

WILCON DEPOT, INC.
REVISED MANUAL ON CORPORATE GOVERNANCE
2017

WILCON DEPOT, INC.

Revised Manual on Corporate Governance

I. OBJECTIVE AND COMMITMENT

WILCON DEPOT, INC. (the Company) understands that it is paramount to set the kind of corporate governance needed in the attainment of the Company's corporate goals.

The **Corporate Governance Manual** (the Manual) was designed to define the framework of rules, systems and processes that governs the performance of the **Board of Directors** (the Board) and Management. It establishes the structure by which the Company executes and carries out its Corporate Governance. This serves as reference by all the members of the Board as well as its Management in the conduct of their duties and responsibilities.

The Board of Directors (the "Board") and Management, employees and shareholders, believe that good governance is a necessary component of what constitutes sound strategic business management and will therefore undertake every effort necessary to create awareness thereof within the organization.

II. DEFINITION OF TERMS

a. **Corporate Governance** - the system of stewardship and control to guide organizations in fulfilling their long-term economic, moral, legal and social obligations towards their stakeholders.

Corporate governance is a system is a system of direction, feedback and control using regulations, performance standards and ethical guidelines to hold the Board and Senior Management accountable for ensuring ethical behavior-reconciling long-term customer satisfaction with shareholder value-to the benefit of all stakeholders and society.

Its purpose is to maximize the organization's long-term success, creating sustainable value for its shareholders, stakeholders and the nation.

b. **Board of Director** - the governing body elected by the stockholders that exercise the corporate powers of the Corporation, conducts all its business and controls its properties.

c. **Exchange** - An organized market place of facility that brings together buyers and sellers, and executes trades of securities and/or commodities.

d. **Management** - a group of executives given the authority by the Board of Directors to implement the policies it has laid down in the conduct of the business of the corporation.

e. **Independent Director** - a person who is independent of Management and the controlling shareholders, and is free from any business or other relationship which could, or could reasonably be perceived to, materially interfere with his exercise of independent judgment in carrying out his responsibilities as a director.

f. **Executive Director** - a director who has executive responsibility of day-to-day operations of a part of the whole of the organization.

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g. Non-Executive Director - A director who has no executive responsibility and does not perform any work related to the operations of the corporation.

h. Non-Audit Work - the other services offered by an external auditor to the Corporation that are not directly related and relevant to its statutory audit functions, such as, accounting, payroll, bookkeeping, reconciliation, computer project management, data processing, or information technology outsourcing services, internal audit, and other services that may compromise the independence and objectivity of an external auditor.

i. Internal Control - a process designed and effected by the Board of Directors, Senior Management, and all levels of personnel to provide reasonable assurance on the achievement of objectives through efficient and effective operations; reliable, complete and timely financial and management information; and compliance with applicable laws, regulations, and the organization's policies and procedures.

j. Internal Audit - an independent and objective assurance activity designed to add value to and improve the Corporation's operations, and help it accomplish its objectives by providing a systematic and disciplined approach in the evaluation and improvement of the effectiveness of risk management, control and governance processes.

k. Internal Audit Department - a department of the Corporation that provides independent and objective assurance services in order to add value to and improve the Corporation's operations.

l. Enterprise Risk Management - a process, affected by an entity's Board of Directors, Management and other personnel, applied in strategy setting and across the enterprise that is designed to identify potential events that may affect the entity, manage risks to be within its risk appetite, and provide reasonable assurance regarding the achievement of entity objectives.

m. Related Party - shall cover the Company's subsidiaries, as well as affiliates and any party (including their subsidiaries, affiliates and special purpose entities), that the Company exerts direct or indirect control; officer; shareholders and related interest (DOSRI), and their close family member, as well as corresponding persons in affiliated companies. This shall also include such other person or juridical entity whose interest may pose a potential conflict with the interest of the Company.

n. Related Party Transactions - a transfer of resources, services or obligations between a reporting entity and a related party, regardless of whether a price is charged. It shall be interpreted broadly to include not only transactions that are entered into with an unrelated parties, but also outstanding transactions that are entered into with an unrelated party that subsequently becomes a related party.

o. Stakeholder - any individual, organization or society at large who can either affect and/or be affected by the Company's strategies, policies, business decisions and operations, in

general. This includes, among others, customers, creditors, employees, suppliers, investors, as well as the government and community in which it operates.

III. THE BOARD'S GOVERNANCE RESPONSIBILITIES

A. Establishing a Competent Board

Compliance with the principles of good corporate governance shall start with the Board. It is the Board's responsibility to foster the long-term success of the Corporation, and to sustain its competitiveness and profitability in a manner consistent with its corporate objective and the best interests of its stockholders and other stakeholders. To ensure a high standard of best practice for the Corporation, its stockholders and other stakeholders, the Board shall conduct itself with utmost honesty and integrity in the discharge of its duties, functions, and responsibilities. Its Board charter shall be publicly available and posted on the Company website.

B. Composition

The Board shall be composed of seven (7) directors who shall be elected by the Corporation's stockholders annually, and shall hold office for one (1) year and until their successors are elected and qualified in accordance with the Corporation's By-Laws. The Board shall be composed of directors with collective working knowledge, experience or expertise that is relevant to the Company's industry or sector. The Board shall always ensure that it has an appropriate mix of competence and expertise and that its members remain qualified for their positions individually and collectively, to enable it to fulfill its roles and responsibilities and respond to the needs of the organization based on the evolving business environment and strategic direction.

The Board shall be composed of a majority of non-executive directors who possess the necessary qualifications to effectively participate and help secure objective, independent judgment on corporate affairs and to substantiate proper checks and balances.

C. Training

The Corporation shall provide a comprehensive 8-hour orientation program for new directors and an annual 4-hour continuing training for existing directors, including an understanding of the contributions that the director is expected to make, an explanation of the Board and its committees, and an explanation of the Corporation's business, including corporate governance and other matters that will assist them in discharging their duties.

The Corporation shall also provide general access to training courses to its directors as a matter of continuous professional education as well as to maintain and enhance their skills as directors, and keep them updated in their knowledge and understanding of the Corporation's business.

D. Board Diversity

A diverse Board better understands its customer base and the environment that the business operates in. This promotes different perspectives and ideas and mitigates groupthink to achieve optimal decision-making. Board diversity may refer to distinctions in age, ethnicity, culture, skills, competence, knowledge, gender, among other things.

The Company is committed to the following principles:

- a. Recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at Board level as an essential element in the attainment of its strategic objectives and maintaining a prudent corporate governance.
- b. All Board appointments are made on merit, in the context of the skills, experience, independence and knowledge, and candidates will be considered against objective criteria, which the Board as a whole requires to be effective.

E. Corporate Secretary

The Board is assisted by the Corporate Secretary, who is an officer of the Corporation and separate from the Compliance Officer. The Corporate Secretary shall not be a member of the Board of Directors and shall annually attend a training on corporate governance. He is primarily responsible to the Corporation and its shareholders, and not to the Chairman or President of the Company. His loyalty to the mission, vision and specific business objectives of the corporate entity come with his duties.

Considering the varied functions and duties, the Corporate Secretary must possess administrative and interpersonal skills, and if not the general counsel, must have some legal skills. He must also have some financial and accounting skills, working knowledge of the operations of the Corporations, and shall be a Filipino citizen.

The Corporate Secretary shall have the following duties and responsibilities:

- a. Assist the Board and the Board Committees in the conduct of their meetings, including preparing an annual schedule of Board and Committee meetings and the annual board calendar and assisting the Chairs of the Board and its Committees to set agendas for those meetings;
- b. Safely and preserves the integrity of the minutes of the meetings of the Board and its Committees as well as other official records of the Corporation;
- c. Keeps abreast on relevant laws, regulations, all governance issuances, relevant industry developments and operations of the Corporation, and advises the Board and Chairman on all relevant issues as they arise;

- d. Works fairly and objectively with the Board, Management and stockholders and contributes to the flow of information between the Board and Management, the Board and its Committees, and the Board and its stakeholders, including shareholders;
- e. Advises on the establishment of Board Committees and their terms of reference;
- f. Informs members of the Board, in accordance with the by-laws, of the agenda of their meetings at least five working days in advance, and ensures that the members have before them accurate information that will enable them to arrive at intelligent decisions on matters that require their approval;
- g. Attends all Board meetings, except when justifiable causes, such as illness, death in the immediate family and serious accidents, prevent him from doing so;
- h. Performs required administrative functions;
- i. Oversees the drafting of the by-laws and ensures that they conform with regulatory requirements; and
- j. Performs such other duties and responsibilities as may be provided by the SEC.

F. Compliance Officer

To ensure adherence to corporate principles and best practices, the Board shall designate a Compliance Officer who shall hold the position of at least a Senior Vice President or its equivalent. He shall have direct reporting responsibilities to the Chairman of the Board. The Compliance Officer shall not be a member of the Board of Directors and shall annually attend a training on corporate governance. He is primarily liable to the Corporation and its shareholders, and not to the Chairman or President of the Company.

The appointment of the Compliance Officer shall be immediately disclosed to the Commission on SEC Form 17-C. All correspondence relative to his functions as such, shall be addressed to the said Officer.

The Compliance Officer is a member of the company's management team in charge of the compliance function.

The Compliance Officer shall have the following duties and responsibilities:

- a. Ensures proper onboarding of new directors (i.e., orientation on the Company's business, charter, articles of incorporation and by-laws, among others);
- b. Monitors, reviews, evaluates and ensures the compliance by the Corporation, its officers and directors with the relevant laws, this Manual, rules and regulations and all governance issuances of regulatory agencies;

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- c. Reports the matter to the Board if violations are found and recommends the imposition of appropriate disciplinary action;
- d. Ensures the integrity and accuracy of all documentary submissions to regulators;
- e. Appears before the SEC when summoned in relation to compliance with this Manual;
- f. Collaborates with other departments to properly address compliance issues, which may be subject to investigation;
- g. Identifies possible areas of compliance issues and works towards the resolution of the same;
- h. Ensures the attendance of Board members and key officers to relevant trainings; and
- i. Performs such other duties and responsibilities as may be provided by the SEC.

IV. ESTABLISHING CLEAR ROLES AND RESPONSIBILITIES OF THE BOARD

A. The Board

The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the Company's articles and by-laws, and other legal pronouncements and guidelines shall be clearly made known to all directors as well as to shareholders and other stakeholders. This should be headed by a competent and qualified Chairman.

The Board shall oversee the development of and approve the Company's business objective and strategy, and monitor their implementation, in order to sustain the Company's long term viability and strength

The Board Members shall act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company and all shareholders. To ensure a high standard of best practice for the Corporation, its stockholders and other stakeholders.

The Board shall have, among others, the following duties and responsibilities:

- a. The Board shall responsible for ensuring and adopting an effective succession planning program for directors, key officers and management to ensure growth and a continued increase in the shareholders' value. This shall include adopting a policy on the retirement age of directors and key officer.
- b. The Board shall align the remuneration of key officers and Board members with the long-term interests of the Company. In doing so, it shall formulate and adopt a policy specifying the relationship between remuneration and performance. Further, no director shall participate in discussions or deliberations involving his own remuneration.

- c. The Board shall disclose in this Manual a formal and transparent board nomination and election policy that shall include how it accepts nominations from minority shareholders and reviews nominated candidates. This policy shall also include an assessment of the effectiveness of the Board's processes and procedures in the nomination, election, or replacement of a director. In addition, its process of identifying the quality of directors shall be aligned with the strategic direction of the Company.
- d. The Board shall have the overall responsibility in ensuring that there is a group-wide policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions, particularly those which pass certain thresholds of materiality. The policy shall include the appropriate review and approval of material or significant RPTs, which guarantee fairness and transparency of the transactions.
- e. The Board shall be primarily responsible for approving the selection and assessing the performance of the Management led by the Chief Executive Officer (CEO), and control functions led by their respective heads (Chief Risk Officer, Chief Compliance Officer, and Chief Audit Executive).
- f. The board shall establish an effective performance management framework that will ensure that the Management, including the Chief Executive Officer, and personnel's performance is at par with the standards set by the Board and Senior Management.
- g. The Board shall oversee that an appropriate internal control system is in place, including setting up a mechanism for monitoring and managing potential conflicts of interest of Management, board members, and shareholders. The Board shall also approved the Internal Audit Charter.
- h. The Board shall oversee that a sound enterprise risk management (ERM) framework is in place to effective identify, assess and manage key business risks. The risk management framework shall guide the Board in identifying units/business lines and enterprise-level risk exposure, as well as the effectiveness of risk management strategies.
- i. The Board shall have a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary duties. The Board Charter shall serve as a guide to the directors in the performance of their functions and shall be publicly available and posted on the Company website
- j. Other duties and responsibilities as may be assigned by the SEC.

