duties. Section IV.F. of the Audit Committee Charter, the Audit Committee, where necessary, may require and institute special investigations, and, if appropriate, hire external counsel of experts to assist.	
Section 2.3 of the Corporate Governance Committee Charter provides that the Board may appoint one or more individuals to serve as advisor(s) to the Committee. The advisors shall have the right to attend and speak at any meeting of the Committee, but shall not have the right to vote on any action of the Committee.	
Section 4.2 of the RPT Committee provides that the Committee shall be provided with adequate resources and shall have the authority to procure the services of independent experts in carrying out its mandate.	

7) Change/s in existing policies

Indicate, if applicable, any change/s introduced by the Board of Directors (during its most recent term) on existing policies that may have an effect on the business of the company and the reason/s for the change:

Existing Policies	Changes	Reason
Policy on Social and Environmental Management System	<p>Environmental and Social (E&S) due diligence and/or principles</p> <p>(Approved: ExCom July 25, 2012; BOD August 28, 2012)</p>	<p>To ensure that:</p> <ul style="list-style-type: none"> bank lending operations are consistent with the Performance Standards, applicable Social and Environmental (S&E) regulations of the country and the exclusion list RCBC's staff and partners will have a clear reference point as to its position and requirements in relation to S&E management
Policy on Related Party Transactions	<ul style="list-style-type: none"> Audit Committee analysis and evaluation prior to submission to BOD for approval All RPT's instead of only RPT's where the amount involved is more than 2.5% of net assets will require approval of majority of BOD <p>(Approved: BOD September 24, 2012)</p>	<ul style="list-style-type: none"> Strengthen/rationalize procedure for review and approval of related party transactions
Trust Policy Manual	<p>Incorporate provisions under new regulatory issuances</p> <p>(Approved: BOD 2/26/2013)</p>	Compliance with regulatory requirements
Trust Risk Policy Manual	<p>Incorporate provisions under new regulatory issuances</p> <p>(Approved: BOD 2/26/2013)</p>	Compliance with regulatory requirements
Corporate Governance Manual (26 March 2012, 28 May 2012; 28 Jan 2013)	<p>Incorporate provisions under new regulatory issuances</p> <p>(Approved: BOD 2/26/2013)</p>	Compliance with regulatory requirements
Corporate Governance Manual	<p>Incorporate provisions under new regulatory issuances</p> <p>(Approved: BOD 5/25/2015)</p>	Compliance with regulatory requirements

Revised Policy on Related Party Transactions	<ul style="list-style-type: none"> • Definition of related party transaction • Definition of related parties • Report on RPT's submitted by the proponents to the RPT Committee • Review and approval process (Approved: BOD 12/1/2015)	To address BSP findings
Revised Money Laundering and Terrorist Financing Prevention Program Manual	Several changes were made to address BSP findings and changes in policy. <ul style="list-style-type: none"> • (Approved: BOD 9/28/15) 	To address BSP findings and changes in policy

D. REMUNERATION MATTERS

1) **Remuneration Process**

Disclose the process used for determining the remuneration of the CEO and the four (4) most highly compensated management officers:

Process	CEO	Top 4 Highest Paid Management Officers
(1) Fixed remuneration	Negotiation	Negotiation
(2) Variable remuneration	None	None
(3) Per diem allowance	None	None
(4) Bonus	Performance based & Company's profitability	Performance based & Company's profitability
(5) Stock Options and other financial instruments	N/A	N/A
(6) Others (specify)	N/A	N/A

2) **Remuneration Policy and Structure for Executive and Non-Executive Directors**

Disclose the company's policy on remuneration and the structure of its compensation package. Explain how the compensation of Executive and Non-Executive Directors is calculated.

Remuneration Policy	Structure of Compensation Packages	How Compensation is Calculated
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Executive Directors	i. Executive Directors are entitled to remuneration as officers of the Bank. ii. The members of the Board of Directors, the Advisory Board, the Executive Committee and the Officers of the Bank are entitled to profit sharing bonus as provided for in Section 2 Article XI of the By-Laws of the Bank.	Please refer to left column.	Please refer to left column.
Non-Executive Directors	i. Non-executive directors are entitled to reasonable per diem. ii. The members of the Board of Directors, the Advisory Board, the Executive Committee and the Officers of the Bank are entitled to profit sharing bonus as provided for in Section 2 Article XI of the By-Laws of the Bank.	Please refer to left column.	Please refer to left column.

Do stockholders have the opportunity to approve the decision on total remuneration (fees, allowances, benefits-in-kind and other emoluments) of board of directors? Provide details for the last three (3) years.

No. These are provided for in Section 2 Article XI of the By-Laws of the Bank.

Remuneration Scheme	Date of Stockholders Approval
N/A	N/A

3) Aggregate Remuneration

Complete the following table on the aggregate remuneration accrued during the most recent year:

Remuneration Item	Executive Directors	Non-Executive Directors (other than independent directors)	Independent Directors
(a) Fixed Remuneration	N/A	N/A	N/A
(b) Variable Remuneration	N/A	N/A	N/A
(c) Per diem Allowance	N/A	<u>Php8,490,000.00</u> <u>(aggregate amount for NED's, ID's and Advisory</u>	See reply under NED.

		Board Members)	
(d) Bonuses		Php 29,547,390.89 (gross aggregate amount for the year 2015; directors' bonuses are given to executive, non-executive and independent directors based on the formula provided for in the Bank's By-Laws)	
(e) Stock Options and/or other financial instruments	N/A	N/A	N/A
(f) Others (Specify)	N/A	N/A	N/A
Total	Php38,037,390.89		

Other Benefits	Executive Directors	Non-Executive Director (other than independent directors)	Independent Directors
	*Entitled to benefits as officers of the Bank		
1) Advances	N/A	N/A	N/A
2) Credit granted	N/A	N/A	N/A
3) Pension Plan/s Contributions	N/A	N/A	N/A
(d) Pension Plans, Obligations incurred	N/A	N/A	N/A
(e) Life Insurance Premium	Applicable	N/A	N/A
(f) Hospitalization Plan	Applicable	N/A	N/A
(g) Car Plan	Applicable	N/A	N/A
(h) Others (Specify)	N/A	N/A	N/A
Total	N/A	N/A	N/A

4) Stock Rights, Options and Warrants

(a) Board of Directors

Complete the following table, on the members of the company's Board of Directors who own or are entitled to stock rights, options or warrants over the company's shares:

Director's Name	Number of Direct	Number of Indirect	Number of Equivalent	Total % from Capital Stock
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	Option/Rights/Warrants	Option/Rights/Warrants	Shares	
N/A	N/A	N/A	N/A	N/A

(b) Amendments of Incentive Programs

Indicate any amendments and discontinuation of any incentive programs introduced, including the criteria used in the creation of the program. Disclose whether these are subject to approval during the Annual Stockholders' Meeting:

Incentive Program	Amendments	Date of Stockholders' Approval
N/A	N/A	N/A

5) Remuneration of Management

Identify the five (5) members of management who are not at the same time executive directors and indicate the total remuneration received during the financial year:

Name of Officer/Position	Total Remuneration
	Please see table below

Information as to the aggregate compensation paid or accrued to the Bank's Chief Executive Officer and four other most highly compensated executive officers follows (in thousand pesos) as disclosed in SEC 17-A:

<u>Names</u>	<u>Principal Position</u>	<u>Year</u>	<u>Aggregate Compensation (net of bonuses)</u>	<u>Bonuses</u>
<u>Lorenzo V. Tan</u>	<u>President & Chief Executive Officer</u>	<u>2015</u>		
<u>Redentor C. Bancod</u>	<u>Senior Executive Vice President</u>			
<u>Michaelangelo R.</u>	<u>Executive Vice</u>			

Aguilar
John Thomas G.
Deveras
Manuel G. Ahyong

President
Senior Executive Vice
President
Executive Vice
President

44,250

16,534

E. BOARD COMMITTEES

1) Number of Members, Functions and Responsibilities

Provide details on the number of members of each committee, its functions, key responsibilities and the power/authority delegated to it by the Board:

	Executive Director (ED)	Non-executive Director (NED) (no. includes ID's)	Independent Director (ID)	Committee Charter	Functions	Key Responsibilities	Powers
Executive	1	4	1	None. Its powers and functions are spelled out in the Bank's By-Laws and Corporate Governance Manual.	See discussion under powers.	See discussion under powers.	Article V, Section 10 of the Bank's By-Laws provides that the Executive Committee has the power to act and pass upon such matters as the Board of Directors may entrust to it for action in between meetings of the Board of Directors. This is also provided for under Section II.D.1 of the Bank's Corporate Governance Manual. The provision in the Manual also provides that the Committee shall likewise have the power to review an asset or loan to ensure timely recognition and

							resolution of impaired assets.
Audit	0	4	2	Yes.	Please refer to Section I of the Audit Committee Charter attached as Annex "C" hereto and made an integral part hereof.	Please refer to Section IV of the Audit Committee Charter.	Please refer to Section II of the Audit Committee Charter.
Risk Oversight	1	5	2	Yes.	Please refer to Section A of the Risk Oversight Committee Charter attached as Annex "D" hereto and made an integral part hereof.	Please refer to Section E of the ROC Charter which discusses its responsibilities.	Please refer to Section E of the ROC Charter which sets forth its scope of authority.
Corporate Governance	1	4	2	Yes.	Please refer to Section 5 Duties and Responsibilities of the Corporate Governance Committee Charter attached as Annex "E" hereto and made an integral part hereof.	Please refer to Section 5 Duties and Responsibilities of the Corporate Governance Committee Charter.	Please refer to Section 1.0 General Purpose and Authority of the Corporate Governance Committee Charter.
Trust	1	3	0	Yes.	Please refer to Section 3 of the Trust Committee Charter attached as Annex "F" hereto and made an integral part hereof.	Please refer to Section 3 of the Trust Committee Charter attached as Annex "F" hereto and	Please refer to Section 3 of the Trust Committee Charter attached as Annex "F" hereto and made an integral part hereof.

						made an integral part hereof.	
Technology	1	4	1	Yes.	Please refer to Section A Principal Purpose/Objective of the Technology Committee Charter attached as Annex "G" hereto and made an integral part hereof.	Please refer to Section E Responsibility of the Technology Committee Charter.	Please refer to Section E Scope of Authority of the Technology Committee Charter.
Personnel Evaluation and Review Committee (PERC)	0	1	0	Yes	Please refer to Section III. Purpose of the PERC Charter attached hereto as Annex "H" and made an integral part hereof.	Please refer to Section VI. Powers and Authorities of the PERC Charter.	Please refer to Section VI. Powers and Authorities of the PERC Charter.
Related Party Transactions Committee	0	5	2	Yes.	The Committee reviews and evaluates related party transaction prior to their submission to the Board for approval. The RPT Committee Charter is attached hereto as Annex "I" and made an integral part hereof.	Please refer to RPT Committee Charter attached as Annex "I".	Please refer to RPT Committee Charter attached as Annex "I".

2) Committee Members

Committee members are appointed during the organizational meeting of the Board of Directors. The information below covers the calendar year 2015.

(a) Executive Committee

Office	Name	Date of Appointment	No. of Meetings Held	No. of Meetings Attended	%	Length of Service in the Committee
Chairman	Helen Y. Dee	29 June 2015	44	39	88.64	10 yrs
Member (ED)	Lorenzo V. Tan	29 June 2015	44	39	88.64	8 yrs
Member (NED)	Cesar E. A. Virata	29 June 2015	44	40	90.91	20 yrs
Member (ID)	Antonino L. Alindogan, Jr.	29 June 2015	44	34	77.27	8 yrs
Member (NED)	Minki Brian Hong	30 June 2014 *resigned effective 27 April 2015	15	4	26.67	3 yrs 10 mos
Member (NED)	Teodoro D. Regala	12 May 2015	29	28	96.55	7 mos

(b) Audit Committee

Office	Name	Date of Appointment	No. of Meetings Held	No. of Meetings Attended	%	Length of Service in the Committee
Chairman (ID)	Armando M. Medina	29 June 2015	15	15	100	8 yrs
Member (ID)	Francisco C. Eizmendi, Jr.	29 June 2015	15	9	60	2 year 4 mos
Member (NED)	Minki Brian Hong	30 June 2014 *resigned as director effective 27 April 2015	5	1	20	3 yrs 10 mos.
Member (NED)	Medel T. Nera	29 June 2015	15	13	86.67	3 yrs 11 mos

Disclose the profile or qualifications of the Audit Committee members.

Dir. Armando M. Medina, 66, Filipino, is an Independent Director of the Bank. He is a member of various board committees of the Bank, including the Audit Committee, and Risk Oversight Committee and the Corporate Governance Committee. He is also an Independent Director of RCBC Savings Bank, RCBC Capital Corporation, and Malayan Insurance Co. Inc. He graduated from De La Salle University with a Bachelor of Arts degree in Commerce and Economics and a Bachelor of Science in Commerce with a major in Accounting.

Mr. Francisco C. Eizmendi, Jr., 80, Filipino, is an Independent Director of the Bank. Mr. Eizmendi is also the Chairman of Dearborn Motor Co., an Independent Director of Sunlife Grepa Financial Inc. and Makati Finance Corporation and Trustee at the Institute of Corporate Directors. He served as President

and Chief Operating Officer of San Miguel Corporation from 1987 to 2002. He graduated from the University of Sto. Tomas with a Bachelor of Science degree in Chemical Engineering.

