A. SORIANO CORPORATION
COMPENSATION COMMITTEE CHARTER

1. Purpose

The Compensation Committee (the "Committee") is established by the Board of Directors (the "Board") of A. Soriano Corporation (the "Corporation") to assist the Board in matters relating to the remuneration of directors and officers, in accordance with the Corporation's Manual on Corporate Governance.

2. Composition

The Committee shall be composed of at least three (3) members of the Board of Directors, who shall be appointed by the Board.

3. Duties and Responsibilities

3.1. Compensation Policies

Establish a formal and transparent procedure for developing a policy on the remuneration of directors and officers to ensure that their compensation is consistent with the Corporation's culture, strategy, and the business environment in which it operates.

3.2. Other Responsibilities

Perform such other functions relating to remuneration as may be delegated by the Board of Directors.

4. Authority

The Committee shall exercise such powers and authority as may be delegated to it by the Board of Directors in accordance with the Corporation's By-Laws.

5. Meetings

The Committee shall meet as necessary to perform its duties and responsibilities.

6. Reporting to the Board

The Committee shall report to the Board on material matters considered, decisions made, and recommendations requiring Board approval.

7. Review and Amendment

This Charter may be reviewed periodically and amended by the Board of Directors as necessary.

8. Effectivity

This Charter shall take effect upon approval by the Board of Directors of A. Soriano Corporation.