

ANNUAL STOCKHOLDERS' MEETING

Chairman's Message April 16, 2016

The global economy has shown that it is highly interconnected—yet the various countries have very diverse, and often conflicting, interests. The US Federal Reserve implemented a ¼% rate hike in December due to the improvement of its economy. While initially the Fed envisaged multiple rate hikes for the year 2016, the rate path now looks to be more gradual as the US economy continues to be fragile. Conversely, Europe continues to be in stimulus mode, with interest rates still below zero. Of the European member states, only Germany is in decent shape. Japan is in a recession, and reviving its economy will take years. China will face a growth rate of 6%, which is its lowest in two decades. Along with the slowdown in its economy, China still faces an asset bubble and a highly leveraged corporate sector and local government units. The slowdown in China, Europe, and Japan will drag the economies of commodity exporting countries.

The Philippines is expected to show strong growth in 2016 and is still considered to be one of the best performers among Asian countries. However, the peso is expected to slightly weaken. Local interest rates and inflation are expected to remain low. Much focus will be placed on the upcoming elections, and then the adjustment to the new administration.

Philippine banking will become even more competitive. Small banks are expected to be acquired or merged with large banks. There will be heavy competition and this can be reflected in rates, services, locations, and freebies. What FCB offers its customers in terms of services, rates, and locations for countryside banking is among the best. FCB will continue to focus on its niche, where there is still substantial room to grow.

FCB was well-equipped to deal with the various pressures in 2015. The year 2015 was also one of transition, as our new management team shifted into their roles. With the dedication of our employees, support from our shareholders, and loyalty from our customers, the bank was able to have a very good year. FCB continues to have better capitalization ratios in comparison to the top Philippine and international banks.

Success is a result of our organization working hard, working together, and being able to adapt to change. We will continue our focus on learning and continuous improvement in preparation for all the challenges ahead.

I am very appreciative of the customers, shareholders and employees who have made FCB what it is today. We are optimistic for 2016 and expect sustained growth of the business.

We thank the Lord for all the blessings and support.

Respectfully yours,

A handwritten signature in black ink, appearing to read 'Clariville Paz Uy-Evardone', written in a cursive style.

Clariville Paz Uy-Evardone

Chairman

President's Report

The year 2015 saw the initiation for the new management team of the bank. Under the guidance of the Board, the team was able to execute and deliver the goals set for the year. This is another successful year of financial improvement for FCB guided by the unique vision statement of the bank that provides equal opportunity for the customers, shareholders and employees.

In executing the vision statement of the bank, we have inculcated into the minds of the employees the specific goals and objectives of the bank, as follows:

Customers:

- To provide quality services
- To offer competitive prices
- Market driven organization

Shareholders:

- To achieve above market return on investment
- Minimum risk

Human Resources:

- Recruit and retain quality employees (meritocracy)
- Competitive compensation/benefit package based on the amount the bank can afford
- Compensation will be productivity-driven

In behalf of the management, allow me to highlight important items of our bank's performance for year 2015. We posted an increase of 33.07% on its Net Profit After Income Tax (NPAIT). Our deposit base also grew by 15.51% and our loans increased by 14.49%. These positive growths on the key aspects of banking operations show sound management worthy of the trust and confidence of our clientele.

In terms of key financial indicators that are normally viewed by potential investors and/or government regulators, FCB garnered the following:

Return on Average Equity	16.99%
Return on Average Assets	3.80%
Risk-based Capital Adequacy Ratio	24.99%

It is worth mentioning that the minimum risk-based capital adequacy ratio required by the Bangko Sentral ng Pilipinas (BSP) is only 10%. A bank with a higher ratio indicates a stronger bank and a better capitalized bank. This vibrant financial performance of FCB will ensure that we can sustain our

planned expansion, automation enhancement and development of products and services to further improve for our clientele.

In terms of infrastructure and human resource, the following productivity enhancement projects that were started in 2014 were completed in 2015:

- Opened six (6) branches and four (4) other banking/marketing offices;
- Completed the 2-storey head office building and the renovation of existing Buildings;
- Completed the ICT Hardware and Software buildings. These new buildings are necessary for ICT's increasing workforce and working environment requirements;
- Completed the installation of the wide local area network (WLAN) in Panay Island, an FCB-owned communication network connecting all Panay branches;
- Conducted series of cluster meetings to update all employees on recent operational guidelines resulting to a more synchronized operation.

Looking forward, the year 2016 and beyond is very challenging considering the increasing trend of competition. The implementation of the ASEAN integration whereby bigger banks from other ASEAN nations are allowed to operate in the Philippines and vice versa has prompted other Philippine banks to open branches in the areas served by FCB. The scenario looks threatening but when taken positively, this will actually complement our operations and bring more business to us.

Our willingness to learn and improve makes us optimistic that we can again attain our 2016 goals as well as our medium term objectives.

In closing, I want to thank our customers for their continuing support and to the employees whose dedication and hard work have made this year's achievements possible. Our sensitivity to customers' changing needs is a key asset in addressing an increasingly competitive market. In like manner, we are well prepared to pursue continued growth and maximize shareholder value at a minimum risk.

Thank you and God bless us all.