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B. Chairman of the Board

The Board shall be headed by a competent and qualified Chairman. The roles and responsibilities of the Chairman include, among others, the following:

- a. Ensures that the meetings of the Board are held in accordance with the Corporation's By-Laws;
- b. Makes certain that the meeting agenda focuses on strategic matters, including the overall risk appetite of the Corporation, considering the developments in the business and regulatory environments, key governance concerns, and contentious issues that will significantly affect operations;
- c. Guarantees that the Board receives accurate, timely, relevant, insightful, concise and clear information to enable it to make sound decisions;
- d. Facilitates discussion on key issues by fostering an environment conducive for constructive debate and leveraging on the skills and and expertise of individual directors;
- e. Ensures that the Board sufficiently challenges and inquires on reports submitted and representations made by Management;
- f. Assures the availability of proper orientation for first-time directions and continuing training opportunities for all directors;
- g. Makes sure that performance of the Board is evaluated at least once a year and discussed/followed up on; and
- h. Maintains qualitative and timely lines of communication and information between the Board and Management.

The roles of the Chairman and the President shall be separate to ensure an appropriate balance of power, increased accountability, and greater capacity of the Board for Independent decision making.

C. Nomination and Election of Board of Directors

The Corporate Secretary shall set a reasonable period for the submission of nominations of candidates for election to the Board of Directors. All nominations for directors submitted in writing to the Corporate Secretary within such nomination period shall be valid. A stockholder of record, including a minority stockholder, entitled to notice of and to vote at the regular or special meeting of the stockholders for the election of directors shall be qualified to be nominated as a director.

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The Company may engage the services of professional search firms or use other external sources of candidates when searching for candidates to the Board of Directors.

The Corporate Governance Committee meets, pre-screens and checks the qualifications of, and deliberates on all persons nominated to be elected to the Board of Directors from the pool of candidates submitted by the nominating stockholders. The Corporate Governance Committee shall prepare a Final List of Candidates after considering the qualifications and disqualifications set forth in the succeeding sections. Said list shall contain all the information about these nominees. Only nominees qualified by the Corporate Governance Committee and whose names appear on the Final List of Candidates shall be eligible for election as independent Director. No other nomination shall be entertained after the Final List of Candidates shall have been prepared.

Based on the Final List of Candidates, directors are elected by shareholders individually. The vote required for the election of directors is majority of the outstanding capital stock. The election of Directors shall be by ballot and each stockholder entitled to vote may cast the vote to which the number of shares he owns entitles him, for as many persons as there are to be elected as Directors, or he may cumulate or give to one candidates as many votes as the number of his shares shall equal, or he may distribute them on the same principle among as many candidates as he may see fit, provided that the whole number of votes cast by him shall not exceed the number of shares owned by him multiplied by the whole number of Directors to be elected.

To preserve the integrity of the election process, the Corporation shall employ the services of an external party to validate the voting results.

D. Qualifications of a Director

A director of the Corporation must possess the following qualifications:

- a. Ownership of at least one (1) share of stock of the Corporation;
- b. At least twenty-one (21) years of age.
- c. At least a college graduate or have sufficient experience managing the business to substitute for such formal education;
- d. Proven to possess integrity, probity and assiduousness;
- e. Proven to possess the appropriate level of skill and experience in line with the strategic plans and goals of the Corporation; and
- f. which may be provided by the Board, such as practical understanding of the Corporation's business, previous business experience, or membership in good standing in relevant industry, business or professional organization.

E. Permanent Disqualification

The following may considered as grounds for the permanent disqualification of a director:

a. Any person convicted by final judgment or order by a competent judicial or administrative body of crime that: (a) involves the purchase or sale of securities as defined in the Securities Regulation Code; (b) arises out of the person's conduct as an underwriter, broker, dealer, investment adviser, principal, distributor, mutual fund dealer, futures commission merchant, commodity trading advisor, or floor broker; or (c) arise out of his fiduciary relationship with a bank, quasi-bank, trust company, investment house or as an affiliated person of any of them;

b. Any person who, by reason of misconduct, after hearing, is permanently enjoined by a final judgment or order of the SEC, Bangko Sentral ng Pilipinas (BSP) or any court or administrative body of competent jurisdiction from: (a) acting as underwriter, broker, dealer, investment adviser, principal distributor, mutual fund dealer, futures commission merchant, commodity trading advisor, or floor broker; (b) acting as director or officer of a bank, quasi-bank, trust company, investment house, or investment company; (c) engaging in or continuity any conduct or practice in any of the capacities mentioned in sub-paragraph (a) and (b) above or willfully violating the laws that govern securities and banking activities.

The disqualification shall also apply if (a) such person is the subject of an order of the SEC, BSP or any court or administrative body denying, revoking or suspending any registration. License or permit issued to him under the Corporation Code, Securities Regulation Code or any other law administered by SEC or BSP, or under any rule or regulation issued by the Commission or BSP; (b) such person has otherwise been restrained to engage in any activity involving securities and banking; or (c) such person is the subject of an effective order of an effective order of a self-regulatory organization suspending or expelling him from membership, participation or association with a member or participant of the organization.

c. Any person convicted by final judgment or order by a court, or competent administrative body of an offense involving moral turpitude, fraud, embezzlement, theft, estafa, counterfeiting, misappropriation, forgery, bribery, false affirmation, perjury or other fraudulent acts;

d. Any person who has been adjudged by final judgment or order of the SEC, BSP, court, or competent administrative body to have willfully violated, or willfully aided, abetted, counselled, induced or procured the violation of any provision of the Corporation Code, Securities Regulation Code or any other law, rule, regulation or order administered by the SEC or BSP;

e. Any person judicially declared as insolvent;

f. Any person found guilty by final judgment or order of a foreign court or equivalent financial regulatory authority of acts, violations or misconduct similar to any of the acts, violations or misconduct enumerated previously;

g. Conviction by final judgment of an offense punishable by imprisonment for more than six (6) years, or a violation of the Corporation Code committed within five (5) years prior to the date of is election or appointment;

h. No person shall qualify or be eligible for nomination or election to the board if he is engaged in any business which competes with or is antagonistic to that of the Corporation. Without limiting the generality of the foregoing, a person shall be deemed to be so engaged:

i. If he is the owner (either of record or as beneficial owner) of 5% or more of any outstanding class of share of, any corporation (other than one in which the Corporation owns at least 20% of the capital stock) which is engaged in the business directly competitive to that of the Corporation or any of its subsidiaries or affiliates;

g. If he is an officer, manager, or controlling person of, or the owner or any member of his immediate family is the owner (either of record or as beneficial owner) of 5% or more of any outstanding class of shares of any corporation (other than one in which the Corporation owns at least 20% of the capital stock) which is an adverse party in any suit, action or proceeding (of whatever nature, whether civil, criminal, administrative, or judicial) by or against the Corporation, which has been actually filed or threatened, imminent or probably, to be filed;

h. If he determined by the Board, in the exercise of its judgment in good faith, to be the nominee, officer, trustee, adviser or legal counsel, of any individual set forth in (i) or (ii) hereof; and

i. Other grounds as the SEC may provide.

F. Temporary Disqualification

In addition, the following may be grounds for temporary disqualification of incumbent directors:

a. Absence in more than fifty percent (50%) of all regular and special meetings of the Board during his incumbency, or any twelve (12) month period during the said incumbency, unless the absence is due to illness, death in the immediate family or serious accident. The disqualification shall apply for purposes of the succeeding election;

b. Dismissal or termination for cause as director of any publicly-listed company, public company, registered issuer of securities and holder of a secondary license from

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the Commission. The disqualification shall be in effect until he has cleared himself from any involvement in the cause that gave rise to his dismissal or termination;

c. If the beneficial equity ownership of an independent director in the corporation or its subsidiaries and affiliates exceeds two percent (2%) of its subscribed capital stock. The disqualification from being elected as an independent director is lifted if the limit is later complied with; and

d. If any of the judgments or orders cited in the grounds for permanent disqualification has not yet become final.

Temporary disqualification shall be at the discretion of the Board and shall require a resolution of the majority of the Board. A director shall have sixty (60) days upon occurrence of any ground for temporary disqualification to remedy or correct the same otherwise, the disqualification shall become permanent.

G. Meetings of the Board

Members of the Board shall attend regular and special meetings of the Board in person or via teleconference or videoconference or by any other technological means allowed by the Commission.

The Board may, to promote transparency, require the presence of at least one (1) independent director in all of its meetings. However, the absence of an independent director shall not affect the quorum requirements if he is duly notified of the meeting but notwithstanding such notice fails to attend.

The Board of Directors shall meet at least quarterly. Board meetings shall be scheduled in advance before the start of the year.

. Items to be discussed during the board meeting shall be made available to each director at least seven (7) days in advance, In emergency circumstance, however, the meeting may be called at a shorter notice.

H. Compensation of Directors

Directors shall not receive any compensation unless approved by the stockholders or provided in the Corporation's By-Laws. No director shall participate in the approval of his compensation. However, the Board may, from time to time, approve a reasonable per diem that a director may receive for attendance in Board and Board Committee meetings.

V. ESTABLISHING BOARD COMMITTEES

To address specific tasks and responsibilities and ensure optimal performance of the Board, the Board shall adopt seven (7) committees, namely the Executive Committee, the Corporate Governance Committee, the Audit Committee, the Board Risk Oversight Committee, Related

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Party Transactions Committee, Nomination Committee and the Compensation Committee. The members of the Committees shall be appointed by the Board annually.

All established committees shall be required to have Committee Charters stating in plain terms their respective purposes, memberships, structures, operations, reporting processes, resources and other relevant information. The Charters shall provide the standards for evaluating the performance of the Committees. Committee Charters shall be publicly available and posted on the Company website.

A. The Executive Committee

The Executive Committee shall be composed of five (5) members of which the Chairman of the Board shall act as ex-officio Chairman, and the President shall act as ex-officio Vice Chairman, and three (3) other members to be elected/designated by the Board.

The Executive Committee's primary purpose is to function when the Board is not in session. The Committee shall have all the power and authority of the Board in the governance, management and direction of the business and affairs of the Company except for those matters expressly provided for in Section 35 of the Corporation Code, the Company's By-Laws and other pertinent laws, rules or regulations.

The Executive Committee shall have the following duties and responsibilities:

- a. Assist the Board in overseeing the implementation of strategies and sustaining the Corporation's long-term success and competitiveness in a manner consistent with its mission/vision;
- b. Review of major issues facing the organization;
- c. Review and approve Company-wide credit sales strategy, profile and performance.
- d. Monitoring of the operating activities of each business group;
- e. Defining and monitoring the Company's performance improvement goals;
- f. Defining group-wide policies and actions and overseeing their implementation;
- g. Fostering the sharing of information in all areas of the business group;
- h. Performs other duties and responsibilities as the Committee may deem appropriate within the scope of its primary functions or as may be assigned by the Board; and
- i. *Other duties and responsibilities are provided in the Executive Committee Charter.*

An act of the Executive Committee which is within the scope of its power shall not require ratification or approval for its validity and effectivity. All actions of the Executive Committee

shall be reported to the Board at the meeting thereof following such action and shall be subject to revision or alteration by the Board.

B. The Audit Committee

The Audit Committee's primary function is to enhance the Board's oversight capability over the Company's financial reporting, internal control system, internal and external audit processes and compliance with applicable laws and regulations. It shall be composed of at least three (3) appropriately qualified non-executive members of the Board, the majority of whom, including the Chairman of the Board, shall be independent. The Chairman shall not be the Chairman of the Board and of other Board Committees. Each member shall have adequate understanding at least competence at most of the Corporation's financial management systems and environment particularly, in the areas of accounting, audit and finance. In accordance with this, the members of the Committee may be removed or replaced, and any vacancies in the Committee shall be filled by the Board.

