

## **BOARD COMMITTEES**

### **I. AUDIT & RISK MANAGEMENT COMMITTEE**

As approved by the Board of Directors in its meeting held on February 13, 2019, the composition of Audit and Risk Management Committee (ARMC) is hereby revised and shall be composed of the following members:

Chairman: Gabriel S. Claudio  
Director

Members: Carmen N. Pedrosa  
Director

Reynaldo E. Concordia  
Director

Edwin S. Bermudez  
Sr. Vice President, OPCOO

Arthel B. Caronongan  
Chief of staff, OCCEO

Juanito L. Sanosa, Jr.  
Corporate Secretary and Compliance Officer

Heads of the following Groups and Departments:

Security Group

Legal Group

Licensing and Regulatory Group

Enterprise Services Group

Internal Audit Department

Risk Manager  
Angelito T. Reyta  
Asst. Vice President, CPD

Secretary: Senior Manager  
Risk Management Division, CPD

Alternate Secretary: Sr. Risk Management Officer, CPD

### **II. GOVERNANCE COMMITTEE**

Chairman: Andrea D. Domingo  
Chairman and Chief Executive Officer

Members: Alfredo C. Lim  
President and Chief Operating Officer

Reynaldo E. Concordia  
Director

Compliance Officer

Heads of the following Departments:

Human Resource & Development

Corporate & Legal Services

Corporate Planning

Secretary: Christine Rose J. Fernandez  
Asst. Vice President  
Corporate Secretary Support and Compliance Department (CSSCD)

Assistant Secretary: Marjorie I. Castro  
Senior Manager, CSSCD

Alternate Secretary: James Thaddeus G. Tismo  
Sr. Corporate Compliance Officer, CSSCD

### **III. NOMINATION AND REMUNERATIONS COMMITTEE**

Chairman: Alfredo C. Lim  
President and Chief Operating Officer

Members: Gabriel S. Claudio  
Director

Reynaldo E. Concordia  
Director

Edwin S. Bermudez  
Office of the President & COO

Arthel B. Caronongan

Margarita C. Bangi  
Assistant Vice President, HRCOE, HRDG

Secretary: Maria Christina D. Elauria  
Senior Manager, HRCOE, HRDG

### **IV. EXECUTIVE COMMITTEE**

On August 20, 2019, the Board of Directors approved the revised composition of the Executive Committee as follows:

Chairman: Chairman and Chief Executive Officer

Vice Chairman: President and Chief Operating Officer

Members: Directors  
Corporate Secretary  
Special Assistant to the Chairman and CEO  
Chief of Staff, Office of the Chairman and CEO  
Senior Vice President  
Chief of Staff, Office of the President and COO

Heads of the following Groups and Departments:

- Internal Audit
- PAGCOR Anti-Money Laundering Supervision & Enforcement
- Compliance and Governance Group
  - Corporate Secretary Support and Compliance
  - Anti-Money Laundering Compliance
- Licensing and Regulatory Group
  - Gaming Licensing and Development
  - Offshore Gaming Licensing
  - Internal Gaming Operations
  - Slot Machine
- Monitoring and Enforcement Group
  - Compliance, Monitoring and Enforcement
  - Information Technology
- Finance Group
  - Accounting
  - Treasury
  - Fund Management
- Corporate Social Responsibility Group
  - Community Relations and Services
  - Corporate Communications
- Human Resource and Development Group
  - Human Resource Centers of Excellence
  - Human Resource Operations
  - Auxiliary Services
- Security Group
  - Safety and Security
  - Surveillance
  - Investigation and Verification
- Legal Group
  - Corporate Services
  - Legal Services
  - Corporate Investigation
  - Adjudication Secretariat & Hearing
- Enterprise Services Group
  - Marketing
  - Procurement
  - Logistics Management
  - Transport Services
  - Facilities Management and Engineering
- Support Services Group

- Corporate Planning
- Entertainment
- Bingo

Heads of the following branches:

CF Angeles  
 CF Bacolod  
 CF Cebu  
 CF Davao  
 CF Malate  
 CF Manila Bay  
 CF Tagaytay  
 CF Ilocos Norte

Heads of the following Satellite Operations Groups:

Satellite Operations Group 1  
 Satellite Operations Group 2  
 Satellite Operations Group 3  
 Satellite Operations Group 4  
 Satellite Operations Group 5  
 Venezia and Subic Oriental Satellites

Secretary:	Christina DL. Sevilla Sr. Quality Mgt. Officer Corporate Planning Dept., Support Services Group
Asst. Secretary:	James Thaddeus G. Tismo Sr. Corporate Compliance Officer Corporate Secretary Support and Compliance Dept. (CSSCD), Compliance & Governance Group (CGG)
Secretariat Member:	Rochelle L. Ibasco Sr. Agenda and Minutes Officer CSSCD, CGG
Secretariat Reliever:	Ma. Corazon F. De Leon Sr. Manager I CSSCD, CGG
ITD Technical Support:	Antenor N. Bernal IT Assistant Information Technology Dept. (ITD), Monitoring & enforcement Group (MEG)
Technical Support Reliever:	Armando Z. Mangaban Sr. IT Assistant ITD,MEG

## COMMITTEE ACTIVITIES

The Audit and Risk Management Committee, Governance Committee, and the Nomination and Remunerations Committee were created on January 16, 2013 as approved by the PAGCOR Board of Directors.

### AUDIT AND RISK MANAGEMENT COMMITTEE

- The Audit and Risk Management Committee (ARMC) was created to oversee the implementation of risk management framework as embodied in PAGCOR's Risk Management Policy and Procedures Manual through monitoring and directing the establishment of PAGCOR's risk management policies and procedures.
- The ARMC reviews and monitors the Risk Registers periodically submitted by the concerned departments/branches/satellites which are discussed and evaluated during the quarterly meetings. In 2019, the ARMC held meetings on the following dates: January 24, April 24, August 8 and November 11. Minutes of the meetings are submitted to the Board of Directors for notation.

### GOVERNANCE COMMITTEE

- Constituted during its meeting on 29 May 2013. On the periodic performance evaluation of the Board and its committees and Management, the Human Resource and Development Department was tasked to prepare a performance evaluation format using both quantifiable criteria based on GCG qualifications and qualitative criteria for self-rating.

### NOMINATION AND REMUNERATIONS COMMITTEE

- Reviews all nominations to officer level positions prior to submission to the Board for approval.
- HRCOE-proposed position qualifications for all departments were discussed and approved with agreed revisions.
- Recognizing the importance of trainings prior to promotion, a framework for in-house training (management training, cross-training, etc.) of shortlisted officers for possible promotion was developed through HRDD.

### EXECUTIVE COMMITTEE

- Meets regularly and serves as the venue for the regular reporting and performance reviews of the branches, SOGs, and satellite casinos.
- Other matters relevant to the Corporation are likewise taken up and discussed during the meetings as may be directed by the Chairman and CEO.