Joseph M. Lacea

President

April 16, 2016

FINANCIAL HIGHLIGHTS

Despite the continuing global economic uncertainties, peace and order problems, and natural disasters, the Philippine economy made a lot of economic progress. With these backdrops, FCB has continued to perform far better than the industry and has attained increases in revenues, net income, and growth in assets and loans.

The bank's financial results continue to be better than industry averages in the Philippine banking system, as shown in the financial highlights below:

For the year	2015	2014
Revenues	P1,894,734,460	P1,436,839,470
Net Income	P521,421,558	P391,838,284
Earnings per Common Share	P153	P115
Return on Average Assets	3.80%	3.53%
Return on Average Equity	16.99%	14.76%
Net Interest Margin	11.79%	10.73%
Risk-based Capital Adequacy Ratio	24.99%	25.59%
At the end	2015	2014
Total Assets	P14,865,211,099	P13,116,102,109
Total Loans (net)	P9,460,169,866	P8,262,644,991
Total Deposits	P9,160,293,218	P7,929,963,480
Total Shareholders' Equity	P3,293,997,512	P2,892,817,248
Book Value per Common Share	P967.14	P849.53
Common Shares Issued and Outstanding	3,396,552	3,394,512

ASSETS

As of end of December 2015, the bank's Total Assets reached P 14.865 billion, registering an increase of P1.749 billion, or 13.34%.

Loans and Discounts, Held to Maturity Investments and Due from Other Banks accounted for 67.90% of Total Assets. The rest came from increases in Cash and Other Cash Items; Due from BSP; Bank Premises Furniture & Fixtures and Equipment; and Deferred Tax Assets.

Table 1. Comparative Assets of the Bank, 2015 and 2014.

ASSETS	December 31		Increase/Decrease	
	2015	2014	Amount	%
Cash and Other Cash Items	P641,485,779	P581,322,504	P60,163,275	10.35%
Due from BSP	2,947,003,140	2,754,116,039	192,887,101	7.00%
Due from Other Banks	628,786,170	451,263,868	177,522,302	39.34%
Loans & Disc (net)	9,460,169,866	8,262,644,991	1,197,524,875	14.49%
Held to Maturity Investments	4,487,689	6,017,121	-1,529,432	-25.42%
Bank Premises, Furniture & Fixtures and Equipment	579,980,004	528,525,068	51,454,936	9.74%
Investment Properties (net)	215,967,821	224,981,252	-9,013,431	-4.01%
Sales Contracts Receivable (net)	28,446,160	36,942,687	-8,496,527	-23.00%
Computer Software -net	9,631,575	10,058,177	-426,602	-4.24%
Deferred Tax Assets	208,786,309	151,132,568	57,653,741	38.15%
Other Assets -net	140,466,586	109,097,834	31,368,752	28.75%
Total Assets	P14,865,211,099	P13,116,102,109	1,749,108,990	13.34%

CASH AND OTHER CASH ITEMS DUE FROM BSP AND OTHER BANKS

Cash and Other Cash Items increased by P60 million, or 10.35%, over the balance in 2014 due to prudential liquidity management. Due from BSP went up to P2.95 billion or an increase of P193 million or 7% over the balance of the same period in the previous year as part of efficiently managing the liquid funds mix to best serve the need of the bank. Due from Other Banks went up by 39.34% or P178 million over its balance in the previous year due to deposit placements made by the bank.

LOANS

The bank posted a significant increase in its Loan Investments. The growth in Loan Investments was P1.20 billion compared to the previous year. Total Loan Investments reached P9.460 billion, from P8.262 billion in the previous year. Customer acceptability of FCB credit products continues to be sustained.

Loan Investments were evenly distributed to agriculture, wholesale and retail trade, manufacturing, consumer, real estate and other service activities. The rest of the Loan Investments were in education, construction and utilities.

The Loan Investments were spread widely to 139,035 loan borrowers and were distributed to the consumer markets and micro / small / medium enterprises in the countryside.

The bank continues to support the growth of micro/small and medium enterprises (MSMEs), as well as consumer loans. It remains committed to the financial needs of the retail market, which supports livelihood projects and consumption in the countryside.

The bank's loans to small and medium enterprises exceeded the prescribed ratio of compliance under the Magna Carta Law for Enterprises of 8% for small enterprises and 2% for medium enterprises of Total Loans. Loan Investments to micro/small and medium enterprises were 17.44% and 2.89% respectively, of total outstanding loans.

HELD TO MATURITY INVESTMENTS

Held to Maturity Investments decreased by P1.5 million or 25.42% relative to payment of matured principal.

BANK PREMISES, FURNITURE, FIXTURES AND EQUIPMENT

The Bank Premises, Furniture, Fixtures and Equipment increased by 51.454 million in 2015. The bank constructed six additional branch offices in Gubat, Sorsogon; Tigbauan & San Joaquin in Iloilo; Panglao, Bohol; Larena, Siquijor & Puerto Princesa City Downtown in Palawan. The bank also installed more Automated Teller Machines (ATMs) and Electronic Fund Transfer/Point of Sale terminals.

