

6) **Orientation and Education Program**

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

The Company has an orientation program for new Directors. New directors may request individual meetings with senior management and receive materials on each of the Company's different business units. The senior management meetings cover a corporate overview, the Company's strategic plans, its significant financial, accounting and risk management issues, its compliance programs, and its business conduct policies. The other Directors may be invited to attend each orientation program as well.

The Directors are given additional educational materials and presentations from Company and/or third party experts on subjects that would enable them to perform better their duties and to recognize and deal appropriately with issues that arise. They shall be required to attend a seminar on corporate governance which shall be conducted by a duly recognized private or government institution.

(b) **State any in-house training and external courses attended by Directors and Senior Management¹ for the past three (3) years:**

SEC and PSE Disclosure Briefing held in the last quarter of 2012
[Corporate Governance Seminar held on 14 November 2014](#)

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

Name of Director/Officer	Date of Training	Program	Name of Training Institution
Eusebio H. Tanco Chairman	14 November 2014	Corporate Governance Seminar	Sycip Gorres Velayo & Co.
Monico V. Jacob Director/President & CEO	7 March 2014	Corporate Governance Seminar	Risks, Opportunities, Assessment, and Management, Inc.
Yolanda M. Bautista Treasurer/CFO	14 November 2014	Corporate Governance Seminar	Sycip Gorres Velayo & Co.
Joseph Augustin L. Tanco Director/VP for Investor Relations	14 November 2014	Corporate Governance Seminar	Sycip Gorres Velayo & Co.
Ma. Vanessa Rose L. Tanco Director	14 November 2014	Corporate Governance Seminar	Sycip Gorres Velayo & Co.
Martin K. Tanco Director	14 November 2014	Corporate Governance Seminar	Sycip Gorres Velayo & Co.
Paolo Martin O. Bautista Director/Chief Investment Officer and Head, Corporate Strategy	14 November 2014	Corporate Governance Seminar	Sycip Gorres Velayo & Co.
Rainerio M. Borja Director	14 November 2014	Corporate Governance Seminar	Sycip Gorres Velayo & Co.
Ernest Lawrence L. Cu* Independent Director	29 April 2014	Distinguished Corporate Governance Speaker Seminar Series	The Institute of Corporate Directors
Johnip G. Cua Independent Director	28 May 2014	Exclusive Orientation Course on Corporate Governance	The Institute of Corporate Directors
Arsenio C. Cabrera Corporate Secretary/Corporate Information Officer	14 November 2014	Corporate Governance Seminar	Sycip Gorres Velayo & Co.
Jesli A. Lapus Independent Director	5 February 2014	Distinguished Corporate Governance Speaker Seminar Series	The Institute of Corporate Directors
Maulik R. Parekh Director			
Anna Carmina S. Herrera Assistant Corporate Secretary	14 November 2014	Corporate Governance Seminar	Sycip Gorres Velayo & Co.
Elizabeth M. Guerrero Alternate Corporate Information Officer	14 November 2014	Corporate Governance Seminar	Sycip Gorres Velayo & Co.

The above-mentioned amendments were included in STI Holdings letter advisement filed with SEC and PSE on 19 November 2014 re Compliance with SEC Memorandum Circular No. 20, Series of 2013. *Mr. E. L. Cu's Certificate of Attendance was disclosed by Globe to SEC on 6 May 2014 and by STI Holdings on 23 January 2015.

¹ Senior Management refers to the CEO and other persons having authority and responsibility for planning, directing and controlling the activities of the Company.