The Audit Committee shall have the following duties and responsibilities:

- a. Recommends the approval of the Internal Audit Charter (IA Charter), which formally defines the role of Internal Audit and the audit plane as well as oversees the implementation of the IA Charter;
- b. Through the Internal Audit (IA) Department, monitors and evaluates the adequacy and effectiveness of the Corporation's internal control system, integrity of financial reporting, and security of physical and information assets. Well-designed internal control procedures and processes that will provide a s system of checks and balances shall be in place in order to (a) safeguard the Company's resources and ensure their effective utilization, (b) prevent occurrence of fraud and other irregularities, (c) protect the accuracy and reliability of the Company's financial data, and (d) ensure compliance with applicable laws and regulations;
- c. Oversees the Internal Audit Department, and recommends the appointment and/or grounds for approval of an Internal Audit head or Chief Audit Executive (CAE). The Audit Committee shall also approve the terms and conditions for outsourcing internal audit services;
- d. Establishes and identifies the reporting line of the Internal Auditor to enable him to properly fulfil his duties and responsibilities. For this purpose, he shall directly report to the Audit Committee;
- e. Reviews and monitors Management's responsiveness to the Internal Auditor's findings and recommendations;
- f. Ensures there is an established process on the appointment, reappointment, removal, and fees of the External Auditor;

- g. Prior to the commencement of the audit, discusses with the External Auditor the nature, scope and expenses of the audit, and ensures proper coordination if more than one audit firm is involved in the activity to secure proper coverage and minimize duplication of efforts;
- h. Evaluates and determines the non-audit work, if any, of the External Auditor, and periodically reviews the non-audit fees paid to the External Auditor in relation to the total fees paid to him and to the Corporation's overall consultancy expenses. 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. The non-audit work, if allowed, shall be disclosed in the Corporation's Annual Report and Annual Corporate Governance Report;
- i. Reviews and approves the Interim and Annual Financial Statements before their submission to the Board, with particular focus on the following matters;
- i. Any change/s in accounting policies and practices
 - ii. Areas where a significant amount of judgment has been exercised
 - iii. Significant adjustments resulting from the audit
 - iv. Going concern assumptions
 - v. Compliance with accounting standards
 - vi. Compliance with tax, legal and regulatory requirements
- j. Reviews the disposition of the recommendations in the External Auditor's management letter;
- k. Performs oversight functions over the Corporation's Internal and External Auditors. It ensures the independence of Internal and External Auditors, and that both auditors are given unrestricted access to all records, properties and personnel to enable them to perform their respective audit functions;
- l. Coordinates, monitors and facilitates compliance with laws, rules and regulations;
- m. Recommends to the Board the appointment, reappointment, removal and fees of the External Auditor, duly accredited by the Commission, who undertakes an independent audit of the Corporation, and provides an objective assurance on the manner by which the financial statements shall be prepared and presented to the stockholders;
- n. Meets with the Board at least every quarter without the presence of the CEO or other Management team members, and periodically meets with CAE;

- o. Performs other duties and responsibilities as the Committee may deem appropriate within the scope of its primary functions or as may be assigned by the Board; and
- p. Other duties and responsibilities are provided in the Audit Committee Charter.

C. The Corporate Governance Committee

The Corporate Governance Committee shall be composed at least three (3) members, all of whom shall be independent directors, including the Chairman. In accordance with this, the members of the Committee may be removed or replaced, and any vacancies in the Committee shall be filled by the Board. Each members shall have adequate and competent understanding of corporate governance principles and practices, in addition to thorough knowledge of the Company's business and industry in which it operates. The Committee is tasked to assist the Board in the performance of its corporate governance responsibilities, including functions that were formerly assigned to the Nomination and Remuneration Committees.

The Corporate Governance Committee shall have the following duties and responsibilities:

- a. Oversees the implementation of the corporate governance framework and periodically reviews the said framework to ensure that it remains appropriate in light of material changes to the Corporation's size, complexity and business strategy, as well as its business and regulatory environments;
- b. Oversees the periodic performance evaluation of the Board and its Committees as well as Executive Management, and conducts an annual self-evaluation of its performance;
- c. Ensures that the results of the Board evaluation are shared, discussed, and that concrete action plans are developed and implemented to address the identified areas for improvement;
- d. Recommends continuing education/training programs for directors, assignment of tasks/projects to Board Committees, succession planning for the Board members and Senior Officer, and remuneration packages for corporate and individual performance;
- e. Adopts corporate governance policies and ensures that these are reviewed and updated regularly, and consistently implemented in form and substance;
- f. Proposes and plans relevant training for the members of the Board;
- g. Determine the nomination and election process for the Company's directors and has the special duty of defining the general profile of Board members that the Company may need and ensuring appropriate knowledge, competencies and expertise that complement the existing skills of the Board;

- h. Establishes a formal and transparent procedure to develop a policy for determining the remuneration of directors and officers that is consistent with the Corporation's culture and strategy as well as the business environment in which it operates;
- i. performs other duties and responsibilities as the Committee may deem appropriate within scope of its primary functions or as may be assigned by the Board; and
- j. Other duties and responsibilities are provided in the Corporate Governance Committee Charter.

D. The Board Risk Oversight Committee

The Board Risk Oversight Committee (BROC) shall be responsible for the oversight of the Company's Enterprise Risk Management system to ensure its functionality and effectiveness. It shall be composed of at least three (3) members, majority of whom shall be independent directors including the Chairman who is not at the same time the Chairman of the Board or of any other Board Committee. In accordance with this, the members of the Committee may be removed or replace, and any vacancies in the Committee shall be filled by the Board. At least one member of the Committee shall have adequate and competent understanding and experience on risk management principles and practices, in addition to thorough knowledge of the Company's Business and industry in which it operates.

The Board Risk Oversight Committee shall have the following duties and responsibilities:

- a. Develops a formal enterprise risk management plan which contains the following elements: (a) common language or register of risk, (b) well-defined risk management goals, objectives and oversight, (c) uniform processes of assessing risk and developing strategies to manage prioritized risks, (d) designing and implementing risk management strategies, processes and measures;
- b. Oversees the implementation of the enterprise risk management plan through a Management Risk Oversight Committee. The BROC conducts regular discussions on the Company's prioritized and residual risk exposures based on regular risk management reports and assesses how the concerned units or offices are addressing and managing these risk;
- c. Evaluates the risk management plan to ensure its continued relevance, comprehensiveness and effectiveness. The BROC revisits defined risk management strategies, look for emerging or changing material exposures, and stays abreast of significant developments that seriously impact the likelihood of harm or loss;
- d. Advise the Board its risk appetite levels and risk tolerance limits;
- e. Reviews at least annually the Company's risk appetite levels and risk tolerance limits based on changes and developments in the business, the regulatory framework,

the external economic and business environment, and when major events occur that are considered to have major impacts on the Company;

f. Assesses the probability of each identified risk becoming a reality and estimates its possible significant financial impact and likelihood of occurrence. Priority areas of concern are those risks that are the most likely to occur and to impact the performance and stability of the Corporation and its stakeholders;

g. Provides oversight over Management's activities in managing credit, market, liquidity, operational, legal and other risk exposures of the Corporation. This function includes regularly receiving information on risk exposures and risk management activities from Management;

h. Reports to the Board on the regular basis, or as deemed necessary, the Company's materials risk exposures, the actions taken to reduce the risks, and recommends further action or plans, as necessary; and

i. Performs other duties and responsibilities as the Committee may deem appropriate within the scope of its primary functions or as may be assigned by the Board.

j. Other duties and responsibilities are provided in the Board Risk Oversight Committee Charter.

E. The Related Party Transactions Committee

The Related Party Transactions Committee shall have the primary function of reviewing all material related party transactions (RPT). It shall be composed of at least three (3) non-executive directors, the majority of whom, including the Chairman, shall be independent. In accordance with this, the members of the Committee may be removed or replaced, and any vacancies in the Committee shall be filled by the Board. Each member shall have adequate and competent knowledge of the Company's business and industry in which it operates.

The Related Party Transactions Committee shall have the following duties and responsibilities:

a. Evaluates on an ongoing basis existing relations between and among businesses and counterparties to ensure that all related parties are continuously identified, RPTs are monitored, and subsequent changes in relationships with counterparties (from non-related to related and vice versa) are captured. Related parties, RPTs and changes in relationships shall be reflected in the relevant reports to the Board and regulators/supervisor;

b. Evaluates all material RPTs to ensure that these are not undertaken on more favorable economic term (e.g., price, commissions, interest rates, fees, tenor, collateral requirement) to such related parties than similar transactions with non-

related parties under similar circumstances and that no corporates or business resources of the Company are misappropriated or misapplied, and to determine any potential reputational risk issues that may arise as a result of or in connection with the transactions. In evaluating RPTs. The Committee takes into account, among others, the following:

- i. The related party's relationship to the Company and interest in the transaction;
 - ii. The material facts of the proposed RPT, including the proposed aggregate value of such transaction;
 - iii. The benefits to the corporation of the proposed RPT;
 - iv. The availability of other sources of comparable products or services; and
 - v. An assessment of whether the proposed RPT is on terms and conditions that are comparable to the terms generally available to an unrelated party under similar circumstances. The Company shall have an effective price discovery system in place and exercise due diligence in determining a fair price for RPTs;
- c. Ensures that appropriate disclosure is made, and/or information is to provide to regulating and supervising authorities relating to the Company's RPT exposure, and policies on conflicts of interest or potential conflicts of interest. The disclosure shall include information on the approach to managing material conflicts of interest that are inconsistent with such policies, d conflicts that could arise as a result of the Company's affiliation or transactions with other related parties;
- d. Reports to the Board of Directors on a regular basis, the status and aggregate exposures to each related party.
- e. Ensures that transactions with related parties, including write-off exposures are subject to a periodic independent review or audit process;
- f. Oversees the implementation of the system for identifying, monitoring, measuring, controlling, and reports RPTs, including a periodic review of RPT policies and procedures;
- g. Performs other duties and responsibilities as the Committee may deem appropriate within the scope of its primary functions or as may be assigned by the Board; and
- h. Other duties and responsibilities are provided in the Related Party Transactions Committee Charter.

Related party transactions are generally allowed, provided, that these are done in a sound and prudent manner. The Company is expected to exercise appropriate oversight and to implement effective system in managing these transactions.

All related party transactions which are considered usual course of business as stated in the Related Party Transactions policy, regardless of amount, which are substantially the same terms as those prevailing at the time for comparable products or services with unrelated parties are exempted from review of the Related Party Transactions Committee. However, all RPTs which are not in the usual course of business which are equal or greater than the materiality threshold of Php 100 Million, shall be subject for review by the Related Party Transactions Committee. The RPT Committee may, at any time ask for a review of any of the transactions. The Board of Directors reviews and approves all material RPTs endorsed by the Related Party Transactions Committee. All Board-approved material RPTs may be subject to ratification by vote of the majority of the minority shareholders.

F. Nomination Committee

The Nomination Committee shall assist the Board in fulfilling its corporate governance and compliance responsibilities. The Committee shall be composed of at least three members, all of whom should be independent directors, including the Chairman. It shall promulgate the guidelines and criteria to govern the conduct of the nomination. The same shall be properly disclosed. The Nomination Committee shall meet at least two times a year.

The Nomination Committee shall have the following duties and responsibilities:

- a. It shall pre-screen the qualifications and prepare a final list of all candidates and put in place screening policies and parameters to enable it to effectively review the qualifications of the nominees for independent directors;
- b. Exercise such powers and functions provided for in the Company's By-laws and applicable regulations of the Securities and Exchange Commission; and
- c. Other duties and responsibilities are provided in the Nomination Committee Charter.

G. Remuneration and Compensation Committee

The Remuneration Compensation Committee shall be composed of at least three members, all of whom should be independent directors, including the Chairman.

The Compensation Committee shall have the following powers and functions:

- a. Ensure that the compensation policies and practices are consistent with the corporate culture, strategy and business environment under which the Company operates
- b. Recommend a formal and transparent framework of remuneration and evaluation for the members of the Board and the Company's key executives to enable the directors and officers to run the Company;

- c. Evaluate and recommend to the Board incentives and other equity-based plans designed to attract and retain qualified and competent individuals.
- d. Exercise such powers and functions provided for in the Company's By-laws and applicable regulations of the Securities and Exchange Commission; and
- e. Other duties and responsibilities are provided in the Compensation Committee Charter.

VI. FOSTERING COMMITMENT

To show full commitment to the Company, the directors shall devote the time and attention necessary to properly and effectively perform their duties and responsibilities, including sufficient time to be familiar with the Corporation's business.

The directors shall have the responsibility to attend and actively participate in all meetings of the Board, Committees, and shareholders in person or through tele-/videoconferencing conducted in accordance with the rules and regulations of the Commission, except when justifiable causes, such as, illness, death in the immediate family and serious accidents, prevent them from doing so. In Board and Committee meetings, the director shall review meeting materials and if called for, ask the necessary questions or seek clarifications and explanations.