Mr. Medel T. Nera, 60, Filipino, joined the Bank in July 2011. Presently, he is the Chairman of the Risk Oversight Committee and member of Audit and Technology Committees. Mr. Nera graduated from the Far Eastern University with a degree in BS Commerce Major in Accountancy. He completed his post graduate studies at the New York University with a Master of Business Administration degree. He is presently a Director of Philippine National Reinsurance Corporation, Director and President of House of Investments, Inc., and Director and President of RCBC Realty Corporation. He also has directorship positions in Honda Cars Kalookan, iPeople, Inc., Landev Corporation, Hi-Eisai Pharmaceutical, Malayan Colleges Laguna Inc., and YGC Corporate Services.

Describe the Audit Committee's responsibility relative to the external auditor.

- i. Recommend to the Board the selection of the external auditors, considering professional qualification, independence and effectiveness, and recommend the fees to be paid. Recommend any replacement of the external auditors.
- ii. Consult with external auditors without management's presence about internal controls and the accuracy of the financial statements.
- iii. Prior to the commencement of the audit, discuss with the external auditor the nature, scope, approach and expenses of the audit, including coordination of audit efforts with Internal Audit, and ensure proper coordination if more than one audit firm is involved in the activity to secure proper coverage and minimize duplication of efforts.
- iv. Evaluate and determine non-audit work, if any, of the external auditor and review periodically the non audit fees paid to the external auditor both in relation to their significance to the total annual income of the external auditor both in relation to Bank's total expenditure on consultancy.
- v. The Committee shall disallow any non-audit work that will conflict with his duties as an external auditor or may pose a threat to his independence. If allowed, the non-audit work shall be disclosed in the Company's Annual Report.
- vi. Ascertain the rotation of audit partner or external audit firm as required by regulations.
- vii. Ascertain that management responds to recommendations by external auditors and is taking appropriate corrective actions in a timely manner.

(c) Nomination Committee

The Nomination and Remuneration Committees are merged under the Corporate Governance Committee.

Office	Name	Date of Appointment	No. of Meetings Held	No. of Meetings Attended	%	Length of Service in the Committee
Chairman						
Member (ED)						
Member (NED)						
Member (ID)						
Member						

(d) Remuneration Committee

The Nomination and Remuneration Committees are merged under the Corporate Governance

Committee.

Office	Name	Date of Appointment	No. of Meetings Held	No. of Meetings Attended	%	Length of Service in the Committee
Chairman						
Member (ED)						
Member (NED)						
Member (ID)						
Member						

Corporate Governance Committee

Office	Name	Date of Appointment	No. of Meetings Held	No. of Meetings Attended	%	Length of Service in the Committee
Chairman (ID)	Francisco C. Eizmendi, Jr.	29 June 2015	10	10	100	8yrs
Member (NED)	Helen Y. Dee	29 June 2015	10	10	100	10 yrs
Member (NED)	Wilfrido E. Sanchez	29 June 2015	10	9	90	8 yrs
Member (ED)	Atty. Ma. Celia H. Fernandez-Estavillo	29 June 2015	10	9	90	4 yrs
Member (ID)	Armando M. Medina	29 June 2015	2	2	100	1 yr 4 mos. *from 26 Aug 2014

(e) Others (Specify)

Provide the same information on all other committees constituted by the Board of Directors:

TRUST COMMITTEE

Office	Name	Date of Appointment	No. of Meetings Held	No. of Meetings Attended	%	Length of Service in the Committee
Chairman (NED)	Teodoro D. Regala	29 June 2015	12	12	100	16 yrs
Member (NED)	Cesar E.A. Virata	29 June 2015	12	12	100	8 yrs.
Member (NED)	Wilfrido E. Sanchez	29 June 2015	12	11	91.67	11 yrs. 11 mos.
Member (ED)	Lorenzo V. Tan	29 June 2015	12	12	100	7 yrs. 11 mos.
Member (Trust Officer)	Lourdes M. Ferrer	1 Sep 00	12	12	100	14 yrs. 9 mos.

RISK OVERSIGHT COMMITTEE

Office	Name	Date of Appointment	No. of Meetings Held	No. of Meetings Attended	%	Length of Service in the Committee
Chairman (NED)	Medel T. Nera	29 June 2015	11	11	100	3 yrs 11 mos
Member (NED)	Helen Y. Dee	29 June 2015	11	11	100	6 yrs
Member (ED)	Lorenzo V. Tan	29 June 2015	10	9	90	8 yrs
Member (NED)	Cesar E.A. Virata	29 June 2015	11	11	100	14 yrs
Member (ID)	Armando M. Medina (Vice Chair)	29 June 2015	11	9	81.82	12 yrs
Member (NED)	Francis G. Estrada	30 June 2014 *until April 2015	4	1	25	10 months
Member (NED)	Richard Westlake	January 2015	11	7	63.64	1 year

TECHNOLOGY COMMITTEE

Office	Name	Date of Appointment	No. of Meetings Held	No. of Meetings Attended	%	Length of Service in the Committee
Chairman	Helen Y. Dee	29 June 2015	10	9	90	7yrs 6 mos
Member (ED)	Lorenzo V. Tan	29 June 2015	10	7	70	7yrs 6 mos
Member (NED)	Cesar E.A. Virata	29 June 2015	10	7	70	7yrs 6 mos
Member (NED)	Medel T. Nera	29 June 2015	10	9	90	7yrs 6 mos
Member (ID)	Armando M. Medina	29 June 2015	10	9	90	7yrs 6 mos

PERSONNEL EVALUATION AND REVIEW COMMITTEE

Office	Name	Date of Appointment	No. of Meetings Held	No. of Meetings Attended	%	Length of Service in the Committee
Chairman	Ms. Helen Y. Dee	June 2005	4	4	100	9 yrs
Member	Head – Human Resources Group	-	4	4	100	-
Member	Head – Retail Banking Group	-	4	3	75	-
Member	Head – Controllership Group	-	4	4	100	-
Member	Head – Legal and Regulatory Affairs Group	-	4	4	100	-
Member	Head – Corporate Risk Management Group	-	4	4	100	-

RELATED PARTY TRANSACTIONS COMMITTEE

Office	Name	Date of Appointment	No. of Meetings Held	No. of Meetings Attended	%	Length of Service in the Committee
Chairman (ID)	Antonino L. Alindogan, Jr.	29 June 2015	11	7	63.64	1 year 3 mos.
Member (ID)	Francisco C. Eizmendi, Jr.	29 June 2015	11	9	81.82	1 year 3 mos.
Member (NED)	Wilfrido E. Sanchez	29 June 2015	11	9	81.82	1 year 3 mos.
Member (NED)	Teodoro D. Regala	29 June 2015	11	11	100	1 year mos.
Member (NED)	Francis G. Estrada	26 August 2014 *resigned effective 27 April 2015	6	5	83.33	7 mos.
Alternate Member (ED)	Ma. Celia F. Fernandez-Estavillo	24 November 2014 *until 25 Aug 2015	9	9	100	9 mos.
Member	Yuh-Shing Francis Peng	29 June 2015 *first appointed 25 May 2015	5	3	60	6 mos.

3) Changes in Committee Members

Indicate any changes in committee membership that occurred during the year and the reason for the changes:

Name of Committee	Name	Reason
Executive Committee	Mr. Minki Brian Hong	Principal no longer had an interest in the bank and pursuant to shareholder agreements, he resigned as director.
	Atty. Teodoro D. Regala	Atty. Regala was appointed to fill the vacancy.
Audit Committee	Mr. Minki Brian Hong	Please see above.
Related Party Transactions Committee	Mr. Francis G. Estrada	Resigned as director for personal reasons and this coincided with the need for an additional seat in accordance with the shareholders' agreement with Cathay Life.
	Mr. Yuh-Shing Francis Peng	Mr. Peng was appointed to fill the vacancy.
Risk Oversight Committee	Mr. Richard Westlake	Mr. Westlake was appointed as additional member in the Committee.
	Mr. Francis G. Estrada	Please see above.

4) Work Done and Issues Addressed

Describe the work done by each committee and the significant issues addressed during the year.

Name of Committee	Work Done	Issues Addressed
Executive	<ul style="list-style-type: none"> • Discussed various policies issued by regulatory agencies • Approved non-DOSRI loans over P100 million up to below 15% of the Bank's unimpaired capital • Evaluated and approved various operations/product manuals • Reviewed and endorsed for Board approval various management matters 	<p>Compliance with laws and regulatory issuances; fulfillment of responsibilities under the Bank's By-Laws and Corporate Governance Manual</p>
Audit	<ul style="list-style-type: none"> • <u>Performance of oversight functions over the internal and external auditors and ensuring that they acted independently from each other and both auditors were given unrestricted access to records, properties and personnel in the discharge of their functions.</u> • <u>Review of audit reports of both internal and external auditors and engaging in discussions of the results of audits during Audit Committee meetings to evaluate the adequacy and effectiveness of internal control system and risk management including financial reporting and information technology security. This also included the review of the annual and quarterly financial statements before submission to the Board and regulators focusing on the following matters:</u> <ul style="list-style-type: none"> - <u>Any changes in accounting policies and practices;</u> - <u>Significant adjustments arising from audit;</u> - <u>Compliance with accounting standards;</u> - <u>Compliance with tax,</u> 	<ul style="list-style-type: none"> • <u>Providing the Internal Audit function with sufficient manpower complement thru approval and endorsement of the additional manpower requirement of IAG brought about by the continuing expansion of the bank.</u> • <u>Approval on the outsourcing of 60 business centers, various IT-related Audits (i.e. General Controls and Application Review), 2015 financial statements review and independent review of ICAAP to ensure adequate audit coverage.</u> • <u>The Committee instructed Retail Banking Group and Human Resources Group to upgrade the screening process of branch personnel particularly the Branch Managers, to improve competency of the new hires thru adequate training prior to deployment and to require existing personnel to continually enhance their process knowledge and strict execution of controls</u> • <u>The Committee recommended the reiteration of various policies in the BC as well as implementation of stringent</u>

	<p><u>legal and regulatory requirements;</u></p> <ul style="list-style-type: none"> - <u>Going concern assumptions;</u> - <u>Major judgmental areas; and</u> - <u>Completeness of disclosures of material information including subsequent events and related party transactions.</u> <ul style="list-style-type: none"> • <u>Review of the extent and scope, activities, staffing, resources and organizational structure of the Internal Audit function and approved the annual audit plan to ensure its conformity with the objectives of the Bank. This also included quarterly review of audit plan accomplishment / status including capacity and manpower complement.</u> • <u>Review of the compliance reports of the Compliance Officer during Audit Committee meetings to assess compliance with laws, rules and regulations. This also included the review of findings of any examinations by regulatory agencies (e.g., BSP).</u> • <u>Review of the Audit Committee and Internal Audit Charters.</u> 	<p><u>controls on critical processes.</u></p>
<p>Risk Oversight</p>	<ul style="list-style-type: none"> • <u>Approval of:</u> <ul style="list-style-type: none"> - <u>2015 Portfolio & Risk Limits</u> - <u>Bank replies to BSP ROE findings on risk management</u> - <u>March 2015 ICAAP Document & Roadmap</u> - <u>2015 Consolidated Risk Appetite Statement</u> - <u>2015 – 2017 ICAAP Financial Projections</u> - <u>Material risks to be covered for 2015</u> - <u>Growth limits for the Group's RE exposures relative to capital</u> 	<ul style="list-style-type: none"> • <u>ICAAP</u> • <u>Credit Risk Management</u> • <u>Market and Liquidity Risk Management</u> • <u>Operational Risk Management & Risk Management Systems Contingency Management; and</u> • <u>IT Risk</u>

