



SEC FORM – I-ACGR

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

GENERAL INSTRUCTIONS

A. Use of Form I-ACGR

This SEC Form shall be used as a tool to disclose Publicly-Listed Companies' compliance/non-compliance with the recommendations provided under the Code of Corporate Governance for Publicly-Listed Companies, which follows the "comply or explain" approach, and for harmonizing the corporate governance reportorial requirements of the SEC and the Philippine Stock Exchange (PSE).

B. Preparation of Report

These general instructions are not to be filed with the report. The report shall contain the numbers and captions of all items.

The I-ACGR has four columns, arranged as follows:

RECOMMENDED CG PRACTICE/POLICY	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
<p>Contains CG Practices/ Policies, labelled as follows:</p> <p>(1) "Recommendations" – derived from the CG Code for