A. Multiple Board Seats

A director shall exercise due discretion in accepting and holding directorships outside of the Corporation. The director shall notify the Board where he/she is an incumbent before accepting a directorship in another company.

Non-executive and independent directors may hold a maximum of (5) board seats in publicly-listed companies simultaneously. The other executive directors shall submit themselves to a maximum limit of two (2) board seats in corporate Board of other publicly-listed companies. In any case, the capacity of directors to serve with diligence shall not be compromised.

VII. Reinforcing Board Independence

The Board shall endeavor to exercise an objective and independent judgment on all corporate affairs.

The Board shall have at least three independent directors, or such number as to constitute at least one-third of the members of the Board, whichever is higher.

A. Independent Directors

An independent director of the Corporation must possess all the qualifications and none of the disqualifications of a regular director. He must be independent of Management, substantial shareholdings and material relations, whether it be business or otherwise, which could reasonably be perceived to impede the performance of independent judgment.

An Independent Director refer to a person who ideally:

- a. Is not or has not been a senior officer or employee of the covered Company unless there has been a change in the controlling ownership of the Company;
- b. Is not, and has not been in the three years immediately preceding the election, a director of the covered Company; a director, officer, employee of the covered Company's subsidiaries, associates, affiliates or related companies; or a director, officer, employee of the covered Company's substantial shareholders and its related companies;
- c. Has not been appointed in the covered entity, its subsidiaries, associates, affiliates or related companies as Chairman "Emeritus", "Ex-Officio" Directors/Officers or Members of Members of any Advisory Board, or otherwise appointed in a capacity to assist the Board in the performance of its duties and responsibilities within three years immediately preceding the his election;
- d. Is not an Owner of more than two percent (2%) of the outstanding shares of the covered Company, its subsidiaries, associates, affiliates or related companies;
- e. Is not a relative of a director, officer, or substantial shareholders of the covered Company, its subsidiaries, associates, affiliates or related companies or of any of its substantial shareholders. For its purpose, relatives include spouse, parent, child, brother, sister and the spouse of such child, brother or sister;
- f. Is not acting as a nominee are representative of any director of the covered Company or any of its related companies;
- g. Is not a securities broker-dealer of listed companies and registered issuers of securities. "securities broker-dealer" refers to any person holding any office of trust and responsibility in a broker-dealer firm which includes, among others, a director, officer, principal stockholder, nominee of the firm to the Exchange, associated person or salesman, and an authorized clerk of the broker or dealer;
- h. Is not retained, either in his personal capacity or through a firm, as professional adviser, auditor, consultant, agent or counsel of the covered Company, any of its related companies or substantial shareholders, or is otherwise independent of

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Management and free from any business or other relationship within the three years immediately preceding the date of his election;

i. Does not engage or has not engaged, whether by himself or with other persons or through a firm of which he is partner, director or substantial shareholder, in any transaction with the covered Company or any of its related companies or substantial shareholders, other than such transactions that are conducted at arm's length and could not materially interfere with or influence the exercise of his independent judgment;

j. Is not affiliated with any non-profit organization that receives significant funding from the covered Company or any of its related companies or substantial shareholders; and

k. Is not employed as an executive officer of another company where any of the covered Company's executives serve as directors.

Related companies, as used in this section, refer to (a) the covered entity's holding/parent Company; (b) its subsidiaries; and (c) subsidiaries of its holding/parent Company.

If an independent director becomes an officer, consultant, adviser, or employee of the same Corporation, he shall be automatically disqualified from being an independent director. The Board shall *designate a lead director* among the independent directors if the Chairman of the Board is not independent, including if the positions of the Chairman of the Board and President are held by one person.

The Board's independent directors shall serve for a maximum cumulative term of nine years. After which, the independent director shall be perpetually barred from re-election as such in the Company, but may continue to qualify for nomination and election as a non-independent director. In the instance that the Company wants to retain an independent director who has served for nine years, the Board shall provide meritorious justification/s and seek shareholders' approval during the annual shareholders' meeting.

B. President

The positions of Chairman of the Board and President shall be held by separate individuals and each shall have clearly defined responsibilities.

Minimum internal control mechanisms for Management's operation responsibility shall center on the President, being ultimately accountable for the Corporation's organizational and procedural controls. In addition to the duties imposed on the President by the Board, and those duties and responsibilities provided by the Corporation's By-Laws, the President shall:

a. Determine the Corporation's strategic direction and formulate and implement its strategic plan on the direction of the business;

- b. Communicate and implement the Corporation's vision, mission, values and overall strategy and promote any organization or stakeholder change in relation to the same;
- c. Oversee the operations of the Corporation and manage human and financial resources in accordance with the strategic plan;
- d. Have a good working knowledge of the Corporation's industry and market and keep up-to-date with its core business purpose;
- e. Direct, evaluate and guide the work of the key officers of the Corporation;
- f. Manage the Corporation's resources prudently and ensure a proper balance of the same;
- g. Provide the Board with timely information and interface between the Board and the employees;
- h. Build the corporate culture and motivate the employees of the Corporation;
- i. Serve as the link between internal operations and external stakeholders;
- j. See that all orders and resolutions of the Board are carried into effect;
- k. Submit to the Board as soon as possible after the close of each fiscal year, and to the stockholders at the annual meeting, a complete report of the operations of the Corporation for the preceding year, and the state of its affairs;
- l. Report to the Board from time to time all matters within his knowledge which in the interest of the Corporation may require to be brought to the Board's notice; and
- m. Perform such other responsibilities as the Board may impose.

C. Lead Director

The Board shall designate lead director among the independent directors if the Chairman of the Board is not independent, including if the positions of the Chairman of the Board and President are held by one person. The primary responsibility of the lead independent director is to provide leadership to the independent directors and advise the Board on matters where there may be an actual or perceived conflict of interest.

The functions of the lead director include, among others, the following:

- a. Serves as an intermediary between the Chairman and the other directors when necessary;
- b. Convenes and chairs meetings of the non-executive directors; and
- c. Contributes to the performance evaluation of the Chairman, as required.

A director with a material interest in any transaction affecting the Corporation shall abstain from taking part in the deliberations of the same.

The non-executive directors (NEDs) shall have separate periodic meetings with the external auditor and heads of the internal audit, compliance and risk functions, without any executive directors present to ensure that proper checks and balances are in place within the corporation. The meetings shall be chaired by the lead independent director.

VIII. ASSESSING BOARD PERFORMANCE

The best measure of the Board's effectiveness is through an assessment process. The Board shall regularly carry out evaluations to appraise its performance as a body, and assess whether it possesses the right mix of backgrounds and competencies.

A. Board Evaluation

The Board shall conduct an annual self-assessment of its performance, including the performance of the Chairman, individual members and committees. Every three years, the assessment shall be supported by an external facilitator.

The Board shall have in place a system that provides, at the minimum, criteria and process to determine the performance of the Board, the individual directors, and committees. This system shall allow for a feedback mechanism from the shareholders. The establishment of such evaluation system, including the features thereof, shall be disclosed in the Corporation's Annual Report or in such form of report that is applicable to the Corporation. The adoption of this performance evaluation system must be covered by a Board approval.

During the evaluation, directors shall be afforded the opportunity to identify areas for improvement in the performance of their duties and responsibilities.

IX. STRENGTHENING BOARD ETHICS

Members of the Board are duty-bound to apply high ethical standards, taking into account the interest of all stakeholders.

The Board shall adopt a Code of Ethics that shall provide standards for professional and ethical behavior, as well as articulate acceptable and unacceptable conduct and practices in internal and external dealings. The Code shall be properly disseminated to the Board, Senior Management and employees. It shall also be disclosed and made available to the public through the Company website.

The Board shall ensure proper and efficient implementation and monitoring of compliance with the Code of Ethics and internal policies. The Company's Code of Ethics shall be made effective and inculcated in the Company's culture through a communication and awareness campaign, continuous training to reinforce the code, strict monitoring and implementation

and setting in place proper avenues where issues may be raised and addressed without fear of retribution.

X. DISCLOSURE AND TRANSPARENCY

Enhancing Company Disclosure and Procedures

The Company shall establish corporate disclosure policies and procedures that are practical and in accordance with best practiced and regulatory expectations.

Corporate disclosure policies and procedures shall be in place to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders to give a fair and complete picture of the Company's financial condition, results and business operations.

The Company shall have a policy requiring all directors and officers to disclosed/report to the Company any dealings in the Company's shares within three business days.

The Board shall fully disclosed all relevant and material information on individual board members and key executives to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.

A clear disclosure of its policies and procedure shall be in place for setting Board and executive remuneration, as well as the level and mix of the same in the Annual Corporate Governance Report.

Full disclosure of the Company's policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions shall be required in the Manual on Corporate Governance. The material or significant RPTs reviewed and approved during the year shall be disclosed in its Annual Corporate Governance Report.

A full fair, accurate and timely disclosure shall be made to the public of every materials fact or event that occurs, particularly on the acquisition or disposal of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders. Moreover, the Board of the offeree Company shall appoint an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.

The Board shall therefore commit at all times to full disclosure of material information dealings. It shall cause the filing of all required information through the appropriate Exchange mechanisms for listed companies and submissions to be Commission in the interest of its stockholders and other stakeholders.

XI. STRENGTHENING THE EXTERNAL AUDITOR'S INDEPENDENCE AND IMPROVING AUDIT QUALITY

The Company shall establish standards for the appropriate selection of an external auditor, and exercise effective oversight of the same to strengthen the external auditor's independence and enhance audit quality.

External Auditor

The Audit Committee shall have a robust process for approving and recommending the appointment, reappointment, removal and fees of the external auditor. The appointment, reappointment, removal and fees of the external auditor shall be recommended by the Audit Committee, approved by the Board and ratified by the shareholders. For removal of the external auditor, the reasons for removal or change shall be disclosed to the regulators and the public through the Company website and required disclosures.

The Audit Committee Charter shall include the Audit Committee's responsibility on assessing the integrity and independence of external auditors and exercising effective oversight to review and monitor the external auditor's independence and objectivity and the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements. The Charter shall also contain the Audit Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.

The nature of non-audit services performed by the external auditor shall be disclosed in the Annual Report to deal with any potential conflict of interest. The Audit Committee shall be on alert for any potential conflict of interest situations, given the guidelines or policies on non-audit services, which could be viewed as impairing the external auditor's objectivity.

XII. INCREASING FOCUS ON NON-FINANCIAL AND SUSTAINABILITY REPORTING

The Company shall ensure that the material and reportable non-financial and sustainability issues are disclosed.

There shall be an established policy on the disclosure of material and reportable non-financial and sustainability issues, with emphasis on the management of economic, environmental, social and governance (EESG) issues of the business using a globally recognized standard/framework.

XIII. PROMOTING A COMPREHENSIVE AND COST-EFFICIENT ACCESS TO RELEVANT INFORMATION

The Company shall maintain a comprehensive and cost-efficient communication channel for disseminating relevant information to its shareholders and other investors. This channel is

crucial for timely and informed decision-making by investors, stakeholders and other interested users. These shall include, but not limited to, Company website, media and analyst briefings.

XIV. INTERNAL CONTROL SYSTEM AND RISK MANAGEMENT

Strengthening the Internal Control System and Enterprise Risk Management Framework

To ensure integrity, transparency and proper governance in the conduct of its affairs, the Company shall have a strong and effective internal control system and enterprise risk management framework.

The Company shall have an adequate and effective internal control system and enterprise risk management framework in the conduct of its business, taking into account its size, risk profile and complexity of its operations.

The Company shall have in place an *independent internal audit* function that provides an independent and objective assurance, and consulting services designed to add value and improve the Company's operations.

A. Internal Audit

The functions of the Internal Audit include, among others, the following:

- a. Provides an independent risk-based assurance service to the Board, Audit Committee and Management, focusing on reviewing the effectiveness of the governance and control process in:
 - (1) promoting the right values and ethics,
 - (2) ensuring effective performance management and accounting in the organization,
 - (3) communicating risk and control information, and
 - (4) coordinating the activities and information among the Board, external and internal auditors, and Management;
- b. Performs regulars and special audit as contained in the annual audit plan and/or based on the Company's risk assessment;
- c. Performs consulting and advisory services related to governance and control as appropriate for the organization;

- d. Performs compliance audit of relevant laws, rules and regulations, contractual obligations and other commitments, which could have a significant impact on the organization;
- e. Reviews, audits and assesses the efficiency and effectiveness of the internal control system of all areas of the Company;
- f. Evaluates operations or programs to ascertain whether results are consistent with established objectives and goals, and whether the operations or programs are being carried out as planned;
- g. Evaluates specific operations at the request of the Board or Management, as appropriate; and
- h. Monitors and evaluates governance processes.

