



Mr. GIL B. GENIO

“MAPping the Future” *column in INQUIRER*

“Getting started with cybersecurity governance”

October 23, 2023



Ms. AURORA “Boots” D. GEOTINA-GARCIA

“MAP Insights” *column in BUSINESSWORLD*

“Gender fair education”

October 24, 2023

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Mr. GIL B. GENIO

Board directors and executive management are focusing more time on cybersecurity threats and how to mitigate such risks. Cybersecurity governance is a trending topic, given that there are almost daily headlines on cybersecurity breaches, fines being levied related to unauthorized customer data leakage, financial losses and even ransomware events.

Information security, cybersecurity and data privacy are complex and ever-evolving topics, requiring organizations to constantly assess and update their defenses and incident response procedures. Bad actors try to find you (known as an organization's "attack surface"), compromise your users and their devices, and once inside, try to find other vulnerable users and devices or servers. They even attack you through your supply chain.

Cybersecurity governance

But what exactly does "cybersecurity governance" mean for board directors? And how can an organization make

sure that they have the right elements to mitigate cybersecurity risks? I can offer some advice given my experience as a telecom executive that included overseeing the information security and data privacy team. And as a board director, I can suggest some important questions the board needs to ask and suggest what organizations must implement:

Has the organization adopted a globally accepted cybersecurity framework? Frameworks, such as that of US National Institute of Standards and Technology, are helpful in ensuring the completeness and robustness of risk mitigation. And with the rise of hybrid work, has the organization adopted the concept of "zero trust"?

Has the organization evaluated or determined what are its most important proprietary commercial or customer assets? Manufacturing, retail, telecom, energy, health care and financial services organizations will have different assets critical to their operations, compliance and reputation. Continuing cybersecurity investments need to be directed toward protecting the most critical assets.

Does the organization perform regular vulnerability assessments? These assessments often involve engaging third parties to assess weaknesses from outside the organization (mainly through the internet), but also to assess vulnerabilities created internally (such as poor software development practices, information technology

3 infrastructure configuration or employee behavior). And when starting out on this cybersecurity journey, has the organization performed a compromise assessment? This involves a deep scan of technology assets, including links with partners, to determine if there are indications that bad actors have already penetrated the organization.

Does the organization prioritize its cybersecurity investments in software, platforms, procedures and talent upskilling by matching its vulnerability assessment with its view of the most critical assets to protect? Many organizations soon realize that investments will never be enough, and therefore must ensure that they meet minimum safeguards, that they are prioritized, and that such investments have to be made over several years.

Priorities may also be adjusted regularly as new threats and vulnerabilities arise. "Dwell time," which measures the time from discovery going back to when an issue started, needs to continually decrease. (In Mandiant's M-Trends Report 2023, Asia-Pacific median dwell time worsened to 33 days.)

Does the organization track investments, action plans, procedure changes and talent regularly, to ensure continued progress in mitigating cybersecurity risks? Often, risk mitigation happens over several years and is constantly reevaluated as new threats arise, or new capabilities are acquired. Of particular concern is the global war for talent in cybersecurity, and organizations need to make

difficult choices about talent hiring, upskilling and complementing with third parties and modern technologies, such as artificial intelligence-driven security software.

Addressing vulnerabilities

Does the organization have access to early warnings if there are newly discovered vulnerabilities, or if its defenses have been breached, or if its supply chain has been compromised? Usually provided by third parties, such "threat intelligence" is an important part of an organization's toolkit.

Does the organization have a "push button ready" response team and procedures involving internal or external parties, in case cybersecurity breaches do occur? Are these tested regularly to ensure rapid response? "Contain time," which measures the time from discovery to remedy, should constantly decrease.

In cybersecurity, they say that an organization needs to be lucky all the time, while an attacker needs to be lucky just once. There is no technology, software, platform, vendor, framework or response team that can guarantee that no breaches occur. But board directors and executive management can limit the impact to an organization, which is the essence of sound risk management. Or as they say, hope for the best but prepare for the worst.

(The author is a member of the Management Association of the Philippines. He is a retired Ayala and Globe executive. He was Globe's chief technology and information officer from 2015 to 2021, whose tasks included information security and data privacy. He is a fellow of the Institute of Corporate Directors. Feedback at map@map.org.ph and iamgilgenio@gmail.com).



Ms. AURORA "Boots" D. GEOTINA-GARCIA

With the recent opening of schools, I was reminded of a significant milestone that took place in September 2015, when 193 countries of the United Nations (UN) General Assembly, including the Philippines, committed to achieving the Sustainable Development Goals (SDGs) by 2030. Among the 17 Global Goals are SDG 4: Quality Education and SDG 5: Gender Equality.

It has been eight years since the SDGs were adopted. The question to ask is are we even there yet?

With reference to the UN's "The Sustainable Development Goals Report: 2023 Special Edition" which presented a candid assessment of the global progress on SDGs, an estimated 84 million children and young people will still be out of school by 2030 and it will take 140 years for women to be represented in leadership positions. UN cited the COVID-19 pandemic and the war in Ukraine as the major causes that reversed the decades of progress we have so far achieved. Given this, the world is falling far behind in achieving quality education and is not on track to achieve gender equality by 2030.