INVESTMENT PROPERTIES

The Investment Properties consist of land and buildings acquired by the Bank in settlement of loans through foreclosures and rescinded Sales Contracts Receivables. These reduced by 4.01%, from P225 million in 2014 to P216 million in 2015. The goal of the bank is to continuously trim down its Investment Properties.

SALES CONTRACTS RECEIVABLES

The Sales Contracts Receivables consist of accounts arising from the sale of foreclosed properties on installment to various clients. These reduced by 23%, from P36.942 million in 2014 to P28.446 million in 2015 due to efficient management of these accounts.

OTHER ASSETS

Other Assets (net) of the bank increased by 28.75% as the outstanding balance of the account in the previous year amounting to P109.098 million.

ASSET QUALITY

The bank has continued to maintain the quality of its assets. Most of its liquid funds are in cash and high-grade investments at BSP.

LIABILITIES AND CAPITAL ACCOUNTS

LIABILITIES

The bank's total liabilities and capital funds were increased by P1.749 billion, or 13.34% in 2015. The increase was largely due to growth in Deposits; Accrued Taxes, Interest & Other expenses; Income Tax Payable; Other Liabilities; and Capital Funds.

Table 2. Liabilities and Capital Funds, 2015 and 2014.

LIABILITIES AND CAPITAL FUNDS	December 31		Increase/Decrease	
	2015	2014	Amount	%
Deposit liabilities	P9,160,293,218	P7,929,963,480	1,230,329,738	15.51 %
Bills and loans payable	1,844,987,755	1,883,667,602	-38,679,847	-2.05%
Accrued taxes, interest & other expenses	219,131,934	173,706,986	45,424,948	26.15%
Income tax payable	82,781,758	67,290,966	15,490,793	23.02%
Deferred tax Liabilities	2,180,299	2,102,003	78,296	3.72%
Other Liabilities	261,838,623	166,553,824	95,284,799	57.21%
TOTAL LIABILITIES	11,571,213,587	10,223,284,861	1,347,928,727	13.18%
Capital funds	3,293,997,512	2,892,817,248	401,180,263	13.87%
TOTAL LIABILITIES & CAPITAL FUNDS	P14,865,211,099	P13,116,102,109	1,749,108,990	13.34%

DEPOSITS

Overall, the bank's Deposits grew by P1.230 billion, or 15.51%, from P7.930 billion in the previous year to P9.160 billion in 2015. All of the bank's deposit products during the year increased above budget. 74% of the Total Deposits were in savings deposit, and the rest in time deposit, and demand deposit.

The bank's total number of deposit accounts has reached 385,782 in 2015, an increase of 29,658 or 8.33% from 356,124 in the previous year.

BILLS AND LOANS PAYABLE

The bank's Bills Payable decreased by 2.05%, from P1.884 billion in 2014 to P1.845 billion in 2015. The decrease is due to repayments of matured notes during the year and due to the lower funding requirements following a substantial increase in deposit funds.

ACCRUED TAXES, INTEREST AND OTHER EXPENSES

Accrued Taxes, Interest and Other Expenses increased by P45 million, or 26.15%, compared to that of the previous year.

CAPITAL

The Capital of the bank grew by P401 million, or 13.87%, as a result of bigger Net Income After Tax (NIAT) generated for the period and additional equity infusion. The bank's Capital increased from P2.893 billion in 2014 to P3.294 billion in 2015.

Table 3. Comparative Capital Accounts, 2015 and 2014.

CAPITAL	December 31		Increase/Decrease	
	2015	2014	Amount	%
Capital Stock	P348,803,316	P348,605,899	P197,417	.06%
Paid-in Surplus and Reserves	520,238,527	518,615,803	1,622,724	.31%
Surplus (free)	2,424,955,668	2,025,595,547	399,360,121	19.72%
TOTAL	P3,293,997,511	P2,892,817,249	401,180,262	13.87%

CAPITAL ADEQUACY

The bank's Capital Adequacy "risk-weighted" ratio continues to be strong at 24.99% in year 2015. It is significantly higher than the top Philippine and international banks for the year, and well above the minimum requirement of 10% set by Bangko Sentral ng Pilipinas.

This means that FCB has a strong solvency ratio, which is very important for depositors as a gauge of which bank to place their deposits. A higher ratio indicates a stronger and better capitalized bank. FCB has only Tier 1 capital which means that all capitals are shareholder's funds and not a subordinated liability.

INCOME/EXPENSES

INCOME

Income of the bank reached P1.895 billion, from P1.437 billion in 2014, registering an increase of 31.87%. Income was derived mainly from Interest Income on Loans and Investments. Fees for bank services also provided supplemental income.

INTEREST INCOME

Interest Income represents a significant percentage of Total Revenue: 97%, coming from Interest Income on Loans and Discounts, Investments with Bangko Sentral, interest bearing instruments, micro-finance loans, and other loans.

NON-INTEREST INCOME

The rest of Total Revenue came from non-interest income such as, service charges, fees and commissions, gains on sale of acquired assets, rental of bank properties, and others.

EXPENSES

Expenses of the bank were increased by 33.20%, from P868 million in 2014 to P1.156 billion in 2015.