B. Chief Audit Executive (CAE)

The Chief Audit Executive (CAE), appointed by the Board, shall oversee and be responsible for the internal audit activity of the organization, including the portion that is outsourced to a third party service provider. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel shall be assigned the responsibility for managing the fully outsourced internal audit activity.

The following are the responsibilities of the CAE, among others:

- a. Periodically reviews the Internal Audit Charter and presents it to Senior Management and the Audit Committee for approval;
- b. Establishes a risk-based internal audit plan, including policies and procedures, to determine the priorities of the internal audit activity, consistent with the organization's goals;
- c. Communicates the internal audit activity's plans, resource requirements and impact of resource limitations, as well as significant interim changes, to Senior Management and the Audit Committee for review and approval;
- d. Spearheads the performance of the internal audit activity to ensure it adds value to the organization;
- e. Reports periodically to the Audit Committee on the internal audit activity's performance relative to its plan; and
- f. Presents findings and recommendations to the Audit Committee and gives advice to Senior Management and the Board on how to improve internal processes.

C. Enterprise Risk Management

The Company shall establish a separate, effective enterprise risk management function to identify, assess and monitor key risk exposures.

The Risk Management function involves the following activities, among others:

- a. Defining a risk management strategy;
- b. Identifying and analyzing key risk exposures relating to economic, environmental, social and governance (EESG) factors and the achievement of the organization's strategic objective;
- c. Evaluating and categorizing each identified risk using the Company's predefined risk categories and parameters;
- d. Establishing a risk register with clear define, prioritized and residual risk;
- e. Developing a risk mitigation plan for the most important risks to the Company, as defined by the risk management strategy;
- f. Communicating and reporting significant risk exposures including business risks (i.e., strategic, compliance, operation, financial and reputation risk), control issues and risk mitigation plan to the Board Risk Oversight Committee; and
- g. Monitoring and evaluating the effectiveness of the organization's risk management processes.

D. Chief Risk Officer (CRO)

In managing the Company's Risk Management System, the Company shall have a Chief Risk Officer (CRO), who is the ultimate champion of Enterprise Risk Management (ERM) and has adequate authority, stature, resources and support to fulfill his responsibilities, subject to a company's size, risk profile and complexity of operations. The CRO has the following functions, among others:

- a. Supervises the entire ERM process and spearheads the development, implementation, maintenance and continuous improvement of ERM processes and documentation;
- b. Communicate the top risks and the status of the implementation of risk management strategies and action plans to the Board Risk Oversight Committee;
- c. Collaborates with the President in updating and making recommendations to the Board Risk Oversight Committee;
- d. Suggests ERM policies and related guidance, as may be needed; and

e. Provides insight on the following:

- i. Risk management processes are performing as intended;
- ii. Risk measures reported are continuously reviewed by risk owners for effectiveness; and
- iii. Established risk policies and procedures are being complied with.

XV. CULTIVATING A SYNERGIC RELATIONSHIP WITH SHAREHOLDERS

Promoting Shareholder Rights

The Company shall treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.

It shall be the duty of the directors to promote shareholder rights, remove impediments to the exercise of shareholder rights and allow possibilities to seek redress for violation of their rights. They shall encourage the exercise of shareholders' voting rights and the solution of collective action problems through appropriate mechanisms. They shall be instrumental in removing excessive costs and other administrative or practical impediments to shareholders participating in meetings and/or voting in persons. The directors shall pave the way for electronic filing and distribution of shareholder information necessary to make informed decisions, subject to legal constraints.

In addition to the sending of notices, open communications shall be maintained with stockholders to encourage them to personally attend the stockholders' meeting. If they cannot attend, they shall be apprised ahead of time of their right to appoint a proxy. The Board shall encourage active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant information at least twenty eight (28) business days before the meeting.

The Board shall encourage active shareholder participation by making the result of the votes taken during the most recent Annual or Special Shareholders' Meeting publicly available the next working day. In addition, the Minutes of the Annual Special Shareholders' Meeting shall be available on the Company website within five (5) business days from the end of the meeting.

The Board shall commit to respect the following rights of the stockholders:

A. Voting Rights

- a. Stockholders shall have the right to nominate, elect, remove and replace directors and vote on certain corporate acts in accordance with the Corporation Code.
- b. Cumulative voting shall be used in the election of directors.

c. A director shall not be removed without cause if it will deny minority shareholders representation in the Board.

B. Pre-emptive Right

The Articles of Incorporation shall lay down the specific rights and powers of shareholders with respect to the particular shares they hold, all of which shall be protected by law so long as they shall not be in conflict with the Corporation Code.

The articles of incorporation of the Company deny the pre-emptive rights of its shareholders to subscribe to any or all dispositions of any class of shares.

C. Right of Inspection

a. All shareholders shall be provided, upon request, with periodic reports which disclose relevant personal and professional information about the directors and officers and certain other matters, such as their holdings of the Corporation's shares, dealings with the Corporation, relationships among directors and key officers, and the aggregate compensation of directors and officers.

b. The minority shareholders shall be granted the right to propose the holding of a meeting, and the right to propose items in the agenda of the meeting, provided the items are for legitimate business purposes, and in accordance with law, jurisprudence and the best practice.

c. The minority shareholders shall have access to any and all information relating to matters for which the Management is accountable, and to those relating to matters for which the Management shall include such information and, if not included, then the minority shareholders shall be allowed to propose to include such matters in the agenda of stockholders' meeting, being within the definition of "legitimate purpose", and in accordance with law, jurisprudence and best practice.

D. Right to Dividends

a. Shareholders shall have the right to receive dividends subject to the discretion of the Board.

b. The Corporation shall be compelled to declare dividends when its retained earnings shall be in excess of 100% of its paid-in capital, except:

- i. When justified by definite corporate expansion projects or programs approved by the Board; or
- ii. When the Corporation is prohibited under any loan agreement with any financial institution or creditor, whether local or foreign, from declaring dividends without its consent, and such consent has not been secured; or

- iii. When it can be clearly shown that such retention is necessary under special circumstances obtaining in the Corporation, such as when there is a need for special reserve for probable contingencies.

E. Appraisal Right

a. The shareholders shall have appraisal right or the right to dissent and demand payment of the fair value of their shares in the manner provided for under Section 82 of the Corporation Code of the Philippines, under any of the following circumstances:

- i. In case any amendment to the Articles of Incorporation has the effect of changing or restricting the rights of any stockholders or class of shares, or of authorizing preferences in any respect superior to those of outstanding shares of any class, or of extending or shortening the term of corporate existence;
- ii. In case of sale, lease, exchange, transfer, mortgage, pledge or other disposition of all or substantially all of the corporate property and assets as provided in the Corporation Code; and
- iii. In case of merger or consolidation.
- iv. Investment by the corporation of funds in any other corporation or business or for any purpose other than the primary purpose for which it was organized.

It shall be the duty of the directors to promote shareholder' rights, remove impediments to the exercise of shareholders' right and allow possibilities to seek redress for violation of their rights. They shall encourage the exercise of shareholder's voting rights and the solution of collective action problems through appropriate mechanisms. They shall be instrumental in removing excessive costs and other administrative or practical impediments to shareholders participating in meetings and/or voting in person. The directors shall pave the way for the electronic filing and distribution of shareholder information necessary to make informed decisions subject to legal constraints.

Consideration is given to the need to promote candor through confidentiality of the process, the policy of fostering prompt, economical, and amicable resolution of disputes in accordance with the principles of integrity of determination by the parties, and the policy that the decision-making authority in the process rests with the parties.

13.6. The Company shall establish an Investor Relations Officer (IRO) to facilitate constant engagement with its shareholders. The IRO shall be present at every shareholder's meeting.

XVI. DUTIES TO STAKEHOLDERS

Respecting Rights of Stakeholders and Effective Redress for Violation of Stakeholder's Rights

The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights and/or interests are at stake, stakeholders shall have the opportunity to obtain prompt effective redress for the violation of their rights.

The Board shall identify the Company's various stakeholders and promote cooperation between them and the Company in creating wealth, growth and sustainability.

The Board shall establish clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.

The Board shall adopt a transparent framework and process that allows stakeholders to communicate with the Company and to obtain redress for the violation of their rights.

XVII. ENCOURAGING EMPLOYEES' PARTICIPATION

A mechanism for employee participation shall be developed to create a symbiotic environment, realize the Company's goals and participate in its corporate governance processes.

The Board shall establish policies, programs and procedures that encourage employees to actively participate in the realization of the Company's goals and in its governance. These policies and programs, among others, may be in the areas of health, safety and welfare, training and development, rewards/compensation for employees.

The Board shall set the tone and make a stand against corrupt practices by adopting an anti-corruption policy and program in its Code of Ethics. Further, the Board shall disseminate the policy and program to employees across the organization through trainings to embed them in the Company's culture.

The Board shall establish a suitable framework for whistleblowing that allow employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation and to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns. The Board shall be conscientious in establishing the framework, as well as in supervising and ensuring its enforcement.

XVIII. ENCOURAGING SUSTAINABILITY AND SOCIAL RESPONSIBILITY

The Company shall be socially responsible in all its dealings with the communities where it operates. It shall ensure that its interactions serve its environment and stakeholders in a positive and progressive manner that is fully supportive of its comprehensive and balanced development.

16.1. The Company shall recognize and place an importance on the interdependence between business and society, and promote a mutually beneficial relationship that allows the Company to grow its business, while contributing to the advancement of the society where it operates.

XIX. MONITORING ASSESSMENT

This Manual shall be available for inspection by any stockholder of the Corporation at reasonable hours on business days. The Chief Compliance Officer shall establish an evaluation system to determine and measure compliance with this Manual and the SEC Revised Code of Corporate Governance.

All directors, officers, division and department heads are tasked to ensure thorough dissemination of this Manual to all employees and related third parties, and to likewise enjoin compliance in the process.

An adequate number of printed copies of this Manual must be reproduced under the supervision of the Corporate Governance Department, with a minimum of at least one (1) hard copy of the Manual per department.

This Manual shall be subject to annual review unless the same frequency is amended by the Board.

If necessary, funds shall be allocated by the Corporation for the purpose of conducting an orientation program or workshop to operationalize this Manual.

XX. PENALTIES FOR NON-COMPLIANCE

All business processes and practices being performed within any department or business unit of the Corporation that are not consistent with any portion of this Manual shall be revoked unless upgraded to be compliant with this Manual.

To strictly observe and implement the provisions of this Manual, the following penalties shall be imposed, after notice and hearing, on the Corporation's directors, officers, staff, subsidiaries, and affiliates and their respective directors, officers, and staff in case of violation of any of the provisions of this Manual

A. For the Company

A fine of not more than Two Hundred Thousand Pesos (P200,000) shall, after due notice and hearing, be imposed by the Securities and Exchange Commission for every year that the Company violates the provisions of the Revised Code of Corporate Governance, without prejudice to other sanctions that the SEC may be authorized to impose under the law, provided, however, that any violation of the Securities and Regulation Code punishable by a specific penalty shall be assessed separately and shall not be covered by the abovementioned fine.

B. For the Concerned Personnel/Unit

The Chief Compliance Officer shall be responsible for determining violation/s of any of the provisions of this Manual, through notice and hearing, and shall recommend to the Chairman of the Board, through the Corporate Governance and Compliance Committee, the imposable penalty for approval.

WILCON DEPOT, INC.

Revised Manual on Corporate Governance

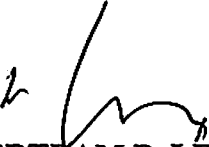
- a. First violation – the subject person shall be reprimanded.
- b. Second violation – suspension from office shall be imposed. The duration of the suspension shall depend on the gravity of the violation.
- c. Third violation – the maximum penalty of removal from office shall be imposed. With regard to directors, the provision of Section 28 of the Corporation Code shall be observed.

XXI. EFFECTIVITY

The Revised Manual was approved by the Board on 22 May 2017 and shall take effect immediately. It supersedes the previous Manual on Corporation Governance that was approved and adopted by the Corporation.

WILCON DEPOT, INC.
Revised Manual on Corporate Governance

Signed:



BERTRAM B. LIM
Chairman of the Board



LORRAINE BELO-CINCOCHAN
President-CEO

**WILCON DEPOT, INC.
EXECUTIVE COMMITTEE CHARTER**

The Executive Committee Charter (Charter) sets out the purpose, roles, responsibilities, and authority of the Executive Committee of Wilcon Depot, Inc. (the Company); including the rules and procedures that shall guide the function of the Executive Committee, as approved by the Company's Board of Directors.

