

BELLE CORPORATION EXECUTIVE COMMITTEE CHARTER

This Charter establishes the purpose, composition, authority, responsibilities and operations of the Executive Committee (the “Committee”).

1. PURPOSE

The Committee shall have the power and authority of the Board of Directors (the “Board”) in the governance, management and direction of the business and affairs of the Company, except for those matters expressly provided for in Section 34 of the Revised Corporation Code, the Company’s By-Laws and other pertinent laws, rules or regulations.

2. COMPOSITION

The Committee shall consist of at least three (3) members of the Board. Members of the Committee shall be appointed by the Board, who shall also appoint the Committee Chairperson and the Committee Secretary. In accordance with this, members of the Committee may be removed or replaced by the Board, and any vacancies in the Committee shall be filled by the Board.

3. MEETINGS

The Committee shall meet at least six (6) times a year, in months when a regular Board Meeting is not scheduled to convene. The Committee may invite members of Management or others to attend meetings and provide pertinent information, as necessary.

The Committee Secretary, under the direction of the Committee Chairperson, shall prepare the agenda and provide the Committee Members advance notice of meetings, the agenda, along with appropriate briefing materials. Minutes of the meeting shall be provided to the members within days after the said meeting.

4. AUTHORITY

An act of the Executive Committee which is within the scope of its power shall not require ratification or approval for its validity and effectivity.

5. RESPONSIBILITIES

The Executive Committee shall have the following duties and responsibilities.

- 5.1. Assist the Board in overseeing the implementation of strategies;
- 5.2. Review of major issues facing the organization;
- 5.3. Monitoring of the operating activities of each business group;
- 5.4. Defining and monitoring the Company's performance improvement goals;
- 5.5. Defining group-wide policies and actions and overseeing their implementation;
- 5.6. Fostering the sharing of information in all areas of the business group;
- 5.7. Perform other activities related to this Charter as requested by the Board;
- 5.8. Review and assess the adequacy of the Committee Charter annually, requesting Board approval for any proposed changes, and ensure appropriate disclosure as may be required by law or regulation;
- 5.9. Evaluate the Committee's and individual members' performance on a regular basis;
- 5.10. Review and approve material projects, as defined under policy;
- 5.11. Review and approve material expenditures, as defined under policy;
- 5.12. Review and approve major operating guidelines and/or standards;
- 5.13. Review and approve major organizational changes;
- 5.14. Oversee the implementation of the sustainability framework and periodically review the said framework to ensure that it remains appropriate in light of material changes to the Company's size, complexity and business strategy, as well as its business and regulatory environments;
- 5.15. Promote cooperation among other board committees to allow for an effective synthesis of sustainability-related issues for reporting to the Board;
- 5.16. Ensure that sustainability-related risks are managed effectively by having processes in place, and that the Corporation capitalizes on the significant opportunities; and
- 5.17. Review and approve other matters, as delegated by the Board of Directors.

6. REPORTING RESPONSIBILITIES

- 6.1. Regularly report to the Board the Committee's activities, findings, decisions, deliberations and recommendations.
- 6.2. Review any other reports the Company issues that relate to the Committee responsibilities.

7. ANNUAL REVIEW OF CHARTER

The Committee shall conduct an annual review of this Charter and propose any enhancements as may be deemed necessary for Board approval.

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