A percentage of 30.63 of its Expenses came from Interest on Deposits and Interest on Sourced Funds. The rest went to Compensation/Fringe Benefits, Occupancy & Equipment-Related Expenses, provisions, taxes & licenses, advertising expenses & other operating expenses.

INTEREST EXPENSE

Interest on Deposits and Sourced Funds had increased by P78.95 million or 28.69%. This comprised 30.63% of Total Expenses.

NON-INTEREST EXPENSE

Non-Interest Expenses have increased by P209.24 million, or 35.29%. Compensation/Fringe Benefits have also increased by P20.591million or 10.63% of Total Non-Interest Expenses, as a result of increases in Compensation and Fringe Benefits of employees.

Non-Interest Expenses, namely Compensation/Fringe Benefits, Occupancy and Equipment-Related Expenses, taxes and licenses, and other operating expenses took up about 52.72% to Total Expenses.

Table 4. Income and Expenses, 2015 and 2014.

Revenues/Expenses	December 31		Increase/Decrease	
	2015	2014	Amount	%
Total Revenues	P1,894,734,460	P1,436,839,470	457,894,990	31.87%
Total Expenses	1,156,267,145	868,077,496	288,189,649	33.20%
Net Income Before Tax	738,467,315	568,761,974	169,705,341	29.84%
Net Income After Tax	P521,421,558	P 391,838,285	129,583,273	33.07%

NET INCOME / PROFITABILITY

The bank's Net Income After Tax (NIAT) rose to P521 million or an increase of 33.07% over that of the previous year. Through the years, its NIAT has been increasing. Earnings per share amounted to P153 and P115 in 2015 and 2014, respectively. The ROE of 16.99% is higher than the industry average.

DIVIDENDS

FCB released a 20% Cash Dividend in June 2015 to holders of common shares as of February 28, 2015. The above Dividend Declaration was approved by the Bangko Sentral ng Pilipinas on May 12, 2015.

FCB released a 20% Cash Dividend in January 2016 to holders of Common Shares and 2% to holders of Preferred Shares, to all FCB Stockholders on record as of August 31, 2015. The above Dividend Declaration was approved by the Bangko Sentral ng Pilipinas on December 10, 2015 in compliance with BSP Circular No. 888 s.2015 (Amendments to Regulation on Dividend Declaration).

PRODUCTS AND SERVICES

The bank continued with its core products and services. With further improvement in its information and communication facilities, the bank has added more products and services during the year. In fact, the bank expects to introduce more products and services as needed by its service areas.

The new products and services of the bank include several enhancements to its savings account, special checking account, automated teller machines (ATMs), electronic fund transfer/point of sale (EFTPOS), PITAKard, payroll account and bills payment services, among others.

BRANCHES, MARKETING CENTERS, FACILITIES, OTHERS

The bank continued with its efforts to provide quality services to its customers. Its capital expenditures this year were focused on acquisition of land for new branch sites; improvement in the branches service capabilities; and upgrade of its Information and Communication Technology.

BRANCHES

As of December 31, 2015, FCB has 73 branches. FCB will continue its managed expansion program and will open additional branches in 2016. FCB's branches nationwide are as follows:

Branches

Locations

1. Abuyog	Brgy. Loyongsawang, Abuyog, Leyte
2. Aborlan	Nat'l. Highway, Brgy. Gogognan, Aborlan, Palawan
3. Antequera	Poblacion, Antequera, Bohol
4. Baclayon	Poblacion, Baclayon, Bohol
5. Bataraza	Poblacion, Bataraza, Palawan
6. Bato	Jose Rizal St., Poblacion, Bato, Leyte
7. Bayugan	Rotunda, Bayugan, Agusan del Sur
8. Butuan City	J. Rosales Ave., Butuan City, Agusan del Norte
9. Brooke's Point	National Highway, Brooke's Point, Palawan
10. Cabadbaran	Highway, Cabadbaran, Agusan del Norte
11. Cagayan de Oro City	CM Recto, Cagayan de Oro City, Misamis Oriental
12. Calapan	144 A. Bonifacio St., Brgy. Ilaya, Calapan City, Oriental Mindoro
13. Carmen	Poblacion, Carmen, Bohol
14. Catarman	JP Rizal St., Brgy. Sampaguita, Catarman, Northern Samar
15. Catigbian	Poblacion, Catigbian, Bohol
16. Cortes	Poblacion, Cortes, Bohol
17. Dapitan City	Highway, Brgy. Dawo, Dapitan City, Zamboanga del Norte
18. Davao City	Km 9, Sasa, Davao City, Davao del Sur
19. Dipolog City	Magsaysay Ave., Dipolog City, Zamboanga del Norte
20. Dumaguete City	Barangay Junob, Dumaguete City, Negros Oriental
21. El Nido	Zone 1 Amboy St., El Nido, Palawan
22. Estancia	E. Reyes Ave., Estancia, Iloilo
23. General Santos City	Pendatun Ave., General Santos City, South Cotabato
24. Getafe	Poblacion, Getafe, Bohol
25. Gubat *	Cor. Mabini & Zulueta Sts., Gubat, Sorsogon
26. Guindulman	Poblacion, Guindulman, Bohol
27. Guinobatan	Del Pilar St., Guinobatan, Albay
28. Iloilo City	West Diversion Rd, Jaro, Iloilo City, Iloilo
29. Inabanga	Poblacion, Inabanga, Bohol
30. Jagna	Poblacion, Jagna, Bohol
31. Kalibo	ACP Zaraspe Bldg. Roxas Ave., Ext., Kalibo, Aklan
32. Lambunao	Lambunao Public Market, Ladrado St., Pob. Ilaya, Lambunao, Iloilo
33. Larena*	Magsaysay St., South Poblacion, Larena, Siquijor
34. Lazi	Tigbawan, Lazi, Siquijor
35. Legaspi City	National Highway, Binanoan, Legaspi City, Albay
36. Loay	Poblacion, Loay, Bohol
37. Loon	Poblacion, Loon, Bohol
38. Mambusao	Poblacion Tabuc, Mambusao, Capiz
39. Mandaue City	A.C. Cortes cor Burgos St., Mandaue City, Cebu