	<p><u>adequacy floors</u></p> <ul style="list-style-type: none"> - <u>Revised capital calculation framework for credit concentration and stress testing</u> - <u>BSP Circular 855 Gap Analysis</u> - <u>Policy and action plans concerning stale risk ratings</u> - <u>Proposed rating action for cash-secured credits</u> - <u>Policy on internal model validation and backtesting</u> - <u>Policy on the use of "re-casted" FS for ratings purposes</u> - <u>Reporting policy for treasury transactions</u> - <u>Policy for valuation and monitoring of equity exposures under FVOCI and FVPL</u> - <u>LCR policy</u> - <u>Amendments to the Contingency Funding Plan</u> - <u>Amendments to the ORMD Framework and various Guidelines on KRI, RCSA, and Loss Events reporting</u> - <u>Revised KRI assessment parameters and thresholds</u> - <u>ISGD charter, ISGD framework, and strategic plan</u> - <u>Initiatives towards system acquisition and implementation of InfoSec programs</u> - <u>Policy on InfoSec standards consultation and clock synchronization</u> - <u>Prioritization schedule for systems under disaster recovery</u> - <u>Additional UHF radio units for disaster preparedness</u> - <u>For the conduct of basic life support training</u> <p>• <u>Notation of:</u></p> <ul style="list-style-type: none"> - <u>Standard and limits compliance reports</u> - <u>Manuals reviewed by</u> 	
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	<p><u>CRISMS for 2015</u></p> <ul style="list-style-type: none"> - <u>Reports on subsidiary credit risk oversight</u> - <u>BSP's LCR implementation timeline and internal LCR simulations</u> - <u>Other matters covered by ORM oversight</u> - <u>Progress reports on the implementation of the ORM system</u> - <u>Regular InfoSec and technology reports</u> - <u>Disaster Recovery Test reports</u> - <u>Various contingency initiatives and disaster preparedness activities</u> - <u>Gaps vs BSP guidelines on business continuity management</u> - <u>Regular updates on the implementation of Risk Mgt projects</u> - <u>Regular Trust risk management reports</u> <ul style="list-style-type: none"> • <u>Notation of and action on the Risk Profile of subsidiaries</u> • <u>Notation and disposition of:</u> <ul style="list-style-type: none"> - <u>Credit Stress Testing results</u> - <u>Regular credit risk portfolio reports on ratings migration, concentration, asset quality, and risk-based pricing compliance</u> - <u>Regular market & liquidity risk reports</u> • <u>Discussion and notation of:</u> <ul style="list-style-type: none"> - <u>Regular ICAAP & Basel III runs</u> - <u>Various RAPM runs</u> - <u>REST runs</u> - <u>Various regulatory issuances impacting Capital Adequacy</u> • <u>Confirmation of ALCO actions on disposition of various limit breaches</u> • <u>Oversight on BSP Circular No.</u> 	
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	<p><u>855 (Credit Risk Management) implementation</u></p> <ul style="list-style-type: none"> • <u>FATCA Implementation Oversight</u> 	
Corporate Governance	<ul style="list-style-type: none"> • <u>Review and evaluation of the qualifications of persons nominated to the Board as well as new officers with rank of Assistant Vice President and up requiring appointment by the Board;</u> • <u>Review and evaluation of the results of the annual self-assessment of the Board as a whole, of themselves as the individual members and as members of the Board committees; and</u> • <u>Review of the annual performance evaluation of senior management and those recommended for promotion.</u> • <u>Review/evaluation of certain findings of the BSP in the recent examination</u> 	<u>Fulfillment of responsibilities under its charter and the Corporate Governance Manual</u>
Trust	<ul style="list-style-type: none"> • <u>Formulation of policies and guidelines:</u> <ul style="list-style-type: none"> - <u>Approval of Revised Trust Policy Manual (June 2015)</u> - <u>Approval of Revised Trust Risk Manual (June 2015)</u> - <u>Approval of new policies and guidelines to further streamline controls:</u> <ol style="list-style-type: none"> (a) <u>Amendment to credit scoring of local and foreign financial institutions (June 2015)</u> (b) <u>Proposed criteria for self-assessment rating form (June 2015)</u> (c) <u>Policy governing the handling of unclaimed balances (May 2015)</u> (d) <u>Guidelines for handling reserve</u> 	<ul style="list-style-type: none"> • <u>To ensure that policies and guidelines are revised to keep up with the changing market conditions and regulatory environment</u>

	<p style="text-align: center;"><u>requirements for other institutional trusts.</u></p> <ul style="list-style-type: none"> • <u>Conducted oversight of trust business</u> <ul style="list-style-type: none"> - <u>Approval of Trust business plans for 2015</u> - <u>Review of monthly financial performance of Trust for 2015</u> - <u>Discussions of impact of new regulations issued on the trust business</u> - <u>Review of industry landscape and trends (quarterly)</u> - <u>Monthly review of status of past due loans</u> - <u>Annual status report on ROPAs of TIG</u> - <u>Administrative and performance review of accounts</u> - <u>Implementation of the report on compliance with client prescribed limits (quarterly)</u> - <u>Discussions on the quarterly investment strategies of TIG with monthly market updates</u> - <u>Product development efforts for 2015</u> <ol style="list-style-type: none"> a. <u>Aggressive marketing of Peso Cash Management Fund (volume grew by P3.9B)</u> b. <u>Training of WM and Branch personnel for Feeder Funds and Fund of Funds (covered 82% of branches and 92% of Wm personnel)</u> c. <u>Continued accreditation of UITE marketing personnel (3 sessions in 2015)</u> d. <u>Various product promotion and awareness campaigns and incentive programs</u> - <u>Discussions on accounts</u> 	<ul style="list-style-type: none"> • <u>To promote the growth of the trust business in terms of volume of trust assets and revenues;</u> • <u>To monitor performance of the trust business in relation to the approved business plan and against competition</u>
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opened and closed on a monthly basis together with new mandates

- Evaluation and approval of management recommendations on the investment and disposition of funds or
 - Approval of lines for local financial institutions (September 2015)
 - Approval of lines of foreign financial institutions (May 2015)
 - Accreditation of stockbrokers (Sept 2015)
 - Approval of credit lines for corporate borrowers and bond issuers (as necessary)
 - Approval of the list of investment outlets for various accounts (as necessary)
 - Approval of various issues (bonds, IPOs and preferred shares) offered in the market
 - Approval of new products to be launched and product enhancements
 - Approval of list of equity issues (May 2015)
- Management of risks in the conduct of the trust business
 - Discussion and review of various risk management reports (market risk, credit risk, operational risk, reputation risk, strategic risk, legal risk)
 - Monitoring the proper implementation of approved policies and guidelines
 - Review of compliance with applicable laws and regulations
 - Development of systems to enhance productivity and customer service
 - a. Continued enhancements of Administrative
- To ensure that investments of accounts managed are done prudently and through accredited parties
- To monitor, measure and control levels of risk undertaken by Trust in relation to the client's requirements

	<p><u>Review System</u></p> <p>b. <u>Completed of phase I of the Trust Order Monitoring System (expected to go live on March 2016)</u></p> <p>c. <u>Initiated TAPS Replacement Project in December 2015</u></p> <p>d. <u>Initiated development of the UITF Online Investing Project</u></p> <ul style="list-style-type: none"> - <u>Updates on regulatory developments and impacts to Trust business.</u> <ul style="list-style-type: none"> • <u>Audit and Compliance</u> <ul style="list-style-type: none"> - <u>Trust was exempted from the annual BSP audit in 2015</u> - <u>All trust units obtained satisfactory 4 star rating from Internal Audit</u> - <u>Addressed various audit and compliance issues in BSP examination, internal audit and semi-annual compliance reviews</u> 	<ul style="list-style-type: none"> • <u>To ensure that accounts are managed in accordance with regulations and client prescribed guidelines;</u> • <u>To ensure compliance with new regulations which impact the trust business</u>
Technology	<ul style="list-style-type: none"> • Approved major IT investments. • Managed and aligned IT initiatives across the Group. • Reviewed status of major projects. • Prioritized IT initiatives • Evaluated emerging IT solutions for use of the Group. • Reviewed and resolved IT risks and other IT related issues raised in the TechCom. • Ensured compliance to BSP rules and regulations relating to Information Technology 	<ul style="list-style-type: none"> • Fulfillment of management and oversight responsibilities over IT initiatives of the Group <u>as provided under its Charter</u>
PERC	<ul style="list-style-type: none"> • Reviewed disciplinary cases. • Ensured that appropriate, corrective and disciplinary measures are imposed on cases involving dishonesty, fraud, negligence, or violation of any internal Bank 	<p>Fulfillment of responsibilities under its Charter</p>

	policy, rule or procedure committed by an RCBC employee.	
RPT	<ul style="list-style-type: none"> • Constitution of the RPT Committee • Review of the Charter and policies on RPT • Review of related party transactions 	Fulfillment of responsibilities under the Charter and relevant regulations.

5) Committee Program

Provide a list of programs that each committee plans to undertake to address relevant issues in the improvement or enforcement of effective governance for the coming year.

Name of Committee	Planned Programs	Issues to be Addressed
Executive	N/A. This will be done at the board level.	N/A. This will be done at the board level.
Audit	<ul style="list-style-type: none"> • Evaluation and approval of the outsourcing of sixty (60) business center to an external service provider in case additional manpower requirement is not on board by 1st quarter of 2015. • Evaluation of the outsourcing of some of the IT Audit plan • Review of the Audit Committee and Internal Audit process • Review of selection process and criteria on the assessment of the external auditor and conduct of the annual assessment. 	<ul style="list-style-type: none"> • To address the 2014 backlog in the audit plan. • To address the manpower deficiency of IT Audit and regular audit. • To expedite the Audit Committee meetings and focus on addressing significant issues requiring management attention. • To recommend external auditor in consideration of the qualification, independence and effectiveness.
Nomination	<ul style="list-style-type: none"> • Functions have been merged under the Corporate Governance Committee 	
Remuneration	<ul style="list-style-type: none"> • Functions have been merged under the Corporate Governance Committee 	
Trust	Policy Formulation	<ul style="list-style-type: none"> • Review policies to keep up with the changing market conditions and regulatory environment • Review procedures and guidelines in areas which require streamlining of processes • Address any audit and compliance issues that may

		be raised
	Strategy Formulation and Performance	
	a. Volume Growth	To increase trust assets to P88B by end 2014
	b. Revenue Contribution	<ul style="list-style-type: none"> To generate P278M in trust fees in 2014
	c. Product Development	<ul style="list-style-type: none"> To develop at least one product in 2014
	Operational Efficiency and Controls	<ul style="list-style-type: none"> Implement the Trade and Order Monitoring System to strengthen risk management in handling of accounts Maximize use of the Administrative Review Monitoring System and generate required reports
	Risk Management	<ul style="list-style-type: none"> Streamline risk management reports to facilitate Trust Committee review and action
	Audit	<ul style="list-style-type: none"> Achieve satisfactory audit rating

F. RISK MANAGEMENT SYSTEM

1) Disclose the following:

1. Overall risk management philosophy of the company;

The Group recognizes that risk is an inherent part of its activities, and that Banking is essentially a business of managing risks. Ultimately, therefore, the Group views risk management as a value proposition imbued with the mission of achieving sustainable growth in profitability and shareholder value through an optimum balance of risk and return.

This corporate risk philosophy further translates to:

- Prudential risk-taking and proactive exposure management as cornerstones for sustainable growth, capital adequacy, and profitability;
- Standards aligned with internationally accepted practices and regulations in day to day conduct of risk and performance management; and
- Commitment to developing risk awareness across the Group, promoting the highest standards of professional ethics and integrity, establishing a culture that emphasizes the importance of the risk process, sound internal control, and advocating the efficient use of capital.

Concretely, the Group's risk management system aims to:

- Identify, measure, control, and monitor the risk inherent to the Group's business activities or embedded in its products and portfolio;
- Formulate, disseminate, and observe the corporate risk philosophy, policies, procedures and guidelines;
- Assist risk-taking units in understanding and measuring risk-return profiles in their various business transactions; and
- Continually develop an efficient and effective risk management infrastructure.

2. A statement that the directors have reviewed the effectiveness of the risk management system and commenting on the adequacy thereof;

The Board, via the Risk Oversight Committee as its designated oversight body, reviews the effectiveness of the risk management system on a continuing basis. Such review covers, among others, the risk management framework; i.e., the manner by which the Bank identifies, measures, controls, and monitors its material risks. The document that essentially embodies this review is the annual Internal Capital Adequacy Assessment Process (ICAAP) document submitted to the BSP every 31st of January, and every March 31st starting in 2015. The Board had done so for 2015 and 2016, and deemed the effectiveness of the risk management system to be adequate.

3. Period covered by the review;

Please see item (b) above.

4. How often the risk management system is reviewed and the directors' criteria for assessing its effectiveness; and

Further to the discussion in item (b) above, the effectiveness of the risk management system is assessed via the ROC's regular examination of where the Bank is with respect to the approved risk appetite / risk-reward framework. Breaches of risk appetite benchmarks as well as of approved risk controls / limits trigger reviews of both the Bank's business and risk direction, and the bases for the very same breached risk thresholds.

5. Where no review was conducted during the year, an explanation why not.

N/A

2) Risk Policy

(a) Company

Give a general description of the company's risk management policy, setting out and assessing the risk/s covered by the system (ranked according to priority), along with the objective behind the policy for each kind of risk:

Risk Exposure	Risk/ Management Policy	Objective
Please refer to reply in item b below.	Please refer to reply in item b below.	Please refer to reply in item b below.

(b) Group

Give a general description of the Group's risk management policy, setting out and assessing the risk/s covered by the system (ranked according to priority), along with the objective behind the policy for each kind of risk:

Risk Exposure	Risk Management Policy	Objective
Please see reply below.	Please see reply below.	Please see reply below.

The Group's Risk Management Framework, provides the engine for the determination of the Group's material risks, its appetite for said risks, and the overall execution of the risk management cycle of identifying, assessing or measuring, controlling and monitoring risk exposures. Risks are identified using various tools and techniques. Metrics, both adopted from regulation and best practice and internal to the Group are then used to measure these risks. Limits are then set to control them; and later monitored regularly to ascertain whether the same risks are still within the prescribed limits.

Risk Identification and Materiality

The risk identification & assessment process in the Group is carried out mainly via three means. "Top-down" risk assessment is from a macro perspective, and generally occurs during the risk appetite setting exercise of the Board and Senior Management. "Bottom-up" risk assessment on the other hand is the micro perspective. It involves identification and assessment of existing risks or those that may arise from new business initiatives and products, including material risks that originate from the Group's Trust business, subsidiaries and affiliates. The final means by which risk identification is carried out is via independent assessments. These include assessments and validations made by the Group's internal audit group, by the BSP, other regulators, the customers themselves, and other stakeholders.