This Charter was adopted to be consistent with, and conforms to, SEC Memorandum Circular No. 19, Series of 2016, on the Code of Corporate Governance for Publicly-Listed Companies issued on November 22, 2016, and the Company's Revised Corporate Governance Manual, which was adopted and approved on May 22, 2017.

1. Purpose

The Executive Committee's primary purpose is to function when the Board is not in session. The Committee shall have all the power and authority of the Board in the governance, management and direction of the business and affairs of the Company except for those matters expressly provided for in Section 35 of the Corporation Code, the Company's By-Laws and other pertinent laws, rules or regulations.

2. Membership

The Executive Committee shall be composed of five (5) members of which the Chairman of the Board shall act as ex-officio Chairman, and the President shall act as ex-officio Vice Chairman, and three (3) other members to be elected/designated by the Board.

Any vacancy in the Committee caused by death, resignation, or disqualification of any member, or by any other cause may be filled by the Board. The member elected to fill the vacancy shall hold office for the remainder of the term or until his successor shall have been duly elected or qualified.

3. Quorum and Meetings

A majority of all members of the Executive Committee shall constitute a quorum. The notices of meeting shall be sent at least three (3) days before such meeting, together with the agenda and any materials required to enable an adequate discussion of the agenda items. The foregoing notwithstanding, the members may waive notice of the meeting.

Acts of the Committee are determined upon the vote of a majority of those present. In the event that the number of affirmative votes on a certain proposal are equal, the proposal shall be submitted to a vote of the Board.

The Committee shall hold meetings as often as may be deemed necessary or desirable at time and place determined by its Chairman.

The minutes of the Committee meeting will be recorded and maintained by the Corporate Secretary and presented to the Committee at the next Committee meeting for approval.

4. Duties and Responsibilities

The Executive Committee shall have the following duties and responsibilities:

- a. Assist the Board in overseeing the implementation of strategies and sustaining the Corporation's long-term success and competitiveness in a manner consistent with its mission/vision;
- b. Review of major issues facing the organization;
- c. Review and approve Company-wide credit sales strategy, profile and performance.
- d. Monitoring of the operating activities of each business group;
- e. Defining and monitoring the Company's performance improvement goals;
- f. Defining group-wide policies and actions and overseeing their implementation;
- g. Fostering the sharing of information in all areas of the business group; and
- h. Performs other duties and responsibilities as the Committee may deem appropriate within the scope of its primary functions or as may be assigned by the Board.

An act of the Executive Committee which is within the scope of its power shall not require ratification or approval for its validity and effectivity. All actions of the Executive Committee shall be reported to the Board at the meeting thereof following such action and shall be subject to revision or alteration by the Board, provided that no rights of third parties shall be affected by any such revision or alteration.

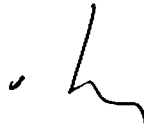
5. Performance Evaluation

The Committee shall conduct a self-assessment of its performance, at least once a year. The results of such assessment shall be submitted to the Board of Directors at the next succeeding board meeting for review and evaluation.

WILCON DEPOT, INC.

EXECUTIVE COMMITTEE CHARTER

Date signed:



MR. BERTRAM B. LIM
Chairman of Executive Committee



MS. LORRAINE BELO-CINCOCHAN
Vice - Chairman of Executive Committee



MR. MARK ANDREW Y. BELO
Member of the Executive Committee



MS. CAREEN Y. BELO
Member of the Executive Committee



MR. DELFIN L. WARREN
Member of the Executive Committee

WILCON DEPOT, INC.
AUDIT COMMITTEE CHARTER

Adopted: October 19, 2016

Revised: _____

The Audit Committee Charter (Charter) sets out the purpose, roles, responsibilities, and authority of the Audit Committee of Wilcon Depot, Inc. (the Company); including the rules and procedures that shall guide the function of the Audit Committee, as approved by the Company's Board of Directors.

The Charter include the Audit Committee's responsibility on assessing the integrity and independence of external auditors and exercising effective oversight to review and monitor the external auditor's independence and objectivity and the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements. The Charter also contain the Audit Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.

On October 19, 2016, the Company adopted the Audit Committee Charter consistent with, and conforms to, the Securities and Exchange Commission (SEC) Memorandum Circular No. 6, Series of 2009, on the Revised Code of Corporate Governance and the Company's Corporate Governance Manual which was also adopted on the same day. This revised Charter was updated to be consistent with, and conforms to, SEC Memorandum Circular No. 19, Series of 2016, on the Code of Corporate Governance for Publicly-Listed Companies issued last November 22, 2016, and the Company's Revised Corporate Governance Manual, which was both adopted and approved on May 22, 2017.

1. Purpose

The primary purpose of the Audit Committee is to assist the Board of Directors in fulfilling its oversight responsibility for the financial reporting process, the system of internal control, the maintenance of an effective audit process, and monitoring of compliance with applicable legal and regulatory matters by:

- Reviewing the financial reports and other financial information in compliance with pertinent accounting standards, statutory and regulatory requirements provided to governmental bodies and the public;
- Reviewing and monitoring the Company's established systems and processes for risk management, control and good governance;
- Reviewing and appraising the Company's external and internal audit activities.

Consistent with its function, the Audit Committee should encourage continuous improvement of, and should foster adherence to the Company's policies, procedures and practices at all levels.

The Audit Committee should provide an open avenue of communication among the external auditors, internal auditors, senior management, and the Board of Directors.

2. Authority

The Audit Committee is authorized by the Board of Directors to investigate any activity within the scope of its functions and responsibilities.

It is empowered to:

- Appoint, compensate and oversee the work of any registered public accounting firm employed by the Company
- Resolve disagreements between management and the auditor regarding financial reporting
- Retain independent counsel, accountants or others to advise the Audit Committee or assist in the conduct of an investigation
- Seek any information it requires from employees – all of whom are directed to cooperate with the Audit Committee’s request or external parties.
- Meet with the Company officers, external auditors or outside counsels, as necessary.

The Audit Committee will present its findings and recommendations to the Board of Directors. Executive power and authority in respect thereof shall reside with the Board of Directors.

3. Membership

The Audit Committee shall be comprised of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman, should be independent.

All of the members of the Audit Committee must have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance. The Chairman of the Audit Committee should not be the chairman of the Board or of any other committees.

The independent director shall be free from any relationships that, in the opinion of the Board of Directors, would interfere with the exercise of his or her independent judgment as a member of the Audit Committee;

The members of the Audit Committee shall be appointed by the Board of Directors and shall serve until their successors shall be duly appointed and qualified. Any vacancy in the Committee caused by death, resignation, or disqualification of any member, or by any other cause. May be filled by the Board. The member elected to fill the vacancy

shall hold office for the remainder of the term or until his successor shall have been duly elected or qualified.

4. Meetings

The Audit Committee should convene periodically. At the discretion of the Audit Committee Chairman, attendees at the meetings will include the external and/or internal auditors, the executive management and other internal or external parties with relevant experience and expertise.

The Audit Committee meets with the Board at least every quarter without the presence of the Chief Executive Officer or other management team members, and periodically meets with the head of the internal audit.

To foster open communication and appraise the audit efforts of the Company's external and internal auditors, the Audit Committee should meet at least annually with the external auditors, the head of internal audit and management in separate executive sessions to discuss any matters that the Audit Committee or each of these groups believe should be discussed in confidence.

5. Duties and Responsibilities

The Audit Committee has the following duties and responsibilities, among others:

- a. Recommends the approval the Internal Audit Charter (IA Charter), which formally defines the role of Internal Audit and the audit plan as well as oversees the implementation of the IA Charter;
- b. Through the Internal Audit (IA) Department, monitors and evaluates the adequacy and effectiveness of the Company's internal control system, integrity of financial reporting, and security of physical and information assets. Well-designed internal control procedures and processes that will provide a system of checks and balances should be in place in order to (i) safeguard the Company's resources and ensure their effective utilization, (ii) prevent occurrence of fraud and other irregularities, (iii) protect the accuracy and reliability of the Company's financial data, and (iv) ensure compliance with applicable laws and regulations;
- c. Oversees the Internal Audit Department, and recommends the appointment and/or grounds for approval of an internal audit head or Chief Audit Executive (CAE). The Audit Committee should also approve the terms and conditions for outsourcing internal audit services, if necessary;
- d. Establishes and identifies the reporting line of the Internal Auditor to enable him to properly fulfill his duties and responsibilities. For this purpose, he should directly report to the Audit Committee;
- e. Reviews and monitors Management's responsiveness to the Internal Auditor's findings and recommendations;
- f. Prior to the commencement of the audit, discusses with the External Auditor the nature, scope and expenses of the audit, and ensures the proper coordination if

more than one audit firm is involved in the activity to secure proper coverage and minimize duplication of efforts;

- g. The Company should disclose the nature of non-audit services performed by its external auditor in the Annual Report to deal with the potential conflict of interest. The Audit Committee should be alert for any potential conflict of interest situations, given the guidelines or policies on non-audit services, which could be viewed as impairing the external auditor's objectivity. The Audit Committee evaluates and determines the non-audit work, if any, of the External Auditor, and periodically reviews the non-audit fees paid to the External Auditor in relation to the total fees paid to him and to the Company's overall consultancy expenses. The Audit Committee should disallow any non-audit work that will conflict with his duties as an External Auditor or may pose a threat to his independence. The non-audit work, if allowed, should be disclosed in the Company's Annual Report and Annual Corporate Governance Report;
- h. Reviews and approves the Interim and Annual Financial Statements before their submission to the Board, with particular focus on the following matters:
- Any change/s in accounting policies and practices
 - Areas where a significant amount of judgment has been exercised
 - Significant adjustments resulting from the audit
 - Going concern assumptions
 - Compliance with accounting standards
 - Compliance with tax, legal and regulatory requirements
- i. Reviews the disposition of the recommendations in the External Auditor's management letter;
- j. Performs oversight functions over the Company's Internal and External Auditors. It ensures the independence of Internal and External Auditors, and that both auditors are given unrestricted access to all records, properties and personnel to enable them to perform their respective audit functions;
- k. Coordinates, monitors and facilitates compliance with laws, rules and regulations;
- l. Recommends to the Board the appointment, reappointment, removal and fees of the External Auditor, duly accredited by the Commission, who undertakes an independent audit of the Company, and provides an objective assurance on the manner by which the financial statements should be prepared and presented to the stockholders.

The Audit Committee should have a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditor. The appointment, reappointment, removal, and fees of the external auditor should be recommended by the Audit Committee, approved by the Board and ratified by the shareholders. For removal of the external auditor, the reasons for removal or change should be disclosed to the regulators and the public through the Company website and required disclosures.

- m. In case the Company does not have a Board Risk Oversight Committee and/or Related Party Transactions Committee, performs the functions of said committees.

The Board Risk Oversight Committee (BROC) has the following duties and responsibilities, among others:

- Develops a formal enterprise risk management plan which contains the following elements: (a) common language or register of risks, (b) well-defined risk management goals, objectives and oversight, (c) uniform processes of assessing risks and developing strategies to manage prioritized risks, (d) designing and implementing risk management strategies, and (e) continuing assessments to improve risk strategies, processes and measures;
- Oversees the implementation of the enterprise risk management plan through a Management Risk Oversight Committee. The BROC conducts regular discussions on the Company's prioritized and residual risk exposures based on regular risk management reports and assesses how the concerned units or offices are addressing and managing these risks;
- Evaluates the risk management plan to ensure its continued relevance, comprehensiveness and effectiveness. The BROC revisits defined risk management strategies, looks for emerging or changing material exposures, and stays abreast of significant developments that seriously impact the likelihood of harm or loss;
- Advises the Board on its risk appetite levels and risk tolerance limits;
- Reviews at least annually the Company's risk appetite levels and risk tolerance limits based on changes and developments in the business, the regulatory framework, the external economic and business environment, and when major events occur that are considered to have major impacts on the Company;
- Assesses the probability of each identified risk becoming a reality and estimates its possible significant financial impact and likelihood of occurrence. Priority areas of concern are those risks that are the most likely to occur and to impact the performance and stability of the Company and its stakeholders;
- Provides oversight over Management's activities in managing credit, market, liquidity, operational, legal and other risk exposures of the Company. This function includes regularly receiving information on risk exposures and risk management activities from Management; and
- Reports to the Board on a regular basis, or as deemed necessary, the Company's material risk exposures, the actions taken to reduce the risks, and recommends further action or plans, as necessary.