40. Maramag	Poblacion, Maramag, Bukidnon
41. Masbate City	Crossing St., Brgy. F. Magallanes, Masbate City, Masbate
42. Molave	Rizal St., Molave, Zamboanga del Sur
43. Narra	National Highway. Narra, Palawan
44. Ozamis City	Anselmo Bernad Ave., Ozamis City, Misamis Occidental
45. Panglao*	Poblacion, Panglao, Bohol
46. Pilar	Poblacion, Pilar, Bohol
47. Prosperidad	Marketside, Prosperidad, Agusan del Sur
48. Puerto Princesa City	Km 2 Highway, Puerto Princesa City, Palawan
49. Puerto Princesa City - Downtown*	Unitop Mall, Malvar St., Tagumpay, Puerto Princesa City, Palawan
50. Quezon	National Highway, Quezon, Palawan
51. Roxas City, Capiz	Lawaan, Roxas City, Capiz
52. Roxas	Sandoval St., Roxas, Palawan
53. Sagbayan	Poblacion, Sagbayan, Bohol
54. San Jose	Bantayan St., Barangay 2, San Jose, Antique
55. San Joaquin*	Cor. Arroyo St., National Highway, Purok III, Pob. San Joaquin, Iloilo
56. Sierra Bullones	Poblacion, Sierra Bullones, Bohol
57. Siquijor	Poblacion, Siquijor, Siquijor
58. Sofronio Española	Pulot Center, Sofronio Española, Palawan
59. Surigao City	Vasquez/Rizal St., Surigao City, Surigao del Norte
60. Tacloban City	Maharlika Highway, Tacloban City, Leyte
61. Tagbilaran City Square	H. Grupo St., Tagbilaran City, Bohol
62. Tagbilaran Cogon	CPG Ave., Cogon District, Tagbilaran City, Bohol
63. Tagbilaran Downtown	MH Del Pilar St., Tagbilaran City, Bohol
64. Tagum City	Pagsubangan cor Sta Cruz Sts., Tagum City, Davao del Norte
65. Talibon	Poblacion, Talibon, Bohol
66. Tandag	Napo, National Highway, Bagong Lungsod, Tandag City, Surigao del Sur
67. Taytay	Rizal St., Poblacion, Taytay, Palawan
68. Tigbauan*	Delmar9 Bldg., Taldelore St., Poblacion I, Tigbauan, Iloilo
69. Trento	Poblacion, Trento, Agusan del Sur
70. Trinidad	Poblacion, Trinidad, Bohol
71. Tubigon	Poblacion, Tubigon, Bohol
72. Ubay	Poblacion, Ubay, Bohol
73. Valencia	Poblacion, Valencia, Bohol

***Branches in bold fonts are the six newly opened branches in 2015.**



Gubat Branch - January 7, 2015



Panglao Branch - April 20, 2015



San Joaquin Branch - March 23, 2015



Puerto Princesa - Downtown Branch
June 16, 2015



Tigbauan Branch - March 23, 2015



Larena Branch - July 16, 2015

FCB added six new branches in 2015. Panglao Branch is the 23rd in Bohol; Larena is the 3rd in Siquijor; Tigbauan & San Joaquin, the 2nd & 3rd in Iloilo and Puerto Princesa Downtown is the 2nd in the city and the 11th in Palawan. The ribbon – cutting ceremonies were attended by FCB Directors & Officers, Branch Managers, FCB Staff, and Businessmen and Professionals in the respective places.

MARKETING CENTERS

The bank has maintained its 48 Marketing Centers:

- Barobo, Surigao del Sur
- Bayawan City, Negros Oriental
- Boac, Marinduque
- Borongan City, Eastern Samar
- Calamba, Misamis Occidental
- Calbayog City, Western Samar
- Camiguin, Mambajao
- Carigara, Leyte
- Carrascal, Surigao del Sur
- Cataingan, Masbate
- Catbalogan, Samar
- Coron, Palawan
- Culasi, Antique
- Daet, Camarines Norte
- Digos City, Davao del Sur
- Gingoog City, Misamis Oriental
- Guiuan, Eastern Samar
- Iloilo City, Iloilo
- Ipil, Zamboanga Sibugay
- Iriga City, Camarines Sur
- Irosin, Sorsogon
- Kidapawan City, North Cotabato
- Koronadal City (Marbel), South Cotabato
- Laoang, Northern Samar
- Liloy, Zamboanga del Norte
- Lipa City, Batangas
- Maasin City, Southern Leyte
- Malate, Manila (Liaison Office)
- Malaybalay City, Bukidnon
- Mamburao, Occidental Mindoro
- Mangagoy, Bislig, Surigao del Sur
- Mati City, Davao Oriental
- Naga City, Camarines Sur
- Naval, Biliran
- Odiongan, Romblon
- Ormoc City, Leyte
- Pagadian City, Zamboanga del Sur
- Roxas City, Capiz
- San Carlos City, Negros Occidental
- San Jose, Occidental Mindoro
- Siargao (Dapa), Surigao del Norte
- Sogod, Southern Leyte
- Sorsogon City, Sorsogon Province
- Tabaco City, Albay
- Tacurong City, South Cotabato
- Valencia City, Bukidnon
- Virac, Catanduanes
- Zarraga, Iloilo

These marketing centers add businesses to their mother branches.

FACILITIES

FCB has a total of 126 installed ATMs acquired from the United States. FCB has a total number of 290 EFT/POS terminals at accredited merchants as of the 1st quarter of 2016.

PITAKard

The debit card of the bank, PITAKard, which was launched in the later part of 2009, is a very successful product. There are now a significant number of PITAKard holders, and this number continues to grow very fast. Through the PITAKard, an FCB depositor can access funds in any FCB ATM or purchase goods and services at any electronic fund transfer/point of sale terminal in all FCB accredited merchants.

GEOGRAPHIC EXPANSION

As of today, the bank's branches and marketing offices are in 41 provinces in Luzon, Visayas, and Mindanao. Because of its marketing centers, its financial services cover wider service areas, virtually more provinces in the Visayas, Mindanao, and Luzon that are not reached by its branches.

PERSONNEL

As of end of December 2015, the total personnel of the bank is 621. FCB continues its successful recruiting from the colleges all over the country and provides them with an in-house banking training program. Promotion is also from within, thereby providing a single corporate culture.

As a regular part of its training for the year, the bank provides its employees with a number of training programs to improve their capabilities, and attract and retain honest, devoted and competent personnel. The bank also provides its employees with benefits, incentives and a retirement plan that are more than what are mandated by law. The employees also have a bonus program and a provident fund, which are fully funded by the bank and above the requirements of the law.

BENEFITS

The bank provides regular employee with fringe benefits, which include health care and hospitalization, group life insurance, rice subsidy, cash conversion of accrued vacation and sick leave credits, maternity and paternity leaves, fringe benefit loans, motor vehicle repairs for field men, uniforms, and at the discretion of the management, year-end bonus, in addition to the government-mandated benefits.

Health Care and Hospitalization

Recently, the bank's health care program and hospitalization was improved by adding provisions on mortuary assistance for employees and their dependents.

Retirement Plan

As usual, the bank's retirement plan provides qualified employees cash benefits upon reaching the age of retirement. Upon attaining the normal retirement age of 60 years, an employee receives an amount as separation/retirement benefits the sum equivalent to 100 percent of his/her basic salary for every year of credited service.

Provident Fund

In addition to the retirement cash benefit, eligible employees upon retirement receive cash benefits from the bank's provident fund. The FCB Provident Fund is unique in the sense that the fund is non-contributory. The bank does not assess contributions

from employees but sets aside an amount from its income to build up the fund. FCB's retirement and provident programs are far above what is required by law.

Employees Stock Option Plan

Unique to the bank is the giving to its employees the Employees Stock Option Plan (ESOP). When an employee acquires regular status, he can exercise his option to acquire a limited number of common stocks of the bank at par value. Because of this, most employees are shareholders of the bank.

Motivational Seminars and Sports Activities

The bank also supports annual activities for the employees such as seminars with well-known motivational speakers and Sports festivals. The Motivational Seminars serve to enhance employees' personal well-being, and funfests provide employees an opportunity to enjoy, relax and strengthen their bonding.



**MOTIVATIONAL
MEETINGS**

**FUN
FESTIVALS**



INVESTMENTS IN PEOPLE AND THE COMMUNITIES

Since its foundation, the First Consolidated Bank has been investing in people and communities to help create economic growth and prosperity in the bank service areas. From environment to education, health and livelihood, the bank's community projects not only support its corporate goals but also encourage and collaborate with local government units and non-profit organizations, by partnering with them to implement social changes in positive and sustainable ways.

FCB supports a wide range of community development projects, in partnership with local government units, civic and religious organizations, and non-profit organizations. In the exercise of its corporate social responsibilities, the bank either sets aside substantial funds for projects or accesses grants from funding agencies.

FCB's areas of concern in the community are health, education, livelihood, Eco-cultural, culture and arts, awards and recognition such as The Outstanding Boholanos Around the World (TOBAW) Awards, as well as on emergency and relief operations.