On top of these risk identification methodologies, the Group likewise performs a perception check of the material vulnerabilities it faces. On an annual basis, the Board and the members of the Senior Management Committee undergo a Risk Materiality Survey to assess risk appreciation.

Risk Assessment

Pillar 1 Risks

The measurement of Pillar 1 risks is through proper risk measurement tools and methodology aligned with best practices and acceptable per regulatory standards. Minimum approaches are as prescribed under Basel II and BSP Circulars 360, 538, 544 and 545, with the objective of building on these regulatory prescriptions towards better internal models.

- *Credit Risk* – It is the risk that the borrower, issuer or counterparty in a transaction may default and cause a potential loss to the Group. The assessment of this risk is governed by the Standardized Approach, as prescribed under Basel II and BSP Circular 538.
- *Market Risk* – It is the risk resulting from adverse movements in the general level or volatility of market rates or prices or commodity/equity prices possibly affecting the Group's financial condition. The assessment of this risk likewise follows the Standardized Approach.
- *Operational Risk* – It is the risk arising from the potential that inadequate information system, operations or transactional problems (related to service or product delivery), breaches in internal controls, fraud or unforeseen catastrophes will result in unexpected loss. IT Risk assessment is currently subsumed under this risk category. The Group uses the Basic Indicator Approach in its assessment of this risk.

Pillar 2 Risks

The tools used to measure most of Pillar 2 risks on the other hand are, in general, still evolving, and shall still undergo refinement moving forward. Following is a brief summary of how the Group appreciates these risks, and the tools employed for quantifying the same in 2014.

- *Liquidity Risk* – It is the risk to earnings or capital arising from the Group's inability to meet its obligations when they become due without incurring unacceptable losses. This risk is measured using the established Maximum Cumulative Outflow (MCO) method, which in turn is based on historical observations and simulations of prospective liquidity risk events.
- *Interest Rate Risk in the Grouping Book (IRRBB)* – It is the current and prospective negative impact to earnings and capital arising from movements or shifts in interest rates. IRRBB becomes inherent in the current and prospective interest gapping of the Group's balance sheet. For the Group, this risk is measured via the Capital-at-Risk (CaR) and Net Interest Income (NII)-at-Risk methods.
- *Concentration Risk* – It is the current and prospective negative impact to earnings and capital arising from over-exposure to specific industries or borrowers / counterparties. Other than the various measures of risk concentration, the Group measures credit concentration risk using a simplified application of the Herfindahl-Hirschman Index (HHI) approach.
- *Reputation Risk* – It is the current and prospective negative impact to earnings and capital arising from negative public opinion. The Group recognizes this risk as one of the most difficult to quantify. In 2011, the Group adopted a reputation monitoring and escalation framework, which studies have shown to be just as effective. Driving the management of this risk is the Group's Public Relations Committee. The assessment of extreme reputation risk however is folded into the assessment of liquidity risk stress.
- *Compliance Risk* – It is the current and prospective negative impact to earnings and capital arising from violations of laws, regulations, ethical standards, and the like. The quantification of this risk is for now highly dependent on an analysis of historical operational losses and regulatory penalties / fines. Moving forward, a more robust operational risk management system could surface a better estimation method.
- *Strategic Business Risk* – It is the current and prospective negative impact to earnings arising from adverse business decisions, improper implementation of decisions, lack of responsiveness to industry changes. The Group currently treats this risk as a catch-all risk, and expresses its estimate as a cap on additional risk weighted assets given other risks and a desired minimum capital adequacy ratio.

Risk Control

The Board establishes the Group's strategic directions and risk tolerances. In carrying out these responsibilities, the Board approves policies, sets risk standards, and institutes risk limits. These limits are established, approved, and communicated through policies, standards, and procedures that define responsibility and authority. The same are evaluated at least annually for relevance, and to ensure compatibility with decided business strategy.

Risk Monitoring and Reporting

The Group monitors risk levels to ensure timely review of risk positions and exceptions versus established limits and ensure effectiveness of risk controls using appropriate monitoring systems. Reports are prepared on a regular, timely, accurate, and informative manner; and distributed to the risk taking units and appropriate oversight body to ensure timely and decisive management action. The RCBC ALCO is apprised weekly of the Parent's risk positions, performance, and limit compliance. The ROC on the other hand is apprised monthly of the same, but this time including

those of the subsidiaries'. The Chair of the ROC in turn reports the committee's findings to the immediately following Board meeting.

Risk Mitigation and Management

In the end, risk management as a value proposition does not equal risk avoidance. The risk process adopted by the Group is not designed to eliminate risks, but rather to mitigate and manage them so as to arrive at an optimum risk-reward mix.

The Group understands efficient risk mitigation as one that is brought about by an active and consistent application and enforcement of policies, with a view of facilitating value-adding growth. It is also a process by which contingencies are laid out and tested in the hope of serving the Group in good stead during unforeseen crisis events.

(c) Minority Shareholders

Indicate the principal risk of the exercise of controlling shareholders' voting power.

Risk to Minority Shareholders
None. Notwithstanding exercise of controlling shareholders' voting power, rights of minority shareholders are protected.

3) Control System Set Up

(a) Company

Briefly describe the control systems set up to assess, manage and control the main issue/s faced by the company:

Risk Exposure	Risk Assessment (Monitoring and Measurement Process)	Risk Management and Control (Structures, Procedures, Actions Taken)
Pls. see discussion on Risk Policy.	Pls. see discussion on Risk Policy.	Pls. see discussion on Risk Policy.

(b) Group

Briefly describe the control systems set up to assess, manage and control the main issue/s faced by the company:

Risk Exposure	Risk Assessment (Monitoring and Measurement Process)	Risk Management and Control (Structures, Procedures, Actions Taken)

Pls. see discussion on Risk Policy.	Pls. see discussion on Risk Policy.	Pls. see discussion on Risk Policy.

(c) Committee

Identify the committee or any other body of corporate governance in charge of laying down and supervising these control mechanisms, and give details of its functions:

The risk management infrastructure of the Group follows a top-down approach, whereby the Board takes ultimate accountability for the risks taken, the tolerance for these risks, business strategies, operating budget, policies, and overall risk philosophy.

In the interest of promoting efficient corporate governance, however, the Board constitutes committees to perform oversight responsibilities. These committees perform oversight functions either in the area of risk policy formulation, decision-making, or risk portfolio management. Assisting these committees in turn are dedicated management units.

The Risk Oversight Committee (ROC)

The ROC is constituted by the Board, and exercises authority over all other risk committees of the various RCBC business groups and subsidiaries, with the principal purpose of assisting the Board in fulfilling its oversight responsibilities relating to:

- Evaluation and setting of the Group's risk appetite;
- Review and management of the Group's risk profile;
- Implementation and continuous improvement of a sound framework for the identification, measurement, control, monitoring, and reporting of the principal risks faced by the Group;
- Capital planning and management.

The ROC is primarily tasked to develop and implement the institution's risk management program. It shall oversee the system of limits to discretionary authority that the Board delegates to management, ensure that the system remains effective, that the limits are observed and that immediate corrective actions are taken whenever limits are breached. The committee shall likewise enable the Board to establish the Group's risk tolerance within a risk-reward framework and ensure that a risk management strategy is in place that adheres to this framework. More particularly, the committee shall:

- Identify the Group's risk exposures and shall assess the probability of each risk becoming reality and shall estimate its possible effect and cost. Priority areas of concern are those risks that are most likely to occur and are costly when they happen.
- Develop a written plan defining the strategies for managing and controlling major risks. It shall identify practical strategies to reduce the chance of harm and failure or minimize losses if the risk becomes real.
- Cause the implementation of the plan, communicating the same and loss control procedures to affected parties. The committee shall conduct regular discussions on the institution's current risk exposure based on regular management reports and direct concerned units or offices on how to reduce these risks.
- Evaluate the risk management plan to ensure its continued relevancy, comprehensiveness, and effectiveness. It shall revisit strategies, look for emerging or changing exposures, and stay abreast of developments that affect the likelihood of harm or loss. The committee shall report regularly to the

Board of Directors and entity's over-all risk exposure, actions taken to reduce the risks, and recommend further action or plans as necessary.

Other than the ROC, the Board had constituted other committees that are nonetheless crucial to the risk management process. Primarily responsible for providing oversight with respect to the Group's risk-taking function are the following committees:

The Executive Committee

The Executive Committee has the power to act and pass upon such matters as the Board of Directors may entrust to it for action in between meetings of the Board. More specifically, it reviews and approves loans and other credit-related matters, investments, purchase of stocks, bonds, securities and other commercial papers for the Bank.

The Credit and Collection Committee

The Credit and Collection Committee, aside from the exercise of credit authority, is responsible for the regular review of past due accounts, reports / recommends to the Executive Committee, and takes immediate measures to enable reduction of the level of past due accounts.

The Asset and Liability Committee

The Asset and Liability Management Committee manages the asset / liability structure primarily of the parent Bank in order to:

- Achieve maximum but stable net interest margin.
- Maximize after-tax return on assets and on equity.
- Assure adequate capital to satisfy regulatory requirements as well as internal standards.
- Assure adequate liquidity.

The following in turn are primarily responsible for validation and ensuring compliance to regulatory and internal policies:

The Audit Committee

The Audit Committee is a Board-level committee constituted to perform the following core functions:

- Oversight of the institution's financial reporting and control, and of internal and external audit functions. This includes responsibility for the setting up of the internal audit department and for the appointment of the internal auditor as well as the independent external auditor who shall both report directly to the Audit Committee.
- Investigation of any matter within its terms of reference, with full access to and cooperation by management and full discretion to invite any director or executive officer to attend its meetings and adequate resources to enable it to effectively discharge its functions.
- The review of the effectiveness of the institution's internal controls, including financial, operational and compliance controls, and risk management, to be conducted at least annually.

The Corporate Governance Committee

The Corporate Governance Committee is constituted by the Board to assist in performing its corporate governance responsibilities. It is tasked to ensure the Board's effectiveness and due observance of corporate governance and principles, as embodied in the Group's Corporate Governance Manual approved and adopted by the Board. Furthermore, it is tasked to:

- Decide whether or not a director is able to and has been adequately carrying out his/her duties as director bearing in mind the director's contribution and performance (e.g. competence, candor, attendance, preparedness, and participation).
- Decide the manner by which the Board's performance may be evaluated and propose an objective performance criteria approved by the Board. Such performance indicators shall address how the Board has enhanced long term shareholder's value.
- Oversee the periodic performance evaluation of the Board and its committees and executive management; and shall also conduct an annual self-evaluation of its performance.
- Prepare internal guidelines that shall be adopted which address the competing time commitments that are faced when directors serve on multiple boards.
- Make recommendations to the Board regarding the continuing education of directors, assignment to board committees, succession plan for the board members and senior officers, and their remuneration commensurate with corporate and individual performance.

The Related Party Transactions Committee

The RPT Committee is a Board-level committee headed by an independent director and composed of members with the least connection to the YGC conglomerate. The Committee meets monthly and as necessary, and reviews RPT's to determine whether or not the transaction is on terms no less favourable to the Parent Company than terms available to any unconnected third party under the same or similar circumstances. On favourable review, the RPT Committee endorses transactions to the Board for approval.

The Corporate Risk Management Services Group (CRISMS)

CRISMS' responsibilities cover risk management functions that are exclusive to an organizational unit independent of the unit responsible for the origination of the relevant risk exposure. Included are the following:

- Design and implementation of the internal credit risk rating system.
- Design or selection, and implementation of market risk measurement models / methodologies (e.g., value-at-risk, earnings-at-risk), monitoring / reporting of results, and the back-testing of the models / methodologies.
- Design or selection, and implementation of liquidity risk measurement methodologies (e.g. maximum cumulative outflow) and the monitoring / reporting of results.
- Design and implementation of stress testing market risk positions and liquidity.
- Formulation or selection of valuation methods for assets / liabilities carried at fair value

Along with Corporate Planning, CRISMS is also a lead unit in the implementation of the Group ICAAP. It is also acts as a main conduit of risk information from line management to the ROC, and eventually to the Board.

Committee/Unit	Control Mechanism	Details of its Functions

G. INTERNAL AUDIT AND CONTROL

1) Internal Control System

Disclose the following information pertaining to the internal control system of the company:

(a) Explain how the internal control system is defined for the company;

The Bank adopts the definition under the SEC Revised Code of Corporate Governance. Under the Corporate Governance Manual,⁹ internal control system is defined as the framework under which internal controls are developed and implemented (alone or in concert with other policies or procedures) to manage and control particular risk or business activity, or combination of risks or business activities, to which the corporation is exposed.

(b) A statement that the directors have reviewed the effectiveness of the internal control system and whether they consider them effective and adequate;

The Audit Committee has the following roles and responsibilities under the Audit Committee Charter:

- Monitor and evaluate the adequacy and effectiveness on internal control system and risk management including financial reporting control and information technology security.
- Evaluate whether management is setting the appropriate control culture by communicating the importance of internal control and the management of risk and ascertain that all officers and employees have an understanding of their roles and responsibilities in the Bank's risk and control system.
- Ascertain whether internal control recommendations made by internal and external auditors and regulating bodies have been implemented by management.