GENDER BIAS IN FAMILIES

The family, as a primary agent of

socialization, is the foundation of values, behaviors, and social development. As a matter of fact, in Filipino culture, the family ranks in the top list of our life priorities. Inadvertently, gender and social norms, such as women being the default caregivers and men as the main financial providers of the family, are being perpetuated at home.

Oxfam's report entitled "Understanding Norms Around the Gendered Division of Labour" reveals that the concepts of obligation or responsibility and the idea that each household member fulfills a prescribed role contributes to family harmony and unity. As traditional values still dominate our society, families inevitably conform to these expectations and socially accepted norms based on gender to avoid conflicts.

Furthermore, the language and social cues used within families perpetuate gender bias. In the same report, women who did not fulfill care responsibilities were generally perceived in a negative manner, often described as "lazy," "negligent," and "untrustworthy." Therefore, as the report noted, the notion of women not being involved in care responsibilities is unacceptable. In addition, the Women in the Philippine C-Suite Study of the Philippine Business Coalition for Women Empowerment (PBCWE) and the Makati Business Club (MBC) found that, "timing is apparently crucial for women, especially when we recognize that aside from work, they also need to anticipate, plan, and prepare for their child-bearing and child-rearing years or when prioritizing having a family." Overall, the mindsets and perceptions that children learn at home are carried over in school, and eventually when they pursue their chosen professional careers.

FORMAL EDUCATION

Schools are extensions of a child's "home," and therefore, play an important role in eliminating gendered expectations

by fostering safe and inclusive learning environments. Materials, such as textbooks and visual aids, are fundamental to learning (and unlearning) gender stereotypes. One of the prevailing examples of stereotypes is the belief that boys are “naturally” gifted in learning technical skills in math and science, while girls are good at livelihood education and literature. This example only further exacerbates the notion that gender is a major determinant of what professions children should pursue, which should not be the case.

Notwithstanding that gender bias still exists, we are seeing gradual changes albeit at a slow pace. Using data from the Philippine Statistics Authority (PSA), the Department of Science and Technology — Science Education Institute (DoST-SEI) reported that there was a 148% increase, from 179,000 in 1990 to 445,000 in 2015, in Filipino women pursuing careers related to Science, Technology, Engineering, and Mathematics (STEM). Females occupy nearly half of the country’s total science and technology workforce, prominently in the health industry, while women in engineering, architecture, and ICT-related fields remain to be under-represented. The under-representation can be attributed to the long-standing metaphor called the “leaky pipeline,” which refers to the decrease in number of female employees as they progress in their careers due to many factors, such as discrimination, lack of role models, gender pay gap, and the outdated idea of job segregation. Insights from the recent Women in Engineering Baseline Study, spearheaded by the Council of Engineering Consultants of the Philippines-Young Professionals Forum (CECOPHIL-YPF), further uncover that while it is believed that opportunities for men are similarly offered to women, factors that are unique to women must be considered — one of the main reasons why there is a need to conduct gender sensitivity trainings in the workplace.

SOLVING PROBLEMS TOGETHER

Education starts at home and therefore, unlearning gender biases must start within families. When people are limited to conforming to obsolete beliefs, it hurts everyone. In a similar manner, academic institutions must hold gender sensitivity training among teachers and learners. In addition, an extensive review of the current curricula must be initiated to ensure that gender bias and harmful norms are removed from learning materials, and one is free to pursue a professional career, regardless of gender. Without a doubt, rendering a more gender-fair environment at home is conducive to achieving success in school and in the workplace.

The likelihood of achieving the global targets outlined in the SDGs is unlikely, but we are not saying that it is impossible. You may ask, what can we do immediately? I believe now is the right time to reverse mindsets and stand up for gender equality at home and in school. Let us start accepting the norm that men should have an active role in doing care work, and that it is normal for women to provide for the family. As they say, if not now, when?

I would like to end by sharing an African proverb, “If you educate a man, you educate an individual. But if you educate a woman, you educate a nation. When girls are educated, countries become stronger and more prosperous.”

(This article reflects the personal opinion of the author and does not reflect the official stand of the Management Association of the Philippines (MAP).)

Ma. Aurora “Boots” D. Geotina-Garcia is a member of the MAP Committee on Diversity, Equity and Inclusion. She is the founding chair and president of PHILWEN. She is also chair of the Governing Council of the PBCWE and president of Mageo Consulting, Inc., a corporate finance advisory services firm.

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BOARD TALK

Business Features Editor
Doris Dumlaog-Abadilla

Getting started with cybersecurity governance

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"Getting started with cybersecurity governance"

by Mr. GIL B. GENIO

Retired Ayala and Globe executive, Globe's Chief Technology and Information Officer from 2015 to 2021 (which included Information Security and Data Privacy), and Independent Director of publicly-listed companies GT Capital Holdings and Puregold Price Club

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MUSINGS OSCAR P. LAGMAN, JR.

All hell has broken loose. On Oct. 10, former President Rodrigo Duterte went on a verbal rampage on television, threatening to kill the Communists in the House of Representatives, particularly the Alliance of Concerned Teachers (ACT) party-list's France Castro, and as if to prove his capability to do so, he bragged about his having France's companions in Davao City killed, and accused the House of Representatives as corrupt and Speaker Martin Romualdez as "swallowing" pork barrel funds.

