

NOMINATION COMMITTEE CHARTER

I. Purpose: Responsibilities and Authority

The Committee shall assist BPI-Philam Life Assurance Corporation (BPLAC) Board of Directors in carrying out its responsibilities relating to stewardship and governance. In furtherance of this purpose BPLAC Nomination Committee shall have the following responsibilities and authority:

- a. The Committee shall recommend to the Board criteria for Board membership. In making its recommendation, the Committee shall consider the competencies and skills that the Board, as a whole, should possess and the competencies and skills of each current director. The Committee shall review with the Board, on an annual basis, the requisite skills and criteria for Board members as well as the composition and size of the Board as a whole in order to ensure that the Board has the requisite expertise, that its membership consists of persons with sufficiently diverse and independent backgrounds, and that its membership consists of an appropriate mix of inside, outside, and independent directors.
- b. The Committee shall identify and recommend to the Board individuals qualified to become Board members, consistent with criteria approved by the Board. The Committee shall be responsible for recommending to the Board the nominees for election as directors at any meeting of shareholders and the persons to be appointed by the Board to fill any vacancies on the Board. The Committee may adopt procedures regarding director candidates proposed by the shareholders.
- c. The Committee shall consider questions of independence and possible conflicts of interest of members of the Board and of senior managers and make recommendations regarding such matters to the Board, including the criteria for determining director independence.
- d. The Committee shall, on an annual basis, recommend assignments to committees of the Board, including recommendations as to chairmen of committees of the Board, review and make recommendations to the Board concerning the types, duties, functions, size, and operation of committees of the Board, review the adequacy of charters of all committees of the Board and make recommendations to the Board for any changes to such charters.

- e. The Committee shall, on an annual basis, oversee the evaluation of the Board and its committees to determine whether the Board, its members, and its committees are functioning effectively. The Committee shall determine the nature of the evaluation, supervise the conduct of the evaluation and prepare an assessment of performance of the Board and its committees, to be discussed with the Board.
- f. The Committee shall manage Board and committee succession planning.

II. Structure and Membership

- a. **Number.** The Committee shall consist of at least three (3) persons unless the Board should from time to time otherwise determine.
- b. **Selection and Removal.** Members of the Committee shall be appointed by the Board, upon the recommendation of the Committee. The Board may remove members of the Committee at any time with or without cause.
- c. **Independence.** At a minimum one (1) member of the Committee shall be independent as determined under the IC-CGPLP.
- d. **Chair.** Unless the Board elects a Chair of the Committee, the Committee shall elect a Chair by majority vote.
- e. **Compensation.** The compensation of the Committee shall be determined by the Board.
- f. **Term.** Members of the Committee shall be appointed for one-year term. Each member shall serve until his or her replacement is appointed, or until he or she resigns or is removed from the Board or the Committee.

III. Procedures and Administration

- a. **Meetings.** The Committee shall meet as often as it deems necessary in order to perform its responsibilities. The Committee shall keep minutes of its meetings and any other records as it deems appropriate.
- b. **Subcommittees.** The Committee may form and delegate authority to one or more subcommittees, which may consist of one or more members, as it deems necessary or appropriate from time to time under the circumstances.
- c. **Report to the Board.** The Committee shall report (orally or otherwise) regularly to the Board following meetings of the Committee with respect to such matters as are relevant to the Committee's discharge of its

responsibilities, and shall report in writing on request of the Chairman of the Board.

- d. **Charter.** The Committee shall, at least annually, review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.
- e. **Independent Advisors.** The Committee shall have the authority to engage such independent legal and other advisors as it deems necessary or appropriate to carry out its responsibilities. Such independent advisors may be regular advisors of the Company. The Committee is empowered, without further action by the Board, to cause the Company to pay appropriate compensation to advisors engaged by the Committee.
- f. **Investigations.** The Committee shall have the authority to conduct or authorize investigations into any matters within the scope of its responsibilities as it deems appropriate, including the authority to request any Officer or other person to meet with the Committee.
- g. **Annual Self-Evaluation.** The Committee shall evaluate its own performance at least annually.

IV. Additional Powers

The Committee shall have such other duties as may be delegated from time to time by the Board of Directors.