



## Corporate Governance Seminars 2011 to 2019

On September 9, 2019, the Board of Directors and Key Officers of Aboitiz Equity Ventures Inc. ("AEV") have attended the 2019 In-House Corporate Governance Seminar conducted exclusively for the Aboitiz Group with more than 30 participants. The seminar was held last at the NAC Tower, Bonifacio GlobalCity, Taguig City. The seminar covered the following topics such as Winning in a World of Digital Dragons; ESG and Sustainability: Trends, Issues and Complexity in the ASEAN; and Data Privacy in a Changing World. The participants were also given an opportunity to raise their concerns during the Q&A portion of the program.

On August 31, 2018, AEV Group Risk Management, in coordination with AEV Governance and Compliance team, organized 2018 Annual Corporate Governance Seminar for the Board of Directors and Senior Executives of the Group, with more than 60 participants. The briefing covered three topics such as Digital Disruption: Reshaping Leadership, Innovation and Risk; Cyber Risk; and Discussion on the Asia-Pacific Risk Landscape 2018 (4 hrs.). The participants were also given an opportunity to raise their concerns during the Q&A portion of the program.

On March 29, 2017, AEV Group Risk Management, in coordination with AEV Governance and Compliance team, organized an Executive Briefing for the Board of Directors and Senior Executives of the Group, with more than 80 participants. The briefing covered three topics such as The 2017 Top Global Risks: World Economic Forum, Millennial Mindset – Risk and Opportunity in the Workforce, and Cyber Security (4 hrs.). The participants were also given an opportunity to raise their concerns during the Q&A portion of the program.

On March 28, 2016, the Company together with Aboitiz Equity Ventures, Inc.(AEV) conducted their first In-House Mandatory Corporate Governance Seminar in Shangri-La at the Fort, the Manila. The seminar was attended by over fifty participants composed of AEV and AboitizPower's Directors and Key Officers.

On March 25, 2015, the Company conducted its 2015 Aboitiz Annual Corporate Governance Seminar in Taguig City, which was attended by around forty directors and key officer. This seminar was again conducted in partnership with the Institute of Corporate Directors.

On July 24, 2014, in compliance with Memorandum Circular 20, Series of 2013 of the Securities and Exchange Commission and in partnership with the Institute of Corporate Directors, the Company held its Aboitiz Annual Corporate Governance Seminar at its principal office in Bonifacio Global City, Taguig City. This seminar was attended by the Company's Board of Directors and key officers.

In 2013, the Company launched its online Corporate Governance E-learning Course for all newly-hired employees. This was taken by all employees through a web-based portal with a standard test, the results of which are reported to management and the Board Corporate Governance Committee.

In 2011, the Board mandated a Corporate Governance Seminar for all employees. This was followed by a mandate in 2012 requiring all newly-hired employees to attend a new hires' seminar and an annual Quality Focus seminar which includes an orientation on the Company's Manual of Corporate Governance and Code of Ethics and Business Conduct.