Speaking in Filipino in his television program *Gikan sa Masa Para sa Masa* on Sonshine Media Network International (SMNI), Mr. Duterte lashed out at Mr. Castro, who led the Makabayan bloc in the House of Representatives that opposed vigorously the request for confidential and intelligence funds (CIFs) of his daughter Sara, Vice-President and concurrently Secretary of Education. "The first target of your intelligence fund is you, France. I want to kill all you communists." He admitted using the CIFs of Davao City to finance his vicious "war on drugs." "My intelligence funds, I used it to buy. I had all of them killed. That's why Davao is like that. Your companions, I really had them killed. That's the truth," said he.

He called the House of Representatives the "most rotten institution" in the country. He said, "There is no limit to their pork barrel." He also implied that Speaker Martin Romualdez is behind the attacks on his daughter. "This Romualdez... has been feeding congressmen with cash, but I say he should be audited because the Speaker is poised to run for president."

The broadside immediately drew return fire from the main target, Mr. Castro, as well as from the collateral victims, congress-

"Gender fair education"

by Ms. AURORA "Boots" D. GEOTINA-GARCIA
Member of the MAP Diversity & Inclusion Committee;
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October 11, 2023

Circular No. 061 – 2023

Subject: Elected MAP Governors for 2024-2025

Dear Fellow MAP Member:

We, in the MAP Nomination and Election Committee (NOMELEC), are pleased to inform you that the following four (4) members (*in alphabetical order*) have been elected MAP Governors for 2024-2025, and will serve concurrently as MAP Research and Development Foundation Trustees for the same period:

1.  Sec. RENE D. ALMENDRAS
President and CEO of AC Logistics Holdings Corporation
2.  Atty. EMMANUEL "Noel" P. BONOAN
Vice Chair and COO, Head of Advisory of KPMG R.G. Manabat & Co.
3.  Mr. REX C. DRILON II
Vice Chair of the Center for Excellence in Governance (CEG)
4.  Mr. ALFREDO "Al" S. PANLILIO
President and CEO of PLDT and Smart Communications, Inc.

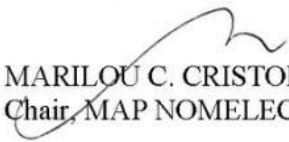
Our four (4) Governors-elect will join our currently serving Governors on the MAP Board for 2024:

1. Atty. BENEDICTA "Dick" DU-BALADAD, Founding Partner and CEO of Du-Baladad and Associates (BDB Law)
2. Ms. KAREN V. BATUNGBACAL, Partner of CEO Advisors Inc.
3. Mr. BENJAMIN "Ben" R. PUNONGBAYAN, Founder of P&A Grant Thornton
4. Ms. CORRIE D. PURISIMA, Treasurer and Head of Markets and Securities Services of HSBC Philippines
5. Ms. MARTHA "Marts" M. SAZON, President and CEO of GCash/Mynt (Globe Fintech Innovations, Inc.)

You shall be receiving another circular soon on the new MAP officers for 2024.

Let us all extend our warm congratulations and best wishes to our MAP Governors for 2024-2025.

Sincerely,


MARILOU C. CRISTOBAL
Chair, MAP NOMELEC

VISION & VALUES

THE SHIFTING SUCCESS PARADIGM

CONFERENCE · SPEED NETWORKING · COCKTAILS

9 NOVEMBER 2023 | 2PM - 9PM
GRAND BALLROOM, SHERATON MANILA, PASAY CITY

OPENING SPEAKER



CHRISTO GEORGIEV
 Country Manager
 FinScore, Inc.

FIRESIDE CHAT PANELISTS



ANA MARIA A. DELGADO
 Institutional Banking Head,
 Chief Customer Experience Officer &
 Chief Digital Channels Officer
 Union Bank of the Philippines



SHEILA LINA
 Chief Transformation Officer
 AIR21 Holdings, Inc.



PAULINE FERMIN
 President and CEO
 Acumen Strategy Consultants



SARA VENTURINA
 Chief Data Officer
 GCash



ELLE ADDA-LANE
 Founder
 Fuel to Flourish Workshops
 -Mindset Transformation



ISABELLE THERESE G. YAP
 Executive Director and
 Vice President
 East West Banking Corporation



ALVIN LAO
 President and CEO
 D & L Industries, Inc.



**MARIANA BEATRIZ
 E. ZOBEL DE AYALA**
 SVP and Head of the Leasing
 and Hospitality Group
 Ayala Land



DOMINIC LIGOT
 Founder, CEO & CTO
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15th-16th November 2023 | Manila Ballroom, Marriott Hotel, Philippines



Charlie P. Villasenor
Chairman and CEO
Procurement & Supply Institute of Asia and Transprocure



Dr. Javier Yanez Arenas
MBA Director
University of Glasgow



Wee Lian Hong
Head of Program Futura, Procurement Business Excellence, Group Procurement
Petronas



Mudzakir Minister
Minister
Embassy of the Republic of Indonesia



Samik Biswas
Partner and Associate Director
Boston Consulting Group (BCG)



Michelle Alarcon
President
Analytics Association of the Philippines (AAP)



Alvin Limquenco, CFA
Chief Supply Chain Officer
Philippine Airlines



Dr. Martin Schreiner
Vice President of Global Operations
Vishay Intertechnology, Inc.