(c) Period covered by the review;

The review may cover the period from the last year to the current year. In the case of audit reports, evaluation is done considering the last audit cut-off with the present cut-off of examination performed by auditors. At least annually or when deemed necessary (e.g., change of corebanking system), the review is done to determine the adequacy and effectiveness of the Bank's internal control system, including financial reporting, operational and compliance controls, risk management, and information technology security.

(d) How often internal controls are reviewed and the directors' criteria for assessing the effectiveness of the internal control system; and

Frequency:

Monthly - Audit Reports;

Quarterly - Financial Statement Review; and

Yearly - Annual Internal Report

Criteria:

Control Environment

Risk Assessment Process

Control Activities

Information and Communication System

Monitoring

⁹ Definition of Terms, par. j.

(e) Where no review was conducted during the year, an explanation why not. N/A

2) Internal Audit

(a) Role, Scope and Internal Audit Function

Give a general description of the role, scope of internal audit work and other details of the internal audit function.

Role	Scope	Indicate whether In-house or Outsource Internal Audit Function	Name of Chief Internal Auditor/Auditing Firm	Reporting process
<p>Internal Audit – provide value added audit & consulting services by evaluating and improving the effectiveness of control, risk management and governance process.</p>	<p>Examination and evaluation of all business systems, processes, operation, function and activities within the Bank including the organization's outsourced functions, its subsidiaries and branches.</p>	<p>In-House</p>	<p><u>EVP</u> Ana Luisa S. Lim/Internal Audit Group</p>	<ul style="list-style-type: none"> • Prepare a flexible annual audit plan using an appropriate risk-based methodology. • Provide periodic reports to the Audit Committee summarizing the Internal Audit performance and activity as well as highlighting significant emerging business risks, regulatory changes, internal control issues, corporate governance issues and accounting developments. • Provide an annual assessment on the adequacy and effectiveness of the Bank's process for controlling its activities and managing its risks.

(b) Do the appointment and/or removal of the Internal Auditor or the accounting /auditing firm or corporation to which the internal audit function is outsourced require the approval of the audit committee?

Yes. This is provided for under the Audit Committee Charter.

(c) Discuss the internal auditor's reporting relationship with the audit committee. Does the internal auditor have direct and unfettered access to the board of directors and the audit

committee and to all records, properties and personnel?

Under the Audit Committee Charter attached hereto as Annex "C", the Audit Committee shall ensure functional reporting of the Internal Audit to the Audit Committee. The Audit Committee shall ensure that, in the performance of the work of the Internal Auditor, he shall be free from interference by outside parties. The Audit Committee shall likewise ensure that the internal and external auditors act independently from each other, and that both external and internal auditors are given unrestricted access to all records, properties and personnel to enable them to perform their respective audit functions.

(d) Resignation, Re-assignment and Reasons

Disclose any resignation/s or re-assignment of the internal audit staff (including those employed by the third-party auditing firm) and the reason/s for them.

Name of Audit Staff	Reason
Gershon Bautista	accepted COA's job offer
Kristine Ciriaco	accepted EastWest Bank's job offer
Saphire Buenafe	accepted EastWest Bank's job offer
Estella Maria Delos Reyes	accepted EastWest Bank's job offer
Patricia Tapalla	transferred to RCBC The Fort JY Campos BC
Jovine Asuncion	accepted COA's job offer
Joannes Errol Taguinod	accepted COA's job offer
Imee Mansibang	accepted EMAPTA's job offer (BPO)
Rachelina Bernal	transferred to RCBC Boni BC
Juan Miguel Mababa	accepted COA's job offer

(e) Progress against Plans, Issues, Findings and Examination Trends

State the internal audit's progress against plans, significant issues, significant findings and examination trends.

Progress/Against Plans	
Issues¹⁰	
Findings¹¹	
Examination Trends	

[The relationship among progress, plans, issues and findings should be viewed as an internal control review cycle which involves the following step-by-step activities:

1. Preparation of an audit plan inclusive of a timeline and milestones;

An audit plan is prepared annually based on risk scoring criteria. Quarterly status of the plan is reported for the information of the Audit Committee.

2. Conduct of examination based on the plan;

¹⁰ "Issues" are compliance matters that arise from adopting different interpretations.

¹¹ "Findings" are those with concrete basis under the company's policies and rules.

Examination is based on the annual audit plan while a portion of the plan is allotted for special or unscheduled audits. Revisions or adjustments in the annual plan are presented for the approval of the Audit Committee.

3. Evaluation of the progress in the implementation of the plan;

A quarterly evaluation of the progress in the implementation of the plan is performed by the Internal Audit Head prior to reporting of the status to the Audit Committee.

4. Documentation of issues and findings as a result of the examination;

Results of the examination are documented through preparation of audit report per auditable unit. Reports are presented for approval of the Audit Committee.

5. Determination of the pervasive issues and findings (“examination trends”) based on single year result and/or year-to-year results;

Common and significant findings are summarized in the Annual Internal Audit Report.

6. Conduct of the foregoing procedures on a regular basis.]

The foregoing procedures are conducted on a regular basis.

(f) Audit Control Policies and Procedures

Disclose all internal audit controls, policies and procedures that have been established by the company and the result of an assessment as to whether the established controls, policies and procedures have been implemented under the column “Implementation.”

Policies & Procedures	Implementation
PPP 2014-04: Revised Policies and Procedures on Exception and Management Issue Tracking (EMIT)	Implemented
PPP 2014-05: Policies and Procedures on Customer Satisfaction Survey Questionnaire	Implemented
PPP 2014-07: Revised Post activity & Report Transmittal (PORT) Format	Implemented
PPP 2014-09: Audit Examination Policy	Implemented
PPP 2014-09.1: Audit Examination - Annex 11 - Submission of Audit Reports for Presentation to the Audit Committee	Implemented

(g) Mechanism and Safeguards

State the mechanism established by the company to safeguard the independence of the auditors, financial analysts, investment banks and rating agencies (example, restrictions on trading in the company’s shares and imposition of internal approval procedures for these transactions, limitation on the non-audit services that an external auditor may provide to the company):

Auditors (Internal and External)	Financial Analysts	Investment Banks	Rating Agencies
As stated in the Internal Audit Charter and to maintain	N/A	N/A	N/A

objectivity, Internal Audit is not involved in day to day operations.			
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(h) State the officers (preferably the Chairman and the CEO) who will have to attest to the company's full compliance with the SEC Code of Corporate Governance. Such confirmation must state that all directors, officers and employees of the company have been given proper instruction on their respective duties as mandated by the Code and that internal mechanisms are in place to ensure that compliance.

Chairperson: Ms. Helen Y. Dee
 President and CEO: Mr. Lorenzo V. Tan

H. ROLE OF STAKEHOLDERS

1) Disclose the company's policy and activities relative to the following:

	Policy	Activities
Customers' welfare	Employee's Code of Conduct under Treatment of Clients.	<p>There are different venues where the Bank receives customer complaints:</p> <ul style="list-style-type: none"> • Branch / Account Officers • Customer Contact Center • Social Media (Facebook/ Twitter) <p>Complaints received through the contact center are sent to the branches concerned for their proper handling. The Branch Support Department of the Retail Banking Group is also copy furnished regarding the concern and follows up on the resolution of the concern.</p> <p>Complaints received through social media are also monitored by the Branch Support Department and is also forwarded to the branch concerned or unit concerned for proper resolution and action.</p> <p>The Branch Support Department then follows up with the branch on actions taken regarding the concern, and then validates with the</p>

		<p>client if the feedback of the branch is correct.</p> <p>The RBG Operations and Process Review Committee reviews the short and long term solutions on client concerns.</p> <p>The main focus of the Bank's service culture program is providing the standard service for clients, e.g. proper spiels, turn around time in account opening and tellering transactions, proper cross selling skills and kyc. proper way of speaking and interacting with the customer.</p> <p>Incorporated in the training programs is the HR guide on handling customer complaints e.g. "Taking the HEAT"</p> <p>H-ear them out E-mpathize A-pologize T-ake Action</p>
<p>Supplier/contractor selection practice</p>	<p>The Bank has a board-approved Policy on Outsourcing in accordance with BSP Circular No. 765 re: <i>"Revised Outsourcing Framework for Banks."</i> The Bank's policy provides for guidelines, processes, and controls in managing outsourcing risks. The Bank is required under the policy and in accordance with the BSP Circular to conduct due diligence on service providers to ensure their integrity, technical expertise, operational capability, financial capacity, and suitability to perform the outsourced activity.</p> <p>In certain cases as permitted by law and regulations, the supplier/contractor selection process is being handled by House of Investments, Inc., an affiliate of the Bank.</p> <p>There are Procurement Shared Polices (PSS), Supplier Management, Choosing A</p>	

	<p>Supplier and Code of Ethics for Suppliers policies.</p> <p>Suppliers are evaluated based on compliance with user requirements, quality, performance record in the industry, technical competence, customer service, design, delivery, dependability. Accreditation of new suppliers is based on recommendations of procurement heads or officers and is evaluated and approved by the PSS Manager and General Manager. Accredited suppliers are likewise subject to performance evaluation.</p>	
Environmentally friendly value-chain	<p>The Bank has a Policy on Social and Environmental Management System. The Policy applies to borrowers of the Bank whose business operations/projects have environmental impact and risks that should be managed in an on-going basis in relation to the environmental and social concerns of the Bank. In addition to the regular credit evaluation process, review/evaluation of all credit application/proposal for project/s for financing shall also consider social & environmental requirements such as the International Finance Corporation (IFC) Exclusion List, applicable national laws on environment, health, safety and social issues and any standards established therein and IFC Performance Standards. Environmental risk categories are assigned and credit approval obtained in accordance with requirements depending on the risk category. Environmental covenants are incorporated in the Loan/Credit Agreement, and periodically evaluated and monitored.</p>	
Community interaction	Please see discussion under Corporate Social Responsibility Initiatives.	Please see discussion under Corporate Social Responsibility Initiatives.
Anti-corruption programmes and procedures?	Under Part D of the Code of Conduct on Conflict of Interests, to avoid conflict of interest, employees are to conduct business transactions for the	

Bank in accordance with Bank policy and avoid direct or indirect use of the Bank's goodwill, reputation, funds and property or other resources for personal gain. This involves, among other things, accepting gifts, entertainment or favors from customers or suppliers; outside employment; outside directorship; and receiving commissions or benefits from customers or suppliers.

Gifts and Entertainment. The Bank does not allow solicitation of gifts, directly or indirectly, from customers or suppliers. Under no circumstance do employees accept, directly or indirectly, payments, loans, kickbacks, special privileges or services in exchange for favors.

Favors. The Bank does not buy business. This is obtained on the merits of the Bank's products, services and people. It does not bend rules nor offer money, illegal or inappropriate favors of unusual value to obtain or retain business. In this regard, any and all significant donations or contributions to or through a customer for whatever purpose using Bank property or funds should be with the prior authorization of the concerned Group Head. Should said donation or contribution be through the purchase of a raffle or lottery ticket, any prize or winnings therefrom, regardless of whether the ticket is in the employee's possession or in the employee's name, must be turned over to the Bank.

Receiving Commissions or Benefits. Employees must avoid situations which may unduly influence the relationships with customers or suppliers in a position to transact business with the Bank. Employees must make sure that the procedures laid down in providing customer services or in purchasing goods

	<p>and services are strictly followed. Employees who have a direct hand in choosing companies from which purchases of the Bank's business requirements are to be made, are discouraged to use said authority to obtain commissions or leverage to purchase the same item/s for personal interests at terms not otherwise available to his/her colleagues or the public. Suppliers and customers are chosen based on merit and not on what can be gained from them.</p> <p>The Code of Conduct is a main topic included in the Bank's Employee Orientation Program which is held on a regular basis.</p> <p>The Code of Discipline provides for penalties for violations of the Code of Conduct. Administrative cases are handled in accordance with the Bank's Administrative Cases Procedure and existing laws. The Personnel Evaluation and Review Committee, as mentioned, acts as an independent body in the evaluation and review of cases involving dishonesty, fraud, negligence or violation of any internal Bank policy, rule or procedure committed by an RCBC employee and ensures that the appropriate preventive, corrective and disciplinary measures are imposed on cases involving dishonesty, fraud, negligence or violation of any internal Bank policy, rule or procedure committed by an RCBC employee.</p>	
Safeguarding creditors' rights	<p>It is the policy of the Bank to conduct its business in an efficient and fair manner in order for it to meet its contractual obligations to its depositors, subordinated debt noteholders, and service providers. In the event of any liquidation or bankruptcy proceeding, such creditors have preference over the assets of the Bank in accordance with Philippine laws</p>	

	<p>on preference of credits.</p> <p>As a listed company, the Bank discloses, either through its website or the required stock exchanges, the relevant terms and conditions of their investment and fund-raising activities</p>	
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2) Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?

Yes.

3) Performance-enhancing mechanisms for employee participation.

(c) What are the company's policy for its employees' safety, health, and welfare?

RCBC is committed to maintain a safe and healthy working environment. The Bank has the following policies in accordance with labor laws and regulations:

1. Family Welfare Policy. This policy is intended to chart programs the Bank will implement to support employees to build strong and healthy families.
2. Tuberculosis Workplace Policy Program. This policy was adopted to address the stigma attached to TB and to ensure that the worker's right against discrimination, brought by the disease, is protected.
3. HIV/Aids Workplace Policy Program. This policy was issued for the following purposes:
 - i. To educate the employees on the intricacies of HIV/Aids
 - ii. To inform and guide employees in the diagnosis, treatment and prevention of HIV/Aids in the workplace
 - iii. To address the stigma attached to HIV/AIDS and to ensure non-discrimination in any form from pre-employment to post-employment; and
 - iv. To show support in addressing HIV/AIDS as an international pandemic problem.