FCB supports the Loboc Youth Ambassadors Band, a poverty alleviation project that trains children, ranging from 9-15 years old in age, in notes reading and instrumentation. With their musical talents, these kids become scholars in the colleges and universities as members of the school bands. The project has more than a hundred full time scholars in BIT-International College, Bohol Island State University, Cristal-E College, and Holy Name University. To further support the needs of the scholars, FCB provided the LYAB scholars with a new two-storey dormitory building in the city and an ATM.

The bank believes that education is the greatest equalizer in life. In support of education, it grants college scholarships and provides funds for the construction of school buildings, reference materials and computers to public elementary and high schools. FCB donated a property containing an area of 2,200 sq.m. located in Catagbacan Norte, Loon, Bohol for a new school building of Lawis Elementary School in Loon.

The Alfonso L. Uy College Scholarship Program continues to extend scholarships for the year 2015-2019 to students who are financially-hard up but academically deserving, to pursue college education at the Bohol Island State University (BISU).

On health, the bank sponsors medical/surgical missions in partnership with Home Reach Foundation, LGUs and non-profit organization. FCB annually sets aside a considerable amount to Inyong Alagad in DYRD and Tabang Katilingban in DYTR for donation to indigents who seek immediate financial assistance through these radio programs. First Consolidated Bank also supported several international and local medical and surgical missions.

FCB, in cooperation with the Province of Bohol, Home Reach Foundation and the DYRD Inyong Alagad Foundation has established the Bohol Medical Care Institute whose mandate is to provide affordable and quality diagnostic and other health services to the Boholano Community.

FCB also granted a high specification standard computer with accessories to Bohol Police Provincial Office in connection with the BPPO's launching and putting into practice of e-Projects and Geographical Information System-Based Crime Analysis (GIS-BCA) in all Municipal Police Stations (MPS) and Bohol Tourist Police Unit (BTPU) throughout the Province of Bohol. FCB is supportive of the BPPO's anti-criminality programs designed to enhance the responses and planned operations of their police units as well as the prevention and/or early resolution of crimes in the province.

During the 24th PNP Foundation Day celebration in Cebu, FCB was awarded for the support to PNP in its peace and order campaign and contributions to the success of every PNP's projects and programs.

Through the FCB Foundation and the Philippine Business for Social Progress (PBSP) of which FCB and many top corporations in the country are members, many community projects have been implemented in the Banks service areas to promote livelihood and increase productivity of upland rice farmers, including constructions of small water impounding, multi-purpose centers, and common service facilities.

This is another good year for the bank with remarkable growth in profits and certainly another big opportunity for FCB to allocate more funds for investment to people and communities.

DIRECTORS, EXECUTIVE OFFICERS, OFFICERS AND BRANCH MANAGERS

BOARD OF DIRECTORS

Clariville Paz Uy-Evardone	Chairman
Argeo J. Melisimo	Vice Chairman/ Director
Joseph M. Lacea	President / Director
Panfilo M. Asares	Director
Jose Mari M. Borres	Independent Director
Joselito P. Gutierrez	Independent Director
Lourdes N. Lao	Director
Mark T. Muneses	Independent Director
Marlito C. Uy	Director
Artemio C. Villas	Corporate Secretary

EXECUTIVE OFFICERS

Joseph M. Lacea	President
Lourdes Bernardita F. Veloso	Senior Vice President - Financial Services
Maribel O. Arocha	Vice President - Banking
Marilyn U. Dango	Vice President – Compliance
Norma C. Manigque	Vice President - Operations
Nazario G. Arce, Jr.	Vice President - Support Services, Premises & R.E.
Johnness P. Batoy	Vice President – Legal
Dionisio N. Cabrera	Vice President - Personnel
Pablo G. Paña, Jr.	Vice President – Treasury
Ken Mark C. Onario	Vice President – Credit
Cesar N. Lao	Vice President – ICT
Clarita B. Cruz	Vice President – Internal Audit

HEAD OFFICE MANAGERS

EXECUTIVE DEPARTMENT

Sostenes I. Corre	Chief Security Officer
Joelle L. De Los Reyes	Manager I (Asst. Corporate Secretary)

BANKING DEPARTMENT

Ivy L. Desamparado	Manager I (Budget)
Maria Caroline C. Antipas	Manager I (Product)
Rodulfo D. Sandulan	Manager I (Marketing –Calapan)
Ryan V. Peñaflorida	Manager I (Marketing – Iloilo)
Nichard B. Cayacap	Manager I (At-Large)
Jilbert B. Moquite	Manager I (At-Large)
Josefina T. Rosario	Manager I (At-Large)
Gladys G. Ciros	Manager I (At-Large)
Arturo G. Abellana, Jr.	Manager I (At-Large)

OPERATIONS DEPARTMENT

Gemma L. Ogates
 Cleomelia S. Engcoy
 Adoracion C. Vedra
 Rhea T. Pateño
 Ma. Hellen Grace E. Raguindin
 Januarlan B. Paña

Asst. Vice President (General)
Manager I (Settlement)
Manager I (Clearing)
Manager I (Procedures)
Manager I (PITAKard Center)
Manager I (Manila Liaison)

SUPPORT SERVICES, PREMISES & REAL ESTATE

Paul Balbino P. Laguitao
 Alberto B. Lacea, Jr.