Jonathan Ravelas, CTA
Executive Director
Society of Technical Analysts (STA) of the Philippines



Sheila Lobien
Chief Executive Officer
Lobien Realty Group



Ma. Katreena Pillejera
Country Manager
Global Reporting Initiative (GRI)



Nelson Mendoza
President
United Portusers Confederation of the Philippines, Inc. (UPCP)



Jan de Leon
Contractor, Regional Director of Strategic Alliances
Association for Supply Chain Management (ASCM)



Marina Giareni
Vice President
NEWS Navigation



Tess Owen
Retired Vice President of Macy's CA, and Senior Trainer & Consultant of Procurement & Supply Institute of Asia



Catherine Lipana-Gomez
Deals & Corporate Finance and ESG Partner
PwC Philippines



Paul Jackson
Regional Director of PH, VN, & HK
Zycus



Barry Elliott
Managing Director
ABFI Consulting Limited of Hong Kong



Nestor Martin "Jun" C. Marfori, Jr.
Director, Trainer, Senior Consultant & Executive Coach
POWERInU



Beth Morgan
Founder and CEO
boom! Global Network



Dinah Salonga
Balanced-Life Strategist
Wisdom Institute for Leadership and Global Advancement (WILGA)



Naomi Vowels
Director
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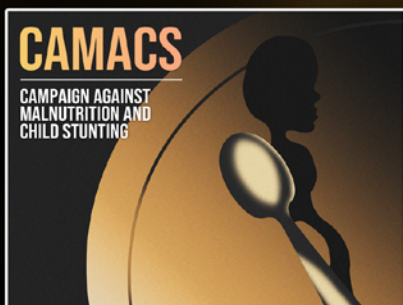
for Corporate Social Responsibility

NOVEMBER 21, 2023 | TUESDAY

6:30AM - 2:30PM | Wack Wack Golf and Country Club



BENEFICIARY



REGISTRATION RATES

MAP Member or Guest	
Wack Wack Member	P3,000
Non-Wack Wack Member	P8,500

PARTNERS

DIAMOND PARTNER



GOLD PARTNERS



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NOVEMBER 22, 2023 8:00PM

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CHOICE: PHP 2,000

BALCONY: PHP 1,000
GALLERY: PHP 500

EXCLUSIVE OF TICKET CHARGE

THIS CONCERT IS FOR THE BENEFIT OF UNDERPRIVILEGED CHILDREN, AND SCHOLARS OF NATIONAL
MUSIC COMPETITIONS FOR YOUNG ARTISTS FOUNDATION (NAMCYA)

PART 1

MAP Annual General Membership Meeting

PART 2

and

**MAP Management Person
of the Year 2023**

• AWARDING CEREMONY •

November 28, 2023 | Tuesday

11:30AM - 2:00PM

Grand Ballroom A & B, Level 3, Shangri-La The Fort

Awardee



Mr. ERNESTO "Ato" TANMANTIANG

President and CEO

Jollibee Foods Corporation

Registration Fees

MAP Member	FREE
Guest	P3,000





Management Association of the Philippines

MAP SUMMIT ON

Shared Prosperity

A Project of the MAP Committee on Shared Prosperity

NOVEMBER 28, 2023 | TUESDAY

2:00PM - 6:00PM

📍 Grand Ballroom C, Shangri-La The Fort

co-presented by



THE WORLD BANK

IBRD • IDA



Dr. NDIAMÉ DIOP

Country Director for the Philippines, Malaysia, Thailand and Brunei
WORLD BANK

KEYNOTE SPEAKER

*Other speakers to follow.

REGISTRATION FEES

MAP Member	FREE
Guest	P2,500

"The Business MAP"

segment of MAP in CNN Philippines' "The Final Word with Rico Hizon"
EVERY WEDNESDAY



September 27, 2023

Assessing Marcos' rejection of proposed cut in rice tariffs | The Final Word featuring **Dr. Cielito F. Habito, Governor-in-Charge of MAP Agribusiness Committee**

Watch this episode through:

<https://www.youtube.com/watch?v=6DI7LjMOhiU>



October 4, 2023

Supporting PH tourism's recovery, resiliency | The Final Word featuring **Ms. Alma Jimenez, Adviser for MAP Flagship Programs; Vice Chair of MAP Tourism Committee; and Chair of MAP CEO Conference Committee**

Watch this episode through:

https://youtu.be/dHj_TfWrCX8?si=ISpTNVYhWGsaYyXs



October 11, 2023

Supporting PH start-ups, emerging businesses | The Final Word featuring **Atty. Alex Cabrera, MAP Vice President and Governor-in-Charge of the MAP Tech Start-up Committee**

Watch this episode through:

https://www.youtube.com/watch?v=Bu5_5jauBIE



October 18, 2023

Branding PH as tourist, investment destination | The Final Word featuring **Mr. JUNIE DEL MUNDO, Chair of the MAP Tourism Committee**