The following are the functions of the Related Party Transaction (RPT) Committee, among others:

- Evaluates on an ongoing basis existing relations between and among businesses and counterparties to ensure that all related parties are continuously identified, RPTs are monitored, and subsequent changes in relationships with counterparties (from non-related to related and vice versa) are captured. Related parties, RPTs and changes in relationships

- should be reflected in the relevant reports to the Board and regulators/supervisors;
- Evaluates all material RPTs to ensure that these are not undertaken on more favorable economic terms (e.g., price, commissions, interest rates, fees, tenor, collateral requirement) to such related parties than similar transactions with non-related parties under similar circumstances and that no corporate or business resources of the Company are misappropriated or misapplied, and to determine any potential reputational risk issues that may arise as a result of or in connection with the transactions. In evaluating RPTs, the Audit Committee takes into account, among others, the following:
 - The related party's relationship to the Company and interest in the transaction;
 - The material facts of the proposed RPT, including the proposed aggregate value of such transaction;
 - The benefits to the Company of the proposed RPT;
 - The availability of other sources of comparable products or services; and
 - An assessment of whether the proposed RPT is on terms and conditions that are comparable to the terms generally available to an unrelated party under similar circumstances. The Company should have an effective price discovery system in place and exercise due diligence in determining a fair price for RPTs;
 - Ensures that appropriate disclosure is made, and/or information is provided to regulating and supervising authorities relating to the Company's RPT exposures, and policies on conflicts of interest or potential conflicts of interest. The disclosure should include information on the approach to managing material conflicts of interest that are inconsistent with such policies, and conflicts that could arise as a result of the Company's affiliation or transactions with other related parties;
 - Reports to the Board of Directors on a regular basis, the status and aggregate exposures to each related party, as well as the total amount of exposures to all related parties;
 - Ensures that transactions with related parties, including write-off of exposures are subject to a periodic independent review or audit process; and
 - Oversees the implementation of the system for identifying, monitoring, measuring, controlling, and reporting RPTs, including a periodic review of RPT policies and procedures.

6. Performance Evaluation

The Audit Committee shall conduct an assessment of its performance at least annually. The Audit Committee shall be open to receive comments from the management, internal auditor, general counsel or external auditor, based on these comments; the Audit Committee shall formulate and identify plans to improve its performance.

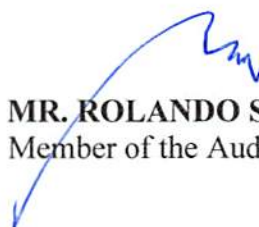
WILCON DEPOT, INC.

AUDIT COMMITTEE

Date signed:



MR. RICARDO S. PASCUA
Chairman of Audit Committee



MR. ROLANDO S. NARCISO
Member of the Audit Committee



MR. DELFIN L. WARREN
Member of the Audit Committee

WILCON DEPOT, INC.
RELATED PARTY TRANSACTIONS COMMITTEE CHARTER

The Related Party Transactions Committee Charter (Charter) sets out the purpose, roles, responsibilities, and authority of the Related Party Transactions Committee of Wilcon Depot, Inc. (the Company) including the rules and procedures that shall guide the function of the Related Party Transactions Committee, as approved by the Company's Board of Directors.

This Charter was adopted to be consistent with, and conforms to, SEC Memorandum Circular No. 19, Series of 2016, on the Code of Corporate Governance for Publicly-Listed Companies issued on November 22, 2016, and the Company's Revised Corporate Governance Manual, which was adopted and approved on May 22, 2017.

1. Purpose

The Related Party Transactions Committee shall have the primary function of reviewing all material related party transactions (RPT).

Related party transactions are generally allowed, provided, that these are done in a sound and prudent manner. The Company is expected to exercise appropriate oversight and to implement effective system in managing these transactions.

All related party transactions which are considered usual course of business as stated in the Related Party Transactions policy, regardless of amount, which are substantially the same terms as those prevailing at the time for comparable products or services with unrelated parties are exempted from review of the Related Party Transactions Committee. However, all RPTs which are not in the usual course of business which are equal or greater than the materiality threshold of Php 100 Million, shall be subject for review by the Related Party Transactions Committee. The RPT Committee may, at any time ask for a review of any of the transactions. The Board of Directors reviews and approves all material RPTs endorsed by the Related Party Transactions Committee. All Board-approved material RPTs may be subject to ratification by vote of the majority of the minority shareholders.

2. Membership

It shall be composed of at least three (3) non-executive directors, the majority of whom, including the Chairman, shall be independent. In accordance with this, the members of the Committee may be removed or replaced, and any vacancies in the Committee shall be filled by the Board. Each member shall have adequate and competent knowledge of the Company's business and industry in which it operates.

3. Quorum and Meetings

A majority of all members of the Related Party Transactions Committee shall constitute a quorum. Acts of the Committee are determined upon the vote of a majority of those present. In the event that the number of affirmative votes on a certain proposal are equal, the proposal shall be submitted to a vote of the Board.

The Committee shall hold meetings as often as may be deemed necessary or desirable at the time and place determined by its Chairman. The Committee may invite any officer or employee and external parties of the Company to attend its meetings as it deems necessary.

The Committee shall maintain minutes or records of its meetings and shall give regular reports to the Board on such meetings and such other matters as required by this Charter or as the Board shall, from time to time, specify.

4. Related Party and Related Party Transactions

Related Party - shall cover the Company's subsidiaries, as well as affiliates and any party (including their subsidiaries, affiliates and special purpose entities), that the Company exerts direct or indirect control; officer; shareholders and related interest (DOSRI), and their close family member, as well as corresponding persons in affiliated companies. This shall also include such other person or juridical entity whose interest may pose a potential conflict with the interest of the Company.

Related Party Transactions - a transfer of resources, services or obligations between a reporting entity and a related party, regardless of whether a price is charged. It shall be interpreted broadly to include not only transactions that are entered into with an unrelated parties, but also outstanding transactions that are entered into with an unrelated party that subsequently becomes a related party.

5. Duties and Responsibilities

The Related Party Transactions Committee shall have the following duties and responsibilities:

- a. Evaluates on an ongoing basis existing relations between and among businesses and counterparties to ensure that all related parties are continuously identified, RPTs are monitored, and subsequent changes in relationships with counterparties (from non-related to related and vice versa) are captured. Related parties, RPTs and changes in relationships shall be reflected in the relevant reports to the Board and regulators/supervisor;
- b. Evaluates all material RPTs to ensure that these are not undertaken on more favorable economic term (e.g., price, commissions, interest rates, fees, tenor, collateral requirement) to such related parties than similar transactions with non-related parties under similar circumstances and that no corporates or business resources of the Company are misappropriated or misapplied, and to determine any potential reputational risk issues that may arise as a result of or in connection with the transactions. In evaluating RPTs. The Committee takes into account, among others, the following:
 - i. The related party's relationship to the Company and interest in the transaction;

- ii. The material facts of the proposed RPT, including the proposed aggregate value of such transaction;
 - iii. The benefits to the Company of the proposed RPT;
 - iv. The availability of other sources of comparable products or services; and
 - v. An assessment of whether the proposed RPT is on terms and conditions that are comparable to the terms generally available to an unrelated party under similar circumstances. The Company shall have an effective price discovery system in place and exercise due diligence in determining a fair price for RPTs;
- c. Ensures that appropriate disclosure is made, and/or information is to provide to regulating and supervising authorities relating to the Company's RPT exposure, and policies on conflicts of interest or potential conflicts of interest. The disclosure shall include information on the approach to managing material conflicts of interest that are inconsistent with such policies, d conflicts that could arise as a result of the Company's affiliation or transactions with other related parties;
 - d. Reports to the Board of Directors on a regular basis, the status and aggregate exposures to each related party.
 - e. Ensures that transactions with related parties, including write-off exposures are subject to a periodic independent review or audit process;
 - f. Oversees the implementation of the system for identifying, monitoring, measuring, controlling, and reports RPTs, including a periodic review of RPT policies and procedures;
 - g. In case of doubt on the nature of a transaction subject of investigation or review pursuant to this Charter, the Committee shall determine whether the transaction or relationship constitutes a RPT and whether the same shall be pursued taking into consideration the cost and benefits to the Company; and
 - h. Performs other duties and responsibilities as the Committee may deem appropriate within the scope of its primary functions or as may be assigned by the Board.

6. Disclosure Requirements and Guidelines

- a. The Company must comply with all disclosure requirements of an RPT mandated under applicable laws, rules and regulations.
- b. The Related Parties must comply with all disclosure requirements of RPTs required under applicable laws, rules and regulations of the Securities and Exchange Commission, Philippine Stock Exchange and Bureau of Internal Revenue and other relevant government agencies.

- c. All RPTs shall have terms and conditions that are fair and equitable to the Company. No unusual privilege or special treatment shall be afforded a Related Party.
- d. The approval, award, processing and payment of RPTs shall follow the same procedures as the other transactions and contracts of the Company and the same shall be pursued taking into consideration the cost and benefit to the Company.

7. Performance Evaluation

The Committee shall conduct an annual review of its performance and effectiveness by reference to this Charter and leading practices. This review process shall include a review of this Charter. The Committee shall refer any recommended changes for decision to the Board.

WILCON DEPOT, INC.

RELATED PARTY TRANSACTIONS COMMITTEE

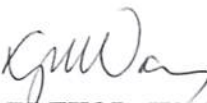
Date signed:



MR. RICARDO S. PASCUA
Chairman of the Related Party Transactions Committee



MR. ROLANDO S. NARCISO
Member of the Related Party Transactions Committee



MR. DELFIN L. WARREN
Member of the Related Party Transactions Committee

WILCON DEPOT, INC.
BOARD RISK OVERSIGHT COMMITTEE CHARTER

The Board Risk Oversight Committee Charter (Charter) sets out the purpose, roles, responsibilities, and authority of the Board Risk Oversight Committee of Wilcon Depot, Inc. (the Company) including the rules and procedures that shall guide the function of the Board Risk Oversight Committee, as approved by the Company's Board of Directors.

This Charter was adopted to be consistent with, and conforms to, SEC Memorandum Circular No. 19, Series of 2016, on the Code of Corporate Governance for Publicly-Listed Companies issued on November 22, 2016, and the Company's Revised Corporate Governance Manual, which was adopted and approved on May 22, 2017.

1. Purpose

The Board Risk Oversight Committee (BROC) shall be responsible for the oversight of the Company's Enterprise Risk Management system to ensure its functionality and effectiveness.

2. Membership

It shall be composed of at least three (3) members, majority of whom shall be independent directors including the Chairman who is not at the same time the Chairman of the Board or of any other Board Committee. In accordance with this, the members of the Committee may be removed or replace, and any vacancies in the Committee shall be filled by the Board. At least one member of the Committee shall have adequate and competent understanding and experience on risk management principles and practices, in addition to thorough knowledge of the Company's Business and industry in which it operates.

3. Quorum and Meetings

A majority of all members of the BROC shall constitute a quorum. Acts of the Committee are determined upon the vote of a majority of those present. In the event that the number of affirmative votes on a certain proposal are equal, the proposal shall be submitted to a vote of the Board.

The Committee shall hold meetings as often as may be deemed necessary or desirable at the time and place determined by its Chairman. The Committee may invite any officer or employee and external parties of the Company to attend its meetings as it deems necessary.

The Committee maintain minutes or records of its meetings and shall give regular reports to the Board on such meetings and such other matters as required by this Charter or as the Board shall, from time to time, specify.

4. Duties and Responsibilities

The Board Risk Oversight Committee shall have the following duties and responsibilities:

- a. Develops a formal enterprise risk management plan which contains the following elements: (a) common language or register of risk, (b) well-defined risk management goals, objectives and oversight, (c) uniform processes of assessing risk and developing strategies to manage prioritized risks, (d) designing and implementing risk management strategies, processes and measures;
- b. Oversees the implementation of the enterprise risk management plan through a Management Risk Oversight Committee. The BROOC conducts regular discussions on the Company's prioritized and residual risk exposures based on regular risk management reports and assesses how the concerned units or offices are addressing and managing these risk;
- c. Evaluates the risk management plan to ensure its continued relevance, comprehensiveness and effectiveness. The BROOC revisits defined risk management strategies, look for emerging or changing material exposures, and stays abreast of significant developments that seriously impact the likelihood of harm or loss;
- d. Advise the Board its risk appetite levels and risk tolerance limits;
- e. Reviews at least annually the Company's risk appetite levels and risk tolerance limits based on changes and developments in the business, the regulatory framework, the external economic and business environment, and when major events occur that are considered to have major impacts on the Company;
- f. Assesses the probability of each identified risk becoming a reality and estimates its possible significant financial impact and likelihood of occurrence. Priority areas of concern are those risks that are the most likely to occur and to impact the performance and stability of the Company and its stakeholders;
- g. Provides oversight over Management's activities in managing credit, market, liquidity, operational, legal and other risk exposures of the Company. This function includes regularly receiving information on risk exposures and risk management activities from Management;
- h. Reports to the Board on the regular basis, or as deemed necessary, the Company's materials risk exposures, the actions taken to reduce the risks, and recommends further action or plans, as necessary; and
- i. Performs other duties and responsibilities as the Committee may deem appropriate within the scope of its primary functions or as may be assigned by the Board.

