

SM Investments Corporation

Director/Officer Continuing Education

SMIC recognizes the importance of awareness and understanding of the principles of good governance and ensures that the Board and key officers of SMIC are kept abreast of governance related developments through regular continuing education programs. In August 2016, SMIC facilitated a training program focused on *cyber-security* and *boards in crisis* for its Board and officers, as well as the directors and officers of its subsidiaries. The training activity was conducted by the Institute of Corporate Directors, a training provider duly accredited by the Securities and Exchange Commission.



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Data on Training and Orientations

SMIC remains committed to providing its directors, officers and employees opportunities for growth and development through its various training and orientation activities.

Major Programs	Total Conducted	Number of Participants
Work Attitude and Values Enhancement (WAVE)	14	346
Professional Image Enhancement (PIE)	9	213
Written Business Communication (WBC)	10	208
Effective Verbal Communication Skills (VCS)	6	166
Seven (7) Habits of Effective People	5	98
Handling Conflicts in the Workplace (HCW)	4	56
Developing Leadership Skills	3	36
Effective Presentation Skills (EPS)	1	33
Total	52	1156

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Data on Training and Orientations

SMIC fosters the growth and development of its workforce through its year-round training programs. These programs are tailor-fit to meet the specific needs of its participants.

Year-Round Programs	Total Conducted	Number of Participants
Orientation for New Employees of SM (ONE SM)	7	118
Performance Management Programs	8	170
Sales Enhancement Programs	8	61
Gung Ho!	3	208
MS Office and other IT related Programs	3	56
Teambuilding	1	55
Total	30	668