Watch this episode through:

https://www.youtube.com/watch?v=UIn_IgDb3LQ



July 12, 2023
MAP GMM on Business Opportunities in ASEAN



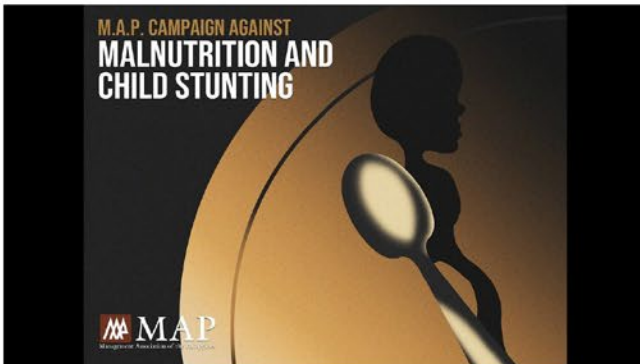
MAP Activities (loop)



About MAP



MAP GMM on "National Priorities on Environment, Natural Resources and Climate Change"



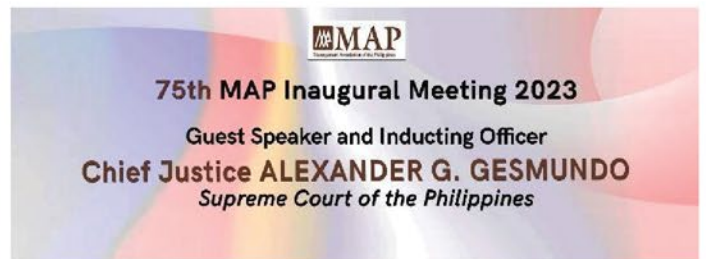
MAP Campaign against Malnutrition and Child Stunting



March 8, 2023
MAP General Membership Meeting (GMM) on International Women's Day



February 8, 2023
MAP Economic Briefing and General Membership Meeting (GMM)



January 31, 2023
MAP Inaugural Meeting and Induction of MAP 2023 Board of Governors



November 22, 2022
MAP Annual General Membership Meeting and
“MAP Management Man of the Year 2022”
Awarding Ceremony



November 11, 2022
3rd MAP NextGen Conference 2022



October 13, 2022
MAP GMM



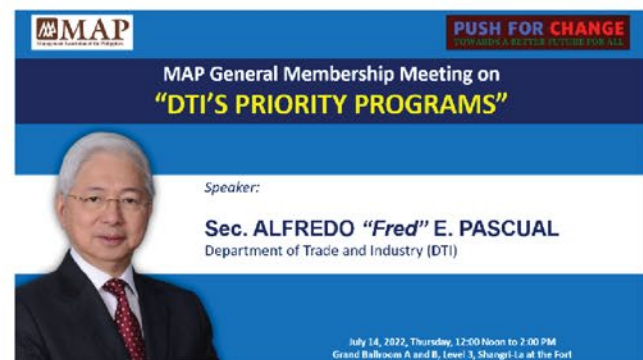
September 13, 2022
MAP International CEO Hybrid Conference



September 8, 2022
MAP - PMAP Joint GMM



August 19, 2022
MAP GMM



July 14, 2022
MAP GMM



July 1, 2022
MAP Webinar

MAP **PUSH FOR CHANGE**
TOWARDS A BETTER FUTURE FOR ALL

MAP General Membership Meeting **"LEADERSHIP IN OUR NEW WORLD"**
A Project of MAP ICI Committee

JUNE 23, 2022, THURSDAY, 12:30 PM to 2:30 PM via ZOOM

Speakers:

Dr. DAVID R. HARDOON
Managing Director
Attila Data Innovation

Ms. AILEEN JUDAN JIAO
President and Country General Manager
IBM Philippines, Inc.

Mr. PAUL WHITTEN
Cloud Advocate
Red Hat Asia Pacific

Co-Moderators:

Mr. PATRICK D. REIDENBACH
Chair, MAP ICI Committee
President, GlobalSolutions, Inc. (GS Solutions)

Mr. EDUARDO "Teddy" G. SUMULONG
Co-Vice Chair, MAP ICI Committee
Managing Director and CEO, Land Registration Systems, Inc. (LARS)

June 23, 2022
MAP GMM

MAP **PUSH FOR CHANGE**
TOWARDS A BETTER FUTURE FOR ALL

MAP General Membership Meeting
A Project of MAP ESG Committee

INTEGRATING ESG IN THE WAY WE DO BUSINESS

SPEAKERS:

Mr. ANDREW CHAN
Asia-Pacific Leader in ESG
PwC Malaysia

Mr. VINCENT KNEEFEL
Circular Economy Director
Public Credit Exchange

Ms. MA. ANTONIA YULO LOIZAGA
President
National Resilience Council

ENCSR:

Ms. AGNES A. GERVACIO
Co-Vice Chair for Development, MAP ESG Committee
CEO, MGI Navara

Q&A MODERATOR:

Atty. ALEXANDER B. CABRERA
Governor-Chair, MAP ESG Committee
Chair Emerita and ESG Leader
the Issues & Co./PwC Philippines

MAY 19, 2022, THURSDAY, 12:30 PM to 2:30 PM via ZOOM

May 19, 2022
MAP GMM

MAP **PUSH FOR CHANGE**
TOWARDS A BETTER FUTURE FOR ALL

May 2, 2022, Monday, 4:00 PM
A Project of MAP Human and Management Development Committee (HMDC)

SENTIMENT ANALYSIS
AI and Big Data for Reading Collective Minds

Speakers:

Mr. WILSON I. CHUA
Managing Director and Founder
Future Gen International Pte Ltd. (Singapore)

Mr. ROGER DO
CEO
AutoPublic (Singapore)