Procedures are in place to protect all associates from generally recognized workplace hazards such as fire, earthquake, robberies and other natural and man-made calamities.

The Bank likewise has substance abuse policies and inspection and search procedures.

1. Substance Abuse Policies

Employees who work while under the influence of drugs or alcohol present a safety and operational hazard to themselves and their colleagues as well as pose a risk to the trustworthy and professional image of the Bank. Thus, the Bank enacted of the following policies:

- 1.1 RCBC's Drug-Free Workplace Policy & Programs
- 1.2 Policy Against Alcohol Abuse
- 1.3 Policy on Off-Duty Substance Abuse

2. Inspection & Search Procedures

Employees are mandated to notify security personnel if they see anything suspicious, including the presence of strangers and unattended bags or packages on the premises.

Employees are likewise mandated to subject themselves, their personal belongings and the Bank assets under Bank custody to intensive inspection and search procedures by security personnel, upon entering, while within and upon leaving Bank premises.

Bank premises include parking lots, whether owned or leased by the Bank. Personal belongings shall include pockets, bags, storage media, cars and any other personal property that may be used as repository of cash, jewelry, documents, keys, data and other valuable items.

(d) Show data relating to health, safety and welfare of its employees.

The supplemental benefits that the Bank has for its associates include hospitalization, medical and dental benefits, group insurance and bereavement assistance. Associates are also entitled to vacation and sick leaves.

(e) State the company's training and development programmes for its employees. Show the data.

The Bank has the **LEADERSHIP U** for its ladderized learning and development programs for employees across job levels which are as follows:

- (1) Executive Development Program;
- (2) Leadership Development Program;
- (3) Middle Management Development Program
- (4) Supervisory Development Program
- (5) Officers Development Program

The Bank also has the following learning and development **COMPETENCY TRACKS** for in-house programs as well as external training:

- (1) Customer Service Programs
- (2) Leadership Development Programs
- (3) Risk Management
- (4) Sales Planning and Management
- (5) Operations Core-Competency
- (6) Product Knowledge
- (7) Technical Competency
- (8) E-Learning on the following:
 - (a) Information Security Awareness
 - (b) Corporate Governance
 - (c) Crisis Management
 - (d) Anti-Money Laundering

The different Groups also have their respective **LEARNING SESSIONS** which are conducted in partnership with HRG-Learning & Development Team.

(f) State the company's reward/compensation policy that accounts for the performance of the company beyond short-term financial measures

The Bank's Compensation and Incentive Program provides as follows:

The Bank commits to pay its employees salaries/compensation consistent with job performance and the requirements of the law and one that is competitive with the banking industry. The Bank gives importance to equitable pay differentials for different types of work and hence pays within an established salary structure for the different job levels. The Bank likewise provides officers with incentives and

rewards for contribution to the business objectives of the Bank.

1. The Bank implements and maintains a sound **Compensation and Incentive Program**, with the following objectives:

- To establish a basis for determination and management of compensation, salary increase, and performance incentives.
- To provide financial incentives through the proper administration of salaries and other means of compensation for each individual to motivate them to do their best on their job.
- To maintain competitive salary levels/structures consistent with those in the banking industry.
- To ensure retention and attraction of performing and key talents in the organization.

2. To guide the Bank in managing the compensation levels of its employees, a salary structure was designed and developed using the following parameters:

a. Position Evaluation. Position evaluation is a systematic procedure for analyzing, measuring and classifying positions in terms of common job elements or factors found in every position. The current salary structure is based on the existing job grading system for Officer levels ranging from First Officer up to the Senior Executive Vice President. The Human Resources Group (HRG) has the responsibility of ensuring that jobs are rated properly and continuously as they change over time due to reconfiguration of functions or reorganizations.

b. Target Market Group. The salary structure was based on market data of banks deemed as peers by RCBC. Data on these peer banks are obtained from industry and national surveys conducted by private consultancy companies and trade and employee associations.

c. Target Positioning Objective. In terms of target positioning objectives, the Bank receives instruction from management on the desired positioning in relation with the Target Market Group or the banking industry in general. This positioning is targeted at both the market's guaranteed pay and total annual cash compensation.

3. The salary structure is reviewed regularly by HRG to maintain its relevance and competitiveness internally and externally.

4. In case surveys and studies reveal that the salary structure is grossly sliding off as compared to the industry or its Target Market Group, it is incumbent upon HRG to come up with recommendations to correct the disparity and to discuss said recommendations with management.

5. Final approval of recommendations with regard to changes in the compensation structure and policies will need to be secured from the Corporate Governance Committee.

6. Administration, implementation and maintenance of the Bank's Compensation and Incentive Program shall be the direct responsibility of HRG, particularly by its Group Head, Department Head for Compensation and Benefits and Department Head for Career Management.

7. The Compensation and Incentive Program shall be composed of:

a. Basic Pay. This refers to the employee's monthly take-home pay, exclusive of allowances and overtime pay.

b. Guaranteed Pay. Refers to the guaranteed annual pay/compensation regardless of whether the company meets its target or not. For Non-Officers, guaranteed pay totals 17 months, which includes the 13th month pay. For Officers, guaranteed pay totals 16 months inclusive of the 13th month pay.

c. **Variable Pay.** This refers to additional bonuses or incentives given to eligible employees depending on their contributions to the Bank's overall objectives. The incentives or rewards may include the Performance Incentive Bonus (for Officers), Merit Increase (for Officers) and Promotional Increase (for Non-Officers and Officers).

4) What are the company's procedures for handling complaints by employees concerning illegal (including corruption) and unethical behavior? Explain how employees are protected from retaliation.

The Bank's Open Communication Policy provides as follows:

All employees, regardless of position or rank, who are witnesses to anomalies in the workplace are obliged to speak up and report the same personally or in writing to his/her unit head or any of the following officers, verbally or in writing:

The Internal Audit Division Head
The Human Resources Group Head
The Legal & Regulatory Affairs Group Head

The Compliance Officer,
The Bank Security Officer

The above officers are duty-bound to:

- (a) Acknowledge receipt of the report and to communicate to the reporting employee the status of the complaint and manner by which the concern is being handled;
- (b) Oversee the implementation of this policy; and
- (c) Utilize the resources of the Internal Audit Division, the Human Resources Group and the Legal & Regulatory Affairs Group in investigating the veracity of the reports, conducting administrative investigations and filing and prosecuting the necessary criminal and/or civil cases in relation thereto.

CONFIDENTIALITY OF REPORTS & CONSEQUENCES OF REPORTING

All disclosures received by any of the above authorized persons shall be treated with confidentiality. In any case, the identity of the informant will not be revealed without his/her prior conforme.

All informants shall be protected by the Bank from harassment, reprisal and/or retaliation.

If the informant is somehow involved in the anomaly, s(he) will be exempt from administrative sanctions and/or criminal prosecution, if and when all of the following conditions concur:

- (a) The report was made voluntarily and in good faith;
- (b) There is absolute necessity for the testimony of the informant in order for the Bank to build an administrative/criminal case;
- (c) There is no other direct evidence available for the proper prosecution of the anomaly committed;
- (d) The testimony or information can be substantially corroborated in its material points;
- (e) The informant does not appear to be the most guilty; and
- (f) The informant actively cooperates and assists in the prosecution of the accused or perpetrator of the anomaly/irregularity.

Exemption from administrative sanction and/or criminal prosecution shall be upon the recommendation of the Investigative Committee and final approval of the Personnel Evaluation & review Committee (PERC).

OFFENSES & SANCTIONS

If an employee makes an allegation in good faith and said allegation is not confirmed by subsequent investigation, no action shall be taken against that employee. If the allegation is, however, proven to be malicious or vexatious, the same may be considered a form of misconduct depending on the circumstances of the case.

Any act of retaliation, reprisal or harassment against informant-employees in relation to their act of reporting anomalies is tantamount to grave misconduct – a gross/terminable offense.

Any act of misrepresentation, forgery or deceit that an employee may initiate in order to intentionally harm a co-employee constitutes dishonesty and grave misconduct, which are grounds for termination of employment.

I. DISCLOSURE AND TRANSPARENCY

1) Ownership Structure

i. Holding 5% shareholding or more

Shareholder	Number of Shares	Percent	Beneficial Owner
PAN MALAYAN MANAGEMENT & INVESTMENT CORP.	473,963,632	33.86%	PAN MALAYAN MANAGEMENT & INVESTMENT CORP.
PCD NOMINEE CORP. (NON-FILIPINO)	485,860,566	34.71%	VARIOUS
PCD NOMINEE CORP (FILIPINO)	403,484,947	28.82%	VARIOUS

*As of 31 December 2015

Name of Senior Management	Number of Direct shares	Number of Indirect shares / Through (name of record owner)	% of Capital Stock
Lorenzo V. Tan	5	-	0.00%
Ma. Celia H. Fernandez-Estavillo	14	383,900 – RCBC Trust 55,000 – Abacus Sec	0.00
Gerald O. Florentino		5,500 - RCBC Sec.	0.00%
Koji Onozawa	-	2,000 – RCBC Sec.	0.00%
Rommel S. Latinazo	-	7,400 – RCBC Sec.	0.00%

Evelyn Nolasco	-	2,700 - RCBC Sec	0.00%
<u>Alfredo S. Del Rosario, Jr.</u>	-	<u>17,400 – RCBC Sec</u>	<u>0.00%</u>

*As of 31 December 2015

2) Does the Annual Report disclose the following:

Key risks	Yes
Corporate objectives	Yes
Financial performance indicators	Yes
Non-financial performance indicators	Yes
Dividend policy	Yes (dividends paid)
Details of whistle-blowing policy	Yes
Biographical details (at least age, qualifications, date of first appointment, relevant experience, and any other directorships of listed companies) of directors/commissioners	Yes
Training and/or continuing education programme attended by each director/commissioner	Yes
Number of board of directors/commissioners meetings held during the year	Yes
Attendance details of each director/commissioner in respect of meetings held	Yes
Details of remuneration of the CEO and each member of the board of directors/commissioners	Yes

Should the Annual Report not disclose any of the above, please indicate the reason for the non-disclosure.

3) External Auditor's fee

Name of auditor	Audit Fee	Non-audit Fee
<u>Punongbayan & Araullo - Parent</u>	<u>P3.02</u>	<u>P2.50</u>
<u>Punongbayan & Araullo – Group</u>	<u>P10.20</u>	<u>P3.80</u>

4) Medium of Communication

List down the mode/s of communication that the company is using for disseminating information.

RCBC Website
Disclosures to the PSE
Press Releases

5) Date of release of audited financial report: 01 March 2016 disclosure to the PSE under SEC Form

17-C.

6) Company Website

Does the company have a website disclosing up-to-date information about the following?

Business operations	Yes
Financial statements/reports (current and prior years)	Yes
Materials provided in briefings to analysts and media	Yes
Shareholding structure	Yes
Group corporate structure	Yes
Downloadable annual report	Yes
Notice of AGM and/or EGM	Yes
Company's constitution (company's by-laws, memorandum and articles of association)	Yes

Should any of the foregoing information be not disclosed, please indicate the reason thereto.

7) Disclosure of RPT

RPT	Relationship	Nature	Value
Related parties under PAS 24		The significant transactions of the Bank and its subsidiaries (collectively referred to as the "Group") with its related parties as of end December 2015 included loans and receivables and deposit liabilities.	<u>Total amount of loans outstanding was at P2,657 Billion and deposit liabilities was at P6,142 Billion as of end December 2015.</u>
Directors, officers, stockholders, related interests (DOSRI) under BSP regulations		Loans, credit accommodations, guarantees	<u>The total amount of DOSRI loans was at P1,143 Billion as of end December 2015.</u>
<u>RCBC Leasing and Finance Corporation (RLFC)</u>	RLFC is 62.26% owned by RCBC.	<u>On February 23, 2015, RCBC's BOD approved the subscription to P500 worth of share of stock of RCBC LFC. As of December 31, 2015, RCBC LFC is yet to file with the SEC the application for increase in its authorized capital</u>	<u>P500 worth of shares of stock of RLFC.</u>

		<u>stock since the certificate of authority to amend the articles of incorporation was only secured from the BSP on January 20, 2016.</u>	
<u>Merchants Savings and Loan Association, Inc./Rizal Microbank</u>	<u>Rizal Microbank is a subsidiary of RCBC.</u>	<u>On 25 May 2015, the Board approved the capital infusion into Rizal Microbank.</u>	<u>Capital infusion of P250 by purchasing additional 2,500,000 common shares of stock with par value of P100 each.</u>
<u>Merchants Savings and Loan Association/Rizal Microbank</u>	<u>Rizal Microbank is a subsidiary of RCBC.</u>	<u>On May 25, 2015, the Board approved the acquisition of receivables.</u>	<u>Acquisition of receivables in the amount of P222.</u>
<u>Philippine Integrated Advertising Agency ("PIAA")</u>	<u>PIAA is 100% owned by PMMIC, RCBC's parent company</u>	<u>Engagement for advertising and PR services covering product advertising, corporate/institutional advertising, brand advertising, media planning and buying, consumer promotion, printing of collaterals and production of other merchandising materials, public relations, event management and web design</u>	<u>Contract price at P75</u>
<u>International Finance Corporation (IFC)</u>	<u>IFC is a stockholder of RCBC</u>	<u>Participation as an anchor investor in the proposed bond issuance.</u>	<u>IFC has indicated to participate for up to USD75 out of a potential bond issue size of up to USD300, for a total fee of between 20-40 basis points.</u>
<u>RCBC and certain subsidiaries' Retirement Funds</u>		<u>The Bank's and certain subsidiaries' retirement funds covered under their defined post-employment benefit plan for qualified employees are administered by the Bank's Trust Department in accordance with their respective trust agreements. The</u>	<u>The Group's retirement fund has transactions directly and indirectly with the Group and the Bank which consist of investment in common shares of the Bank, other securities and debt instruments wherein dividend income and trading gains are earned by the retirement funds.</u>

		retirement fund neither provides any guarantee or surety for any obligation of the Group nor its investments in its own shares of stock covered by any restriction and liens.	
		The Bank's other transactions with subsidiaries and affiliates include service agreements and leasing office premises, regular banking transactions (including purchases and sales of trading account securities, securing insurance coverage on loans and property risks and intercompany advances), all of which are at arms' length and conducted in the ordinary course of business.	