Manager I (General Services)
Manager I (Designs & Layouts)

PERSONNEL DEPARTMENT

Sharon Claire I. Karaan
 Ma. Lili Clotilde O. Sarigumba

Asst. Vice President
Senior Manager (Training & Development)

TREASURY DEPARTMENT

Visitacion U. Paredes
 Quennie D. Olavides
 Maresil O. Murcia

Manager I (Internal Funds Management)
Manager I (Asset/Liabilities)
Manager I (Property & Procurement)

CREDIT DEPARTMENT

Vivien V. Lim
 Gina Perigrina B. Tagaan
 Angelica A. Taghoy

Manager I (Accounts, Special Programs)
Manager II (Remedial Management)
Manager I (Retail Management)

INFORMATION AND COMMUNICATIONS TECHNOLOGY DEPARTMENT

Ziphora P. Fucanan
 Bernard Anthony C. Arcaya
 Adrion C. Pergamino
 Jesse G. Sarte

Asst. Vice President (Database Administration)
Senior Manager (Programming)
Senior Manager (Network Administration)
Senior Manager (Systems Administration)

AUDIT DEPARTMENT

Ritchie B. Raguindin
 Niceforo D. del Pilar
 Joven C. Romitares
 Eugene Y. Flores

Senior Manager (ICT Audit)
Manager I
Manager I
Manager I (Credit Review)

BRANCHES**ABORLAN****ABUYOG****ANTEQUERA****BACLAYON****BATARAZA****MANAGERS**

Mary Jane P. Trinidad

Airo Mel A. Manalo

Cynthia A. Dalagan

Hilda B. Lim

Rolly M. Gales

BATO	Fortunato A. Estoperez, Jr.
BAYUGAN	Rizalyn C. Llagas
BROOKE'S POINT	Geselle B. Medalla
BUTUAN CITY	Amedil L. Lisondra
CABADBARAN CITY	Cherry B. Zarsuelo
CAGAYAN DE ORO CITY	Aileen Jane D. Ladeza
CALAPAN	Lorenzo P. Ballentos, III
CARMEN	Carmencita A. Lastimada
CATARMAN	Jose Noriel D. Hugo
CATIGBIAN	John Lussil B. Murcia
CORTES	Cynthia A. Dalagan
DAPITAN	Leah May O. Beira
DAVAO CITY	Marlyn P. Saquian
DIPOLOG	Dovee Marie B. Gamorot
DUMAGUETE	Eden May S. Tesorio
EL NIDO	John Rey G. Cayabo
ESTANCIA	Jean P. Estrera
GENERAL SANTOS CITY	Erasto S. Yap
GETAFE	Virginia M. de la Cuesta
GUBAT	Liza E. Serban
GUINDULMAN	Roberto O. Curato
GUINOBATAN	Romer A. Corporal
ILOILO CITY	Doressa B. Fudolin
INABANGA	Virginia M. de la Cuesta
JAGNA	Gerardo I. Peguit
KALIBO	Sweet Sharon A. Bibit
LAMBUNAO	Jhon Noli C. Ibaoc
LAZI	James Bryan M. Maglinte
LARENA	Doroteo P. Lagang, Jr.
LEGASPI CITY	Hermes E. Castro
LOAY	Susana Q. Lim
LOON	Rex Lemuel M. Fabiosa
MAMBUSAO	Mark Joseph Dominic U. Acroy
MANDAUE CITY	Corazon C. Cabrera
MARAMAG	Pedro R. Belano, Jr.
MASBATE	Karlo Angelo B. Prianes
MOLAVE	Nooh F. Tabares

NARRA	Grace R. Sotabinto
OZAMIZ CITY	Mario D. Bilbao
PANGLAO	Hilda B. Lim
PILAR	Belinda R. Ilandag
PROSPERIDAD	Marvin Jay A. Martin
PUERTO PRINCESA CITY	Windelle L. Arado
PUERTO PRINCESA CITY-Downtown	Irwin P. Nangit
QUEZON	Flora S. Malnegro
ROXAS, PALAWAN	Jorelyn D. Laureño
ROXAS CITY, CAPIZ	Robert Louie C. Dela Paz
SAGBAYAN	John Lussil Murcia
SAN JOAQUIN	Cristal M. Razo
SAN JOSE	Wilmer Marie M. Melo
SIERRA BULLONES	Belinda R. Ilandag
SIQUIJOR	Doroteo P. Lagang, Jr.
SOFRONIO ESPAÑOLA	Gennevieve J. Sulit
SURIGAO CITY	Pedro P. Sevilla
TACLOBAN CITY	Lycel G. Gamba
TAGBILARAN CITY SQUARE	Julieta H. Saloma
TAGBILARAN COGON	Ma. Fejilea I. Añora
TAGBILARAN DOWNTOWN	Evangeline M. Olavides
TAGUM CITY	Fe L. Flores
TALIBON	Rogelio T. Balundo
TANDAG	Reggie D. Pacheco
TAYTAY	Zeny G. Ganancial
TIGBAUAN	Jainelyn D. Villalobos
TRENTO	Ronel S. Libor
TRINIDAD	Rogelio T. Balundo
TUBIGON	Mario D. Dumale
UBAY	Alvaro D. Ordidor
VALENCIA	Susana Q. Lim