Moderator:

Dr. BENITO L. TEEHANCHEE
Co-Vice Chair for MAP CEO Academy, MAP HMDC
Professor and Head of the Business for Human Development Network, DLSU

May 2, 2022
MAP Webinar

MAP **PUSH FOR CHANGE**
TOWARDS A BETTER FUTURE FOR ALL

APRIL 29, 2022, MONDAY, 10:00 AM
A Project of MAP Green Edsa Movement and MAP Trade, Investment & Sustain Committee

PROTECTING THE EARTH. PRESERVING OURSELVES.
Doing what we need to do in celebration of Earth Month

Speakers:

Sec. JIM O. SAMPILNA
Secretary
Department of Environment and Natural Resources (DENR)

Ms. ANA MARGARITA MONTIVEROS
PwC US's President and Chief Reputation & Sustainability Officer
Apollo Equity Ventures, Inc.

Mr. SANTIAGO F. DUMLAOG, JR.
Executive, GEM
Philippine Green & Sustainable Investment of Global Equity Investors in Asia (PGSIA)

Atty. ANGELA CONSUELO S. IBAY
Head of Climate Change and Energy Program
World Wildlife Fund for Nature (WWF)

Atty. TONY LA VIÑA
Dean, Ateneo School of Government
Assistant Director, Manila Observatory

Ms. RACQUEL B. CAGURANGAN
Co-Vice Chair for MAP ESG Committee
VP for Environmental, Asian Mutual Co. Ltd.

April 29, 2022
MAP Webinar

MAP **PUSH FOR CHANGE**
TOWARDS A BETTER FUTURE FOR ALL

April 29, 2022, Friday, 9:00 PM to 10:00 PM via ZOOM
A Joint Project of MAP Agricultural Committee and MAP Trade, Investment & Sustain Committee

MAP CEO Academy Webinar

PUSHING FOR LIVESTOCK INDUSTRY DEVELOPMENT

Speakers:

Dir. RAQUEL B. ECHAGUE
Director for Resource-Based Industries Service
Board of Investments (BOI)

Mr. DANILO V. FAUSTO
President
DVT Dairy Farms, Inc.

Moderators:

Mr. OSCAR A. SORRALDA
Chair, MAP Livestock Committee
Chair and CEO, Teem Holdings Corporation

Mr. CHARLES P. VILLALOBSON
Chair, MAP Trade, Investment & Sustain Committee
Chair and CEO, PGSIA, Teem Precure and PGSIA Shared Services

April 29, 2022
MAP Webinar

Happy Birthday! ✨

to the following MAP Members who are celebrating their birthdays within **October 2023**

October 1

Mr. JOAQUIN "Jack" L. ARAMBULO

Management Consultant, AM Consultancy Services

Mr. GENE ATILANO GAÑGAN

Director for Research and Talent Intelligence Practice, ZMG Ward Howell, Inc.

Amb. TULL TRAISORAT

Ambassador, Royal Thai Embassy

October 6

Mr. D. ARNOLD "Arnold" A. CABANGON

President, Fortune Life Insurance Co., Inc.

Mr. JOSE VICTOR "Victor" P. PATERNO

President and CEO, Philippine Seven Corporation

Ms. MARRIANA "Hannah" H. YULO

Chief Investment Officer and SVP for Corporate Finance, DoubleDragon Properties Corporation

October 2

Mr. MICHAEL HARRIS "Michael" CONLIN

President and CEO, Henry & Sons Trading and Manufacturing Company, Inc.

Atty. TEODORO "Teddy" A. Y. KALAW IV

Principal, Kalaw & Associates Law

Ms. JUDITH V. LOPEZ

Independent Director; Chair, Audit Committee and Risk Compliance Oversight Committee, Philippine Veterans Bank

Mr. JOSE "Tito" FELICIANO SANTOS

VP for Finance and Treasurer, Ateneo de Manila University

Mr. RICHARD RAYMOND "Ricky" B. TANTOCO

President and COO, Energy Development Corporation

October 7

Mr. JESUS JOEY "Joey" T. MARCELO

CEO, Sante International Inc.

Ms. OLGA GRACE "Grace" PEREZ

VP for Global Solutions, Newcore Industries International, Inc. (NCI)

Atty. FELIX "Dodie" T. SY JR.

Managing Partner, Insights Philippines Legal Advisors

October 8

Ms. MARIA CRISTINA "Ginbee" L. GO

Executive Vice President – Head, Consumer Banking, BPI Family Savings Bank

October 3

Mr. RONNIE B. ALCANTARA

Trustee, CIBI Foundation, Inc.

Ms. MARIA TERESITA "Marites" T. DAGDAG

President, Clorox International Philippines, Inc.

October 9

Mr. EDGAR O. "Ed" CHUA

CEO, Amber-Kinetics Philippines Inc.

Ms. ANDRONICA "Nica" T. ROMA

President and General Manager, Nikka Trading

October 4

Mr. FRANCIS C. LAUREL

President, Toyota Batangas City

October 5

Mr. ANTHONY "Tony" T. ROBLES

President and CEO, Coastside Homes Properties Inc.

October 10

Atty. MARIE-ROSE "Tenten" BARRAMEDA LIM

President, Citicorp Capital Philippines, Inc.

