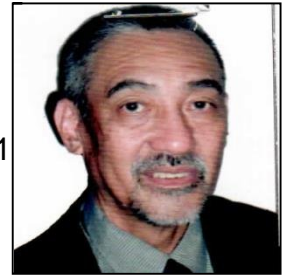


DANIEL RAMIL AGUSTIN

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I Summary of Current Work:

1. As Board member of LBP Masaganang Sakahan, Inc. :

- Participates in Strategic Planning,
- Gives feedback on monthly operational and financial reports of CEO;
- Gives recommendation/s on plans, budget, projects, personnel matters proposed by the CEO.

As a member with no absence record since 2013, contributed:

- by always present in Awards ceremonies; in this way we motivate and get closer to and learn from our major Stakeholders: the Farmers and Cooperatives;
- by actively participating in the GCG Program on upgrading the Governance Scorecard of the Company. Attended all meetings called by GCG and reported and recommended to the Board the areas we need to improve on. While there are still areas to improve on, the Company's Governance Scorecard, with the great help of all the Board members and the tireless efforts of Company's Compliance Officer, the Company's Scorecard went up;
- by recommending that the CEO should not be present when appraising the performance of the CEO following GCG guideline. This was adopted by the Board;
- by initiating the study on the effect of the Executive Order mandating the merger of the DBP and LBP. This is being done and will be considered in its forthcoming out-of-town "Business Planning".
- by recommending to the GCG and ICD that the present Governance Scorecard shall include bonus for performance. This was noted during the meeting of FGIs and will be considered.

2. As Member/Consultant of the Ethics Board of EAST AVENUE MEDICAL CENTER :

- Reviews Research Proposals of Resident Doctors
- Examines if patients are not ethically prejudiced in the Clinical Trials;
- Recommends the approval of the proposed research;
- Monitors its implementation; recommends its termination if protocols are violated.
- Reviewed 8 Medical Research proposals this year.

3. As a Farmer/Co-owner of Rice and Corn farm in Upi, Maguindanao, and in the light of the El Nino, had been engaging the Department of Agriculture to cloud seed, provide water pumps and RPCs, and to set up mini irrigation systems in Maguindanao. Cloud seeding had been done but not enough. More support is still needed. So I will continue in this endeavor and we hope to see the light by the end of this year.

II. Work Experience/History

In 1972 to 1974, participated in the Masaganang 99 Program as supplier of fertilizers, chemicals, and veterinary products in Cotabato. My participation was interrupted when our town, Upi, was seized by the rebels in August 1974 and my store and supplies were ransacked. (From 1975-77 continued to finish my AB and MA in Industrial Relations in UP)

In 1977, joined the Ministry of Labor as Technical Staff. With the new labor law then, I was tasked to develop Labor Education Programs, which were conducted for labor organizations and Employers, with Atty George Eduvala, a labor expert assigned in the Office of the Labor Secretary, as the Resource Speaker.

In 1978, upon my transfer to the National Manpower & Youth Council as Manpower Development Officer, I helped evaluate proposed Training Programs to make them attuned to the National Development Plan.

In 1979, I joined Pacific Engineering Company as strike prone Company. I did help in improving its job evaluation program, pay scale, and merit increase program.

In 1980 to 2009, upon invitation, I joined the Insular Life and its subsidiaries. In these company companies, which included some Ayala subsidiaries, I helped as in charge of Employee Relations the settlement of its 19 year old Unfair Labor Practice Case, the improvement of its performance appraisal program and merit increase program, the setting up of Quality Circles and Employee Consultative Council. These were designed to have industrial peace in the organization.

From 1982 to 1992, I was a part-time Professorial Lecturer of Personnel Management, Labor Relations and Marketing at the College of Business Administration of Trinity University for Asia.

In 2006, I taught International Labor Conventions and Labor Relation Cases at the Dela Salle University's Graduate School of Business and Economics. Did a research paper on ILO Conventions applied by the Supreme Court.

In 2006, I also lectured on Fire and Motor Insurance at the Institute of Insurance for Asia and Pacific.

III. Affiliations/Training Attended:

Education:

AB Philosophy - UP - 1975

Master in Industrial Relations -UP - 1977

Recent Training:

OECD Corporate Governance Principles - 2014-Rex Drilon - ICD

Strategic Management (Prof Tricker Model) -2014 - Jesus Estanislao -ICD

Financial Analysis - Dr. Cesar Saldana - ICD

Climate Change Adaptation in Agriculture - 2015 - UP Los Banos

Human Development -2016 -UP School of Economics

The Education Sector - 2016 - Phil Institute for Development Studies

Regional Development - 2016 -Inc.NEDA Sec Ernesto Pernia- UP Econ.