5. Performance Evaluation

The Committee shall conduct an annual review of its performance and effectiveness by reference to this Charter and leading practices. This review process shall include a review of this Charter. The Committee shall refer any recommended changes for decision to the Board.

WILCON DEPOT, INC.

BOARD RISK OVERSIGHT COMMITTEE

Date signed:



MR. RICARDO S. PASCUA
Chairman of the Board Risk Oversight Committee



MR. ROLANDO S. NARCISO

Member of the Board Risk Oversight Committee



MR. DELFIN L. WARREN
Member of the Board Risk Oversight Committee

**WILCON DEPOT, INC.
CORPORATE GOVERNANCE COMMITTEE**

The Corporate Governance Committee Charter (Charter) sets out the purpose, roles, responsibilities, and authority of the Corporate Governance Committee of Wilcon Depot, Inc. (the Company); including the rules and procedures that shall guide the function of the Corporate Governance Committee, as approved by the Company's Board of Directors.

This Charter was adopted to be consistent with, and conforms to, SEC Memorandum Circular No. 19, Series of 2016, on the Code of Corporate Governance for Publicly-Listed Companies issued on November 22, 2016, and the Company's Revised Corporate Governance Manual, which was adopted and approved on May 22, 2017.

1. Purpose

The Committee is tasked to assist the Board in the performance of its corporate governance responsibilities, including functions that were formerly assigned to the Nomination and Remuneration Committee.

2. Membership

The Corporate Governance Committee shall be composed at least three (3) members, all of whom shall be independent directors, including the Chairman. Each members shall have adequate and competent understanding of corporate governance principles and practices, in addition to thorough knowledge of the Company's business and industry in which it operates.

Any vacancy in the Committee caused by death, resignation, or disqualification of any member, or by any other cause. May be filled by the Board. The member elected to fill the vacancy shall hold office for the remainder of the term or until his successor shall have been duly elected or qualified.

3. Quorum and Meetings

The Corporate Governance Committee shall meet regularly prior to, or following, meetings of the Board of Directors. The Corporate Governance Committee shall report regularly to the Board, at a minimum, after each meeting of the Corporate Governance Committee, and shall keep written minutes of its meetings.

A majority of all members of the Corporate Governance Committee shall constitute a quorum. Acts of the Committee are determined upon the vote of a majority of those present. In the event that the number of affirmative votes on a certain proposal are equal, the proposal shall be submitted to a vote of the Board.

4. Duties and Responsibilities

The Corporate Governance Committee shall have the following duties and responsibilities:

- a. Oversees the implementation of the corporate governance framework and periodically reviews the said framework to ensure that it remains appropriate in light of material changes to the Corporation's size, complexity and business strategy, as well as its business and regulatory environments;
- b. Oversees the periodic performance evaluation of the Board and its Committees as well as Executive Management, and conducts an annual self-evaluation of its performance;
- c. Ensures that the results of the Board evaluation are shared, discussed, and that concrete action plans are developed and implemented to address the identified areas for improvement;
- d. Recommends continuing education/training programs for directors, assignment of tasks/projects to Board Committees, succession planning for the Board members and Senior Officer, and remuneration packages for corporate and individual performance;
- e. Adopts corporate governance policies and ensures that these are reviewed and updated regularly, and consistently implemented in form and substance;
- f. Proposes and plans relevant training for the members of the Board;
- g. Determine the nomination and election process for the Company's directors and has the special duty of defining the general profile of Board members that the Company may need and ensuring appropriate knowledge, competencies and expertise that complement the existing skills of the Board;
- h. Establishes a formal and transparent procedure to develop a policy for determining the remuneration of directors and officers that is consistent with the Corporation's culture and strategy as well as the business environment in which it operates; and
- i. Performs other duties and responsibilities as the Committee may deem appropriate within scope of its primary functions or as may be assigned by the Board.

5. Assessment

At least annually, the Board acting, through the Corporate Governance Committee, will assess its effectiveness in fulfilling its responsibilities and duties as set out in this Charter.

WILCON DEPOT, INC.

CORPORATE GOVERNANCE COMMITTEE

Date signed:

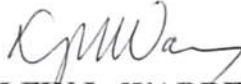
MR. ROLANDO S. NARCISO

Chairman of Corporate Governance Committee



MR. RICARDO S. PASCUA

Member of the Corporate Governance Committee



MR. DELFIN L. WARREN

Member of the Corporate Governance Committee

**WILCON DEPOT, INC.
NOMINATION COMMITTEE CHARTER**

The Nomination Committee Charter (Charter) sets out the purpose, roles, responsibilities, and authority of the Nomination Committee of Wilcon Depot, Inc. (the Company); including the rules and procedures that shall guide the function of the Nomination Committee, as approved by the Company's Board of Directors.

This Charter was adopted to be consistent with, and conforms to, SEC Memorandum Circular No. 19, Series of 2016, on the Code of Corporate Governance for Publicly-Listed Companies issued on November 22, 2016, and the Company's Revised Corporate Governance Manual, which was adopted and approved on May 22, 2017.

1. Purpose

The Nomination Committee shall assist the Board in fulfilling its corporate governance and compliance responsibilities. It shall promulgate the guidelines and criteria to govern the conduct of the nomination. The same shall be properly disclosed.

2. Membership

The Committee shall be composed of at least three members, all of whom should be independent directors, including the Chairman.

Any vacancy in the Committee caused by death, resignation, or disqualification of any member, or by any other cause may be filled by the Board. The member elected to fill the vacancy shall hold office for the remainder of the term or until his successor shall have been duly elected or qualified.

3. Quorum and Meetings

A majority of all members of the Nomination Committee shall constitute a quorum. Acts of the Committee are determined upon the vote of a majority of those present. In the event that the number of affirmative votes on a certain proposal are equal, the proposal shall be submitted to a vote of the Board.

The Nomination Committee shall meet at least two times a year. The minutes of the Committee meeting will be recorded and maintained by its designated Secretary and presented to the Committee at the next Committee meeting for approval.

4. Duties and Responsibilities

The Nomination Committee shall have the following duties and responsibilities:

- a. Identify candidates who are qualified to become board members under the criteria set forth in the Revised Manual on Corporate Governance, aid in attracting such qualified candidates to the Board and recommend such candidates to the Board to fill vacancies on the Board or to be nominated for election at the next annual meeting of stockholders.

- b. It shall pre-screen the qualifications and prepare a final list of all candidates and put in place screening policies and parameters to enable it to effectively review the qualifications of the nominees for independent directors and adopt procedures for the termination and cessation of independent directors in conformity with law and applicable regulations.
- c. Review potential Board candidates recommended by stockholders or other third parties in accordance with the qualifications set forth by the Securities and Exchange Commission and the Revised Manual on Corporate Governance.
- d. Evaluate the ongoing contributions of to the Board of each director eligible to be nominated for re-election to the Board and recommend to the Board whether the director should be nominated.
- e. Assess the independence of the each director pursuant to the rules of the Securities and Exchange Commission and the Revised Manual on Corporate Governance.
- f. After the nomination, the Committee shall prepare a Final List of Candidates which shall contain all information about all the nominees for independent directors, as required under Part IV (A) and (C) of Annex "C" of SRC Rule 12, which list shall be made available to the Commission and to all stockholders through the filing an distribution of the Information Statement, in accordance with the SRC, or in such other reports the Company is required to submit to the Commission. The name of the person or group of persons who recommended the nomination of the independent director shall be identified in such report including relationship with the nominee. Only nominees whose names appear in the Final List of Candidates shall be eligible for election as independent director/s. No other nomination shall be entertained after the Final List of Candidates shall have been prepared. No further nominations shall be entertained nor allowed on the floor during the actual annual stockholders' meetings; and
- g. Exercise such powers, functions and authorities as may be prescribed by the Board, the Company's By-laws and applicable regulations of the Securities and Exchange Commission.

5. Performance Evaluation

The Committee shall conduct a self-assessment of its performance, at least once a year. The results of such assessment shall be submitted to the Board of Directors at the next succeeding board meeting for review and evaluation.

WILCON DEPOT, INC.

NOMINATION COMMITTEE

Date signed:

MR. ROLANDO S. NARCISO
Chairman of the Nomination Committee



MR. RICARDO S. PASCUA
Member of the Nomination Committee



MR. DELFIN L. WARREN
Member of the Nomination Committee

WILCON DEPOT, INC.
REMUNERATION AND COMPENSATION COMMITTEE CHARTER

The Remuneration and Compensation Committee Charter (Charter) sets out the purpose, roles, responsibilities, and authority of the Remuneration and Compensation of Wilcon Depot, Inc. (the Company); including the rules and procedures that shall guide the function of the Remuneration and Compensation Committee, as approved by the Company's Board of Directors.

This Charter was adopted to be consistent with, and conforms to, SEC Memorandum Circular No. 19, Series of 2016, on the Code of Corporate Governance for Publicly-Listed Companies issued on November 22, 2016, and the Company's Revised Corporate Governance Manual, which was adopted and approved on May 22, 2017.

1. Purpose

The Remuneration and Compensation Committee shall have overall responsibility for evaluating and approving compensation plans, policies and programs of the Company applicable primarily to the Company's key executives.

2. Membership

The Committee shall be composed of at least three members, all of whom should be independent directors, including the Chairman.

Any vacancy in the Committee caused by death, resignation, or disqualification of any member, or by any other cause may be filled by the Board. The member elected to fill the vacancy shall hold office for the remainder of the term or until his successor shall have been duly elected or qualified.

3. Quorum and Meetings

A majority of all members of the Remuneration and Compensation Committee shall constitute a quorum. Acts of the Committee are determined upon the vote of a majority of those present. In the event that the number of affirmative votes on a certain proposal are equal, the proposal shall be submitted to a vote of the Board.

The Committee shall hold meetings as often as may be deemed necessary or desirable at the time and place determined by its Chairman. It may invite to its meetings any members of the management, including the President-CEO, and such other persons as it deems appropriate in order to carry out its duties and responsibilities.

The Committee shall keep minutes of its meetings, and the Committee Chair shall report the Committee's actions, recommendations or findings to the Board at the next scheduled meeting.

4. Duties and Responsibilities

The Remuneration and Compensation Committee shall have the following powers and functions:

- a. Ensure that the compensation policies and practices are consistent with the corporate culture, strategy and business environment under which the Company operates;
- b. Recommend a formal and transparent framework of remuneration and evaluation for the members of the Board and the Company's key executives to enable the directors and officers to run the Company;
- c. Review and approve changes to compensation plans within the scope of the Committee's authority to amend such plans, report to the Board regarding such changes as appropriate and recommend additions or deletions to current compensation plans.
- d. Oversee Company's compliance with all applicable laws affecting executive compensation including all applicable compensation-related law and rules.
- e. Evaluate and recommend to the Board incentives and other equity-based plans designed to attract and retain qualified and competent individuals.
- f. Exercise such powers and functions provided for in the Company's By-laws and applicable regulations of the Securities and Exchange Commission.

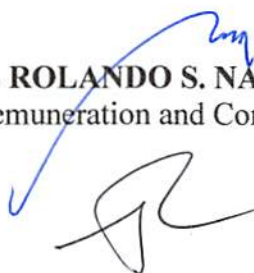
5. Performance Evaluation

The Committee shall conduct a self-assessment of its performance, at least once a year. The results of such assessment shall be submitted to the Board of Directors at the next succeeding board meeting for review and evaluation.


WILCON DEPOT, INC.

REMUNERATION AND COMPENSATION COMMITTEE

Date signed:


MR. ROLANDO S. NARCISO
Chairman of the Remuneration and Compensation Committee

MR. RICARDO S. PASCUA
Member of the Remuneration and Compensation Committee


MR. DELFIN L. WARREN
Member of the Remuneration and Compensation Committee