Mr. JOSE MA. ANTONIO "Jam" M. MACALINO

Country Head, Asset Services, CBRE GWS IFM PHILS. CORP.

Atty. RENATO "Rene" B. PADILLA

General Manager, Philippine International Convention Center (PICC)

Mr. DAVID ROOS

Managing Director, Perfetti van Melle Philippines, Inc.

Mr. MAGTANGOL "Doy" A. ROQUE JR.

President, M2.0 Communications, Inc.

Atty. MARIA GEORGINA "Gina" J. SOBERANO

Principal, Tax, KPMG R. G. Manabat & Co.

Happy Birthday! ✨

to the following MAP Members who are celebrating their birthdays within **October 2023**

October 11

Prof. PAOLO ANTONIO “Paolo” L. AZURIN
Head of Investment Banking - Philippines, CLSA Exchange Capital, Inc.

Mr. ROBERTO JOSE “Bobby” L. CASTILLO
President and CEO, EEI Corporation

Mr. VLADIMIR “VJ” M. MANUEL
President and CEO, adVance Solutions

October 12

Mr. SHAILESH “SB” BAIDWAN
President, PayMaya Philippines, Inc.

Cong. MARISSA DEL MAR
President, Millicent Productions

Mr. RAUL C. PAGDANGANAN
President and CEO, Cardinal Santos Medical Center

Dr. ENRIQUE “Ricky” Y. YAP JR.
EVP, Manila Hotel

October 13

Mr. FRANK S. GAISANO
Chair and CEO, Metro Retail Stores Group, Inc. (MRSGI)

Mr. EDUARDO “Eddie” H. YAP
President and CEO, Clairmont Group

October 14

Atty. CARLOS ALFONSO “Caloy” T. OCAMPO
Founding Partner and Senior Partner, Ocampo and Manalo Law Firm

Mr. ARTHUR “Art” R. TAN
CEO and Vice Chair, Integrated Micro-Electronics, Inc.

October 15

Mr. AURELIO NOEL “Noel” G. DAYRIT
President and Head of Investment Banking and Advisory, Maybank Kim Eng Capital, Inc.

Atty. GIANNA R. MONTINOLA
SVP, Far Eastern University (FEU)

Mr. MANUEL “Manolet” SALAK
Managing Director and CEO, AlphaPrimus Advisors Inc.

October 16

Dr. EDWARD “Ed” L. FERREIRA
Special Envoy of the Duterte Administration to the Republic of Kazakhstan; President and CEO, Ferycor International Management Group, Inc.

October 17

Dr. DONALD L. LIM
COO, DITO CME Holdings Inc.

Mr. JAIME NOEL “Joel” SANTOS
President and Co-Founder, Thames International School

Ms. MARIA MARGARITA “Margot” TORRES
Managing Director, Golden Arches Development Corporation (McDonald's Philippines)

October 18

Mr. AURELIO “Rey” O. ANGELES
President, Filipinas Multi-Line Corporation

USec. ERNESTO “Nesty” G. CAROLINA
Administrator, Philippine Veterans Affairs Office (PVAO)

Mr. PATRICK C. PARUNGAO
Center Head, UST Global, Inc.

Mr. DAVID ANDRE “David” P. SISON
President, Mamamia Foods, Inc.

Mr. BRYAN SPENCER “Bryan” U. YAP
President and COO, Lepanto Consolidated Mining Company

October 19

Ms. TERESITA “Tessie” SY COSON
Vice Chairperson, SM Investments Corporation (SMIC)

Ms. NIKKI TANG
CEO, DMARK Corporation

Happy Birthday! ✨

to the following MAP Members who are celebrating their birthdays within **October 2023**

October 20

Mr. RODELIO “Dode” C. ARCILLA

President, Enterprise Information Technology Corporation (EITC)

Mr. LEONARDO “Dong” R. ARGUELLES JR.

Dr. ALFREDO “Alran” R.A. BENZON

Mr. CEZAR “Bong” P. CONSING

President, Ayala Corporation

Atty. RUBEN T. DEL ROSARIO

Managing Partner, Del Rosario & Del Rosario Law Offices

Mr. PATRICK RICHARD “Patrick” D. REIDENBACH

President, Ubaldo Reidenbach Solutions, Inc. (UR Solutions)

October 21

Mr. ROBERTINO “Robert” E. PIZARRO

President, A. Brown Company, Inc.

October 22

Dr. JIKYEONG KANG

President and Dean, Asian Institute of Management (AIM)

Atty. EUNEY MARIE MATA “Euney” J. PEREZ

Managing Partner, Mata-Perez, Tamayo and Francisco Attorneys-at-Law

Mr. OSCAR ALESON “Oscar” TORRALBA

Chair and CEO, Town Holdings Corporation

Ms. MARIA ROSARIO “Charrie” YULO

Managing Director, Carmelray Industrial Corporation

October 23

Mr. IAN PHILIPPE “Ian” W. CUYEGKENG

EVP and COO, Philippine British Assurance Co., Inc.

Mr. JOSE BEN “Joeben” R. LARAYA

Chair, ULTREX Management and Investments Corporation

Dr. SIEGFRED “Yeye” L. MANAOIS

Chief, Piers Inspection Division, MICP, Bureau of Customs

Mr. ERICSON “Eric” SUPAN MARANAN

CFO, Sante International Inc.

