

 P R E M I U M L E I S U R E C O R P.	<b>POLICY</b>	<b>Governance and Corporate Affairs</b>	<b>Policy No. GOV-2018-003</b>	
			<b>Reference:</b> Manual on Corporate Governance	
	<b>BOARD DIVERSITY</b>			<b>Effective Date as approved by BOD on</b> 05/24/2017

### 1. Purpose

This policy defines the guidelines to promote diversity in the composition of the Board of Directors.

### 2. Scope / Coverage

This policy covers all Directors and its compliance will be observed by the Corporate Governance Committee (CG Comm) in particular and the Board of Directors (BOD) in general.

### 3. Policy

We value, promote and observe a policy on diversity in the composition of our Company's BOD to reinforce its effectiveness in providing strategic direction, oversight and compliance with laws and regulations.

### 4. Guidelines

- 4.1. Diversity in age, gender, ethnicity, experience, field expertise, and personal qualities shall be considered by the Board as it installs a process of selection to ensure a mix of competent directors and key officers. Diversity will foster critical discussion and promote balanced decisions by the Board by utilizing the difference in perspective of its directors.
- 4.2. Annex A below shows the Board Matrix of the Corporation indicating the Directors' respective age, gender, educational attainment, business and other related expertise.
- 4.3. The diversity representation of the Board will be part of the annual performance and effectiveness evaluation of the board and committees. The CG Comm will include this in its report to the Board of the final results of the annual performance evaluation.

### 5. Procedures

- 5.1. The CG Comm or its assigns, in the performance of its nomination function, may contact third party professional search firms to help identify candidates for possible on-boarding, taking into account the guidelines mentioned in item #4.1 above. This exercise may be done when the need arises, i.e. in case of a vacancy in the Board.
- 5.2. In accordance with disclosure rules of the regulators, appointment of new Directors and Officers shall be timely disclosed to the Philippine Stock Exchange (PSE) and the Securities and Exchange Commission (SEC). Likewise, the statement of beneficial ownership of shares shall be submitted to the SEC and the PSE.

For questions and/or clarifications, please contact Liz Tan or Michelle Hernandez at extension 2111 and 8812, respectively, or email [governance@bellec corp.com](mailto:governance@bellec corp.com).

 <b>P R E M I U M</b> <b>LEISURE CORP.</b>	<b>POLICY</b>	<b>Governance and Corporate Affairs</b>	<b>Policy No. GOV-2018-003</b>			
			<b>Reference:</b> Manual on Corporate Governance			
	<b>BOARD DIVERSITY</b>			<b>Effective Date as approved by BOD on 05/24/2017</b>	<b>Amended on n/a</b>	

Annex A – PLC Board Matrix

PLC Board Skill Set Matrix			INDUSTRY EXPERIENCE / EXPERTISE / COMPETENCIES																			
NAME and DESIGNATION	AGE	GEN DER	EDUCATIONAL BACKGROUND	Accounting / Audit	Anti-Money Laundering	Banking	Corp. Gov.	Economics	Finance	Hospitality / Leisure	IT / Comm	Insurance	Investment	Internal Control	Law	Management	Manufacturing	Mining	Real Estate	Retail	Risk Management	Sales & Mktg.
<b>Willy N. Ocier</b> Chairman Executive Director	61	M	Bachelor of Arts in Economics				✓	✓	✓	✓	✓		✓			✓			✓	✓	✓	✓
<b>Armin B. Raquel-Santos</b> President & CEO Executive Director	50	M	Bachelor of Science Degree Business Administration and Finance Master of Arts in Liberal Studies				✓	✓	✓	✓			✓			✓			✓		✓	
<b>Roman Felipe S. Reyes</b> Lead Independent Director	65	M	Bachelor of Science - Commerce, Maj. Accounting MBA degree	✓	✓	✓	✓	✓	✓	✓	✓			✓		✓	✓	✓			✓	
<b>A.Bayani K. Tan</b> Non-Executive Director	61	M	Master of Laws Degree Bachelor of Laws Degree Bachelor of Arts - Political Science		✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓		✓	
<b>Joseph C. Tan</b> Independent Director	61	M	Bachelor of Arts -Business Administration Bachelor of Laws Degree				✓	✓		✓	✓				✓	✓	✓				✓	
<b>Juan Victor S. Tanjuatco</b> Independent Director	71	M	Bachelor of Arts in Economics Masters in Business Administration, major in Finance		✓	✓	✓	✓	✓	✓			✓			✓					✓	
<b>Exequiel P. Villacorta, Jr.</b> Non-Executive Director	71	M	Bachelor of Science - Business Administration Masters in Business Management		✓	✓	✓	✓	✓	✓	✓	✓	✓			✓			✓		✓	