When RPTs are involved, what processes are in place to address them in the manner that will safeguard the interest of the company and in particular of its minority shareholders and other stakeholders?

Related party transactions are submitted to the Audit Committee for analysis and evaluation before they are submitted to the Board for approval. Under the Bank's Corporate Governance Manual, the Bank's stockholders are required to confirm by majority vote, in the annual stockholders' meeting, the bank's significant transactions with its DOSRI and other related parties.

J. RIGHTS OF STOCKHOLDERS

1) Right to participate effectively in and vote in Annual/Special Stockholders' Meetings

(a) Quorum

Give details on the quorum required to convene the Annual/Special Stockholders' Meeting as set forth in its By-laws.

Quorum Required	Article IV. Section 1 (g) defines quorum "Quorum – A quorum at any meeting, whether regular or special, shall consist of stockholders owning the
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	majority of the subscribed capital stock represented in person or by proxy. Except as otherwise provided by law, a majority of such quorum shall decide any question that may come before the meeting."
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(b) System Used to Approve Corporate Acts

Explain the system used to approve corporate acts.

System Used	Ratification of the Actions of the Board, Different Committees and Management.
Description	The shareholders ratify actions of the Board, Different Committees and Management during the Annual Stockholders' Meeting.

(c) Stockholders' Rights

List any Stockholders' Rights concerning Annual/Special Stockholders' Meeting that differ from those laid down in the Corporation Code.

Stockholders' Rights under The Corporation Code	Stockholders' Rights not in The Corporation Code
None.	None.

Dividends

Declaration Date	Record Date	Payment Date
<u>January 26, 2015</u> *preferred	<u>March 21, 2015</u>	<u>March 27, 2015</u>
<u>March 30, 2015</u> *common	<u>May 13, 2015</u>	<u>June 8, 2015</u>
<u>March 30, 2015</u> *preferred	<u>May 13, 2015</u>	<u>June 8, 2015</u>
<u>April 27, 2015</u> *preferred	<u>June 21, 2015</u>	<u>September 22, 2015</u>
<u>July 27, 2015</u> *preferred	<u>September 21, 2015</u>	<u>September 24, 2015</u>
<u>November 4, 2015</u> *preferred	<u>December 21, 2015</u>	<u>December 22, 2015</u>

(d) Stockholders' Participation

State, if any, the measures adopted to promote stockholder participation in the Annual/Special Stockholders' Meeting, including the procedure on how stockholders and other parties interested may communicate directly with the Chairman of the Board, individual directors or board committees. Include in the discussion the steps the Board has taken to solicit and understand the views of the stockholders as well as procedures for putting forward proposals at stockholders' meetings.

Measures Adopted	Communication Procedure

Shareholders are allowed to ask questions during the Annual Stockholders' Meeting.	Shareholders pose questions and/or raise matters in person during the meeting and are addressed by the Chairperson, members of the Board and/or management.

2) State the company policy of asking shareholders to actively participate in corporate decisions regarding:

- a. Amendments to the company's constitution** – The Bank complies with the provisions of the Section 16 of the Corporation Code on the required vote or written assent of stockholders representing at least 2/3 of the outstanding capital stock for amendments of the articles of incorporation.
- b. Authorization of additional shares** – The Bank complies with the provisions of Section 38 of the Corporation Code on the required approval of the stockholders representing at least 2/3 of the outstanding capital stock for increase in capital stock.
- c. Transfer of all or substantially all assets, which in effect results in the sale of the company** - The Bank complies with the provisions of Section 40 of the Corporation Code on the required approval of the stockholders representing at least 2/3 of the outstanding capital stock for increase in capital stock.

3) Does the company observe a minimum of 21 business days for giving out of notices to the AGM where items to be resolved by shareholders are taken up?

- a. Date of sending out notices:** 15 Banking days before AGM however disclosure (PSE/PDEX/BSP/SEC) is made 10 banking days before the record date. Record date is 20 banking days before AGM.
- b. Date of the Annual/Special Stockholders' Meeting:** Last Monday of June

4) State, if any, questions and answers during the Annual/Special Stockholders' Meeting.

Below is the summary of questions/concerns raised and answers pertaining to the Annual Report/Audited Financial Statements of 2014:

Mr. Phillip Turner asked a question on why income reduced by 20% despite increase in core income. President Lorenzo V. Tan explained that interest rates have been going upwards with trading gains less for 2014 than prior years. He added a prudent approach reducing cyclical risks has been adopted. Mr. Turner asked when income will turn around and increase, to which Pres. Tan said with increased regulations, growth is affected by capital levels required by Basel III. But banks are adjusting their models, adding a 10-12% ROE is expected.

5) Result of Annual/Special Stockholders' Meeting's Resolutions

Resolution	Approving	Dissenting	Abstaining
15-01: Approval of the Minutes of the Annual Meeting of the Stockholders held on 30 June 2014	1,160,687,776	-	-

15-02: Approval of the Annual Report and the Audited Financial Statement for 2014	1,160,539,976	-	147,800
15-03: Ratification of the actions and proceedings of the Board of Directors, different Committees and Management during the year 2014 15-03.1: Ratification of the actions and proceedings of the Board on 29 October 2014	1,052,664,334	-	108,023,442
15-04: Confirmation of Significant Transactions with DOSRI and Related Parties for the year 2014	1,159,705,676	982,100	-
15-05: Election of Directors :			
1. Amb. Alfonso T. Yuchengco	1,158,794,056	-	911,620
2. Ms. Helen Y. Dee	1,156,760,526	775,410	2,169,740
3. Mr. Lorenzo V. Tan	1,158,794,056	-	911,620
4. Mr. Cesar E.A. Virata	1,158,794,056	-	911,620
5. Atty. Teodoro D. Regala	1,156,722,736	1,513,060	1,469,880
6. Atty. Wilfrido E. Sanchez	1,158,586,756	207,300	911,620
7. Atty. Maria Celia H. Fernandez-Estavillo	1,147,337,389	-	17,368,287
8. Medel T. Nera	1,157,322,186	1,471,870	911,620
9. Mr. Tze Ching Chan	1,158,225,946	568,110	911,620
10. Mr. Yuh-Shing (Francis) Peng	1,158,225,946	568,110	911,620
11. Mr. John Law	1,158,194,056	-	911,620
12. Mr. Richard Westlake	1,142,535,700	696,460	16,473,516
13. Mr. Armando M. Medina (independent)	1,050,741,114	177,300	108,787,262
14. Mr. Francisco C. Eizmendi, Jr. (independent)	1,051,622,734	207,300	107,875,642
15. Mr. Antonino L. Alindogan, Jr. (independent)	1,051,830,034	-	107,875,642
15-06: Appointment of External Auditor Punongbayan & Araullo	1,159,528,376	177,300	-

6) Date of publishing of the result of the votes taken during the most recent AGM for all resolutions:

Results of votes taken during the most recent AGM were disclosed immediately thereafter.

7) Modifications

State, if any, the modifications made in the Annual/Special Stockholders' Meeting regulations during the most recent year and the reason for such modification:

Modifications	Reason for Modification
None	None

8) Stockholders' Attendance

i. Details of Attendance in the Annual/Special Stockholders' Meeting Held:

Type of Meeting	Names of Board members / Officers present	Date of Meeting	Voting Procedure (by poll show of hands etc.)	% of SH Attending in Person	% of SH in Proxy	Total % of SH attendance
Annual	1. Amb. Alfonso T. Yuchengco, <i>Honorary Chairman</i> 2. Ms. Helen Y. Dee, <i>Chairperson</i> 3. Mr. Cesar E.A. Virata, <i>Vice Chairperson</i> 4. Mr. Lorenzo V. Tan, <i>President and CEO</i> 5. Atty. Teodoro D. Regala 6. Atty. Wilfrido E. Sanchez 7. Atty. Ma. Celia H. Fernandez-Estavillo, <i>Corporate Secretary</i>	29 June 2015	By poll	Stockholders representing a total of 17,395 common and preferred shares of stocks or .0012% of the Corporation's outstanding 1,399,908,636 common and preferred shares entitled to vote	Stockholders representing a total of 1,160,670,381 common and preferred shares of stocks or 82.91% of the Corporation's outstanding 1,399,908,636 common and preferred shares entitled to vote	Stockholders representing a total of 1,160,687,776 common and preferred shares of stocks or 82.91% of the Corporation's outstanding 1,399,908,636 common and preferred shares entitled to vote

	8. Mr. Medel T. Nera					
	9. Mr. TC Chan					
	10. Mr. Yuh-Shing (Francis) Peng					
	11. Mr. John Law					
	12. Mr. Armando M. Medina, <i>Independent Director</i>					
	13. Mr. Francisco C. Eizmendi, Jr., <i>Independent Director</i>					
	14. Mr. Antonino L. Alindogan, Jr., <i>Independent Director</i>					
Special	None					

ii. Does the company appoint an independent party (inspectors) to count and/or validate the votes at the ASM/SSMs?

Yes. For the 2015 ASM the Bank engaged the services of Punongbayan and Araullo to count and/or validate the votes taken thereat.

iii. Do the company's common shares carry one vote for one share? If not, disclose and give reasons for any divergence to this standard. Where the company has more than one class of shares, describe the voting rights attached to each class of shares.

Yes.

iv. Proxy Voting Policies

State the policies followed by the company regarding proxy voting in the Annual/Special Stockholders' Meeting.

	Company's Policies
Execution and acceptance of proxies	This solicitation is being made by the Bank.

	Solicitation of proxies will be mainly conducted through mail. Proxies will also, however, be solicited in person or through telephone. The cost of solicitation is borne by the Bank.
Notary	Proxies need not be notarized.
Submission of Proxy	<ul style="list-style-type: none"> (a) The proxy form must be completed, signed and dated by the stockholder or his duly authorized representative, and received at the principal office and mailing address of the Company not later than a given date and time. (b) If the proxy is given by one or more joint owners of shares of stock of the Company, the proxy form must be signed by all of the joint owners. (c) If the shares of stock of the Company are owned in an "and/or" capacity, the proxy form must be signed by either one of the registered owners. (d) If the proxy is given by a holder of shares of stock of the Company that is a corporation, association, partnership or unincorporated entity, the proxy form must be accompanied by a certification signed by a duly authorized officer, partner or representative of such corporation, association, partnership or unincorporated entity, to the effect that the person signing the proxy form has been authorized by the governing body or has the power pursuant to the By-Laws, constitutive documents or duly approved policies of such corporation, association, partnership or unincorporated entity, for such purpose/ (e) A proxy given by a broker or dealer in respect of shares of stock of the Company carried by such broker or dealer for the account of a customer must be supported by a sworn certification that the same is given with the express prior authorization of such customer. (f) If any customer of a broker or dealer who is the beneficial owner of shares of stock of the Company executes a sub-proxy, the broker or dealer shall certify that the signature on the sub-proxy is the true and genuine signature of its customer.
Several Proxies	The Bank complies with Rule 20.II.b.xiv of the Amended Implementing Rules and Regulations of the SRC on several proxies.
Validity of Proxy	The proxy shall continue for a period of 5 years from date hereof unless sooner withdrawn by the shareholder through notice in writing delivered to the Corporate Secretary.
Proxies executed abroad	Must be duly authenticated by the Philippine embassy or consular office in accordance with Rule 20.II.b.xvii of the Amended IRR of the SRC.

Invalidated Proxy	A holder of shares of stock of the Company who has given a proxy has the power to revoke it by written instrument duly signed and dated, which must be received at the Company's principal office and mailing address not later than a given date and time. A proxy is also considered suspended if an individual stockholder attends the meeting in person and expresses his intention to vote in person for the duration of said meeting, and shall continue to be in full force and effect thereafter.
Validation of Proxy	The last day for validation of proxies will be the day before the date of the Annual Meeting of Stockholders. Validation of proxies will be done by the Corporate Secretary and persons designated by the Corporate Secretary who shall be under her supervision and control, in accordance with the procedure and guidelines set out in the Company's By-Laws and Section 11(b) of the SRC Rule 20.
Violation of Proxy	The Bank complies with Rule 20.II.b.xxiv of the Amended IRR of the SRC on violation of proxies.

9) Sending of Notices

State the company's policies and procedure on the sending of notices of Annual/Special Stockholders' Meeting.

Policies	Procedure
In accordance with laws and regulatory issuances	15 Banking days before AGM however disclosure (PSE/PDEX/BSP/SEC) is made 10 banking days before the record date. Record date is 20 banking days before AGM.
In accordance with laws and regulatory issuances	Solicitation of proxies will be mainly conducted through mail. Proxies will also, however, be solicited in person or through telephone. The cost of solicitation will be borne by the Bank.

(i) Definitive Information Statements and Management Report

Number of Stockholders entitled to receive Definitive Information Statements and Management Report and Other Materials	All shareholders as of record date.
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Date of Actual Distribution of Definitive Information Statement and Management Report and Other Materials held by market participants/certain beneficial owners	05 June 2015
Date of Actual Distribution of Definitive Information Statement and Management Report and Other Materials held by stockholders	05 June 2015
State whether CD format or hard copies were distributed	Hard Copies
If yes, indicate whether requesting stockholders were provided hard copies	N/A

(ii) Does the Notice of Annual/Special Stockholders' Meeting include the following:

Each resolution to be taken up deals with only one item.	Yes (Agenda)
Profiles of directors (at least age, qualification, date of first appointment, experience, and directorships in other listed companies) nominated for election/re-election.	Yes (Information Statement)
The auditors to be appointed or re-appointed.	Yes
An explanation of the dividend policy, if any dividend is to be declared.	N/A
The amount payable for final dividends.	N/A
Documents required for proxy vote.	Yes

Should any of the foregoing information be not disclosed, please indicate the reason thereto.

10) Treatment of Minority Stockholders

(a) State the company's policies with respect to the treatment of minority stockholders.

Policies	Implementation
Please see discussion under A.1)(b)	

(b) Do minority stockholders have a right to nominate candidates for board of directors?

Yes.

K. INVESTOR RELATIONS PROGRAM

- 1) Discuss the company’s external and internal communications policies and how frequently they are reviewed. Disclose who reviews and approves major company announcements. Identify the committee with this responsibility, if it has been assigned to a committee.**

RCBC has a Corporate Communications Division headed by First Vice President Jose Edwiniel C. Guilas which is tasked to manage and oversee internal and external communications for the bank. The division is responsible for:

- Corporate Communications – Charting strategies for the RCBC group’s Institutional Advertising*, corporate branding, image, publicity and promotions**, CSR undertakings;
- Marketing Services – Supporting the various business units’ Product Management directions by providing them with product advertising, merchandising support as well as by mounting product-related activities, events and promotions that are all consistent with the institutional brand identity;
- Internal PR – Managing and staging of employee-related events and undertakings that help instill the bank’s identified core values as well as promote institutional pride among the bank’s associates. These activities are not limited to the bank’s annual anniversary and Christmas celebrations, product launches and international conventions but also extend to the issuance of regular and timely advisories in times of PR crises and even the management of the internal online publication; and
- Social Media – Managing the bank’s presence in online social media channels.***

* Advertising requirements are met in coordination with an advertising agency owned by the Yuchengco Group of Companies, Philippine Integrated Advertising Agency (PIAA).

**Publicity and promotional management is done in coordination with a PR and Reputational Risk Committee headed by the head of Corporate Communications, with the marketing champions of the different bank units as members. Members have been individually nominated by the various Bank Group Heads for committee membership. Committee meets twice a month to map out and monitor story lines and promotional activities for the bank as well as identify potential reputational risk items which may have to be elevated to the bank’s Risk Management Committee.

***Social Media management is done in coordination with a Social Media Committee headed by the Corporate Communications, with the social media champions of the different bank units as members. Members have been individually nominated by the various Bank Group Heads for committee membership. The Committee meets twice per month for content planning—in terms of messaging and format—that the bank’s social media accounts would take and at the same time, identify and elevate public concerns posted in these sites to the appropriate responsible/responding units in the bank for proper action/resolution.

- 2) Describe the company’s investor relations program including its communications strategy to promote effective communication with its stockholders, other stakeholders and the public in general. Disclose the contact details (e.g. telephone, fax and email) of the officer responsible for investor relations.**

	Details
(1) Objectives	Proper communication to stakeholders and investors
(2) Principles	provide stakeholders and investors access to the company

(3) Modes of Communications	Disclosures, press releases, One-on-one meetings
(4) Investors Relations Officer	Ms. Ma. Christina P. Alvarez, First Vice President (Corporate Information Officer)

Ms. Ma. Christina P. Alvarez, Senior Vice President, Head, Corporate Planning Group
 Telephone # = 894-9457
 Email = mpalvarez@rcbc.com
 Fax Number = 894-9454

3) What are the company's rules and procedures governing the acquisition of corporate control in the capital markets, and extraordinary transactions such as mergers, and sales of substantial portions of corporate assets?

The Bank complies with all the applicable laws, rules and regulations pertaining to acquisition of corporate control in the capital markets, and extraordinary transactions such as mergers, and sales of substantial portions of corporate assets.

The Head of Strategic Initiatives under the Office of the President and the CEO leads the identification, development and implementation of key projects and transactions.

Name of the independent party the board of directors of the company appointed to evaluate the fairness of the transaction price.

The selection is done on a per transaction basis.

L. CORPORATE SOCIAL RESPONSIBILITY INITIATIVES

Discuss any initiative undertaken or proposed to be undertaken by the company.

Initiative	Beneficiary
<p><i>Environmental Care</i></p> <ul style="list-style-type: none"> The Bank has been exerting efforts to promote environmental care in the past years together with other YGC conglomerates with its Earth Care project, a tree planting drive in Tanay, Rizal. This year, together with the members of the Samahan ng mga Magsasaka ng San Andres (SAMASA) and other YGC group members, the Bank signed a memorandum of agreement for the maintenance of the 40-hectare tree planting site. This is to ensure that the seedlings planted in the previous years will be cultivated and protected by the farmers in the area. In line with this, the Bank joined the first ocular inspection in December 2013, wherein the YGC Earth Care project team responded positively during the checking of the growth and maintenance of the tree planting sites. 	
<ul style="list-style-type: none"> In pursuit of promoting environment-friendly 	

<p>facilities, RCBC had the first ever container van banking office in the country when its subsidiary, Rizal Microbank, opened its first Micro Banking Office (MBO) in Lipa City, made out of recycled container vans. The MBO's construction only amounted to approximately P2.3 million, including all office facilities and security requirements compared to the usual P4-6million cost of a regular branch, this ensuring cost efficiency.</p>	
<p><i>Educational</i></p>	
<ul style="list-style-type: none"> As part of the Buhay Rizal Values Campaign, which aims to revive nationalism and instill the Filipino values reflected in the life of our national hero, Dr. Jose Rizal, RCBC Savings Bank donated over 800 copies of Noli Me Tangere books to students of Navotas National High School this year. The project is also targeted to develop the potential of the youth in education and values formation. Since YGC launched the book donation initiative in 2008, it has donated nearly 50,000 copies of Noli Me Tangere, helping thousands of students from various public high schools across the country. 	<p>Students of the Navotas National High School</p>
<p><i>Entrepreneurship and Livelihood Projects</i></p>	
<ul style="list-style-type: none"> RCBC's aim to support micro-entrepreneurs in the country is starting to bear fruit not only for the bank but also for its clients. A Rizal Microbank client became one of 2013's Citi Microentrepreneurship Awardee for her company's significant contribution to community development efforts in Mindanao. After receiving a microfinance loan from Rizal Microbank only a few months back, the client was able to build a multi-million peso business, employing dozens of employees spread across 25 branches in Mindanao. Her achievements truly underscore the bank's commitment and pride supporting small business owners that make a significant contribution to the community's sustainable development. 	
<p><i>Disaster and Emergency Relief</i></p>	
<ul style="list-style-type: none"> The bank has been active this year in giving support and immediate relief to the victims of super typhoon Yolanda. Immediately after the calamity struck, RCBC launched the campaign, Alay ni Rizal, which raised almost P2 Million through employee donations alone. Full assistance like food and clothing were also given to employees who were severely affected. The campaign remains in effect as donations continue to come in through online channels courtesy of RCBC MyWallet and ATM cardholders. While other banks either kept their doors 	<p>Victims of supertyphoon Yolanda</p>

<p>locked or offered limited banking services after the typhoon left Philippine shores, RCBC Tacloban branch was the first to be fully operational.</p> <p>In accordance with the relief efforts, groups like the Bankers Association of the Philippines (BAP) and Resona Holdings Inc., the fourth largest financial services group of Japan, coursed through RCBC their respective financial assistance initiatives aimed at rebuilding lives and reconstructing infrastructures in the Visayas region.</p>	
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M. BOARD, DIRECTOR, COMMITTEE AND CEO APPRAISAL

Disclose the process followed and criteria used in assessing the annual performance of the board and its committees, individual director, and the CEO/President.

	Process	Criteria
Board of Directors	The Corporate Governance Department collects the data and submits the results to the Corporate Governance Committee for consideration. The results are considered in making the recommendation to the Board on the directors to be nominated for the incoming year.	Please see BOD criteria attached as Annex " <u>J</u> " hereto and made an integral part hereof.
Board Committees	The committees conduct a self assessment and submits the results to the Corporate Governance Committee through the Corporate Governance Department. The results are considered in making the recommendation to the Board on the directors to be appointed to the committees for the incoming year.	Please see Board Committees criteria attached as Annex " <u>K-1</u> " up to " <u>K-7</u> " hereto and made an integral part hereof.
Individual Directors	The Corporate Governance Department collects the data and submits the results to the Corporate Governance Committee for consideration. The results are considered in making the recommendation to the Board on the directors to be nominated for the incoming year.	Please see Directors criteria attached as Annex " <u>L</u> " hereto and made an integral part hereof.
CEO/President	The Corporate Governance Department collects the data and submits the results to the Corporate Governance	Please see CEO/President criteria attached as Annex " <u>L</u> " hereto and made an integral part hereof.

	Committee for consideration. The results are considered in making the recommendation to the Board on the CEO/President to be nominated for the incoming year.	
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N. INTERNAL BREACHES AND SANCTIONS

Discuss the internal policies on sanctions imposed for any violation or breach of the corporate governance manual involving directors, officers, management and employees

Violations	Sanctions
Non-compliance with any of the provisions in this Manual by the Bank's directors, officers, staff, subsidiaries, and affiliates and their respective directors, officers and staff shall subject erring associate/s	<p>Section III.L of the Bank's Corporate Governance Manual provides that the erring associates shall, after due notice and hearing, be subject to sanctions as provided for under the following sections of the Bank's Human Resources Policy Manual:</p> <p>1.1.1 Jurisdiction Over Administrative Disciplinary Actions</p> <p>1.1.2 Code of Discipline</p> <p>1.2 It shall be the duty of the Compliance Officer to determine any violation of the principles and best practices contained in this Manual through notice and hearing.</p> <p>1.3 The Compliance Officer shall likewise recommend to the Chairman and the Corporate Governance Committee the penalty to be imposed for such violation. The said recommendation shall be further reviewed and approved by the Board of Directors.</p>

Pursuant to the requirement of the Securities and Exchange Commission, this Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized, in the City of Makati on ___ June, 2013.

SIGNATURES

(original signed)
Ms. Helen Y. Dee

Chairman of the Board

(original signed)
Mr. Lorenzo V. Tan

Chief Executive Officer

(original signed)
Mr. Francisco C. Eizmendi, Jr.

Independent Director

(original signed)
Mr. Antonino L. Alindogan, Jr.

Independent Director

(original signed)
Ms. Ma. Fe P. Salamatín

Compliance Officer

SUBSCRIBED AND SWORN to before me this _____ day of June 2013, affiant(s) exhibiting to me their _____, as follows:

NAME	CTC	Competent Evidence of Identity
Ms. Helen Y. Dee	1588629; 3/5/2013; Manila	Passport No. XX4209429; valid until 7/21/2014
Mr. Lorenzo V. Tan	10658640; 1/16/2013; Makati City	TIN No. 900-036-442
Mr. Francisco C. Eizmendi, Jr.	01719682; 1/12/2013; Pasig City	TIN No. 119132505
Mr. Antonino L. Alindogan, Jr.	33906438; 1/3/2013; Muntinlupa City	Passport No. ZZ125046; valid until 6/3/2014
Ma. Fe P. Salamatín	06119629; 1/4/2013; Manila	SSS No. 03-45470243

NOTARY PUBLIC

Doc No. _____
Page No. _____
Book No. _____
Series of _____

ANNEXES

A	2015 Corporate Governance Manual
B	X143.4 of the Manual of Regulations for Banks
C	2015 Audit Committee Charter
D	Risk Oversight Committee Charter
E	Corporate Governance Committee Charter
F	Trust Committee Charter
G	Technology Committee Charter
H	2015 Personnel Evaluation and Review Committee Charter
I	2015 Related Party Transactions Committee Charter
J	BOD Assessment Forms
K1-K-8	Board Committees' Assessment Form
L	Chairman Assessment Form
M	CEO Assessment Form