October 24

Ms. NATIVIDAD “Nabbie” N. ALEJO

Co-Founder and Managing Director, Alpha Primus Advisory, Inc.

Ms. MA. CRISTINA “Angel” SANTIAGO ROSALES

President and CEO, Professional Payroll Specialists Inc. (PPSI)

October 25

Dr. ROBERTO “Obet” P. SALVINO

President and Chair, Salvino Agri-Industrial Machinery

Mr. JAMES G. VELASQUEZ

President and CEO, PT&T Corporation

October 26

Sec. RAMON “Mon” M. LOPEZ

Independent Director, SM Investments Corporation (SMIC)

Dr. BERT J. TUGA

President, Philippine Normal University (PNU)

October 27

Ms. DIANA “Dianne” P. AGUILAR

Chair, SB Capital and Investments Corp.

Mr. REX C. DRILON II

Vice Chair, Center for Excellence in Governance

Mr. JEFFREY “Jeff” C. LIM

President, SM Prime Holdings, Inc.

Mr. BENJAMIN “Ben” S. SANTOS

President, AS Realty Corporation

October 28

Ms. DOROTHY DRYSDALE

Head, Internal Communications, Marsman Drysdale Group

Mr. PAULINO “Jun” B. FERNANDEZ, JR.

CEO, Global CoMRCI

Atty. TERESITA “Tess” J. HERBOSA

Of Counsel, ACCRALAW

Happy Birthday! ✨

to the following MAP Members who are celebrating their birthdays within **October 2023**

October 29

Mr. GERARD “Jerry” H. BRIMO

President and CEO, Nickel Asia Corporation (NAC)

Mr. RAMON R. DEL ROSARIO JR.

Chair and CEO, PHINMA Corporation

Ms. VIRGINIA GARRIDO LANE

VP and Treasurer, Lane Moving and Storage, Inc.

Mr. REYNALDO “Rey” C. LUGTU JR.

President and CEO, Hungry Workhorse Consultancy, Inc.

Ms. RIZALINA “Riza” G. MANTARING

Board Director, Sun Life Grepa Financial Inc.

Mr. ARIEL C. ONG

Former President, First Philec

October 30

Atty. PATRICK T. AQUINO

Head of Energy Utilization Management Bureau,
Department of Energy (DOE)

Atty. ROBERTO “Boy” N. DIO

Senior Litigation Partner, Castillo Laman Tan Pantaleon &
San Jose

Ms. ANNA IRMINA “Minette” B. NAVARRETE

President, Kickstart Ventures, Inc.

October 31

Mr. EDGARDO “Ed” H. ANGELES

President and CEO, Selegna Holdings Corporation

Mr. ARSENIO “Toto” G. BARCELONA

President, Harbest Agribusiness Corporation

Dr. CATHERINE “Karen” V. DE ASIS

Chief Brand Strategist, MKS Marketing Consulting and
Training Corporation

Mr. ANTHONY OUNDJIAN

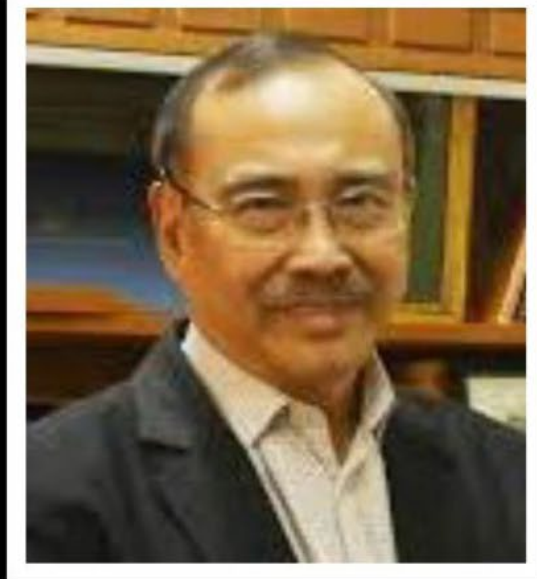
Managing Director and Senior Partner, Boston Consulting
Group (BCG) Southeast Asia

Mr. LEONCIO “Joey” D. PAZ

VP - Interbranch Operations and Head of ICT, Simplex
Industrial Corporation

Ms. MILAGROS “Mila” F. SERING

COO and Senior Managing Director, Seven Seven Global
Services, Inc.



Dr. ROLANDO “Rolly” T. DY

MAP Life Member

Former Chair, MAP Agribusiness Committee

Former Executive Director

University of Asia and the Pacific (UA&P)

**Please pray for the eternal repose of Dr. Dy
who passed away on October 18, 2023
at the age of 74.**

He was a MAP member for 21 years.

**The Dy Family will announce shortly
the wake and interment details.**



Atty. ROBERTO “Boy” N. DIO

*Senior Litigation Partner
Castillo Laman Tan Pantaleon & San Jose*

**Please pray for the eternal repose of Atty. Dio
who passed away on October 4, 2023
at the age of 64.**

He was a MAP member for 14 years.

October 19, 2023



Circular No. 067 - 2023

**FOR UPDATES ON MAP'S
FORTHCOMING EVENTS**

Please do the following:



Read the **MAP MEMO**
MAP's weekly e-newsletter



Check your **VIBER**



Check your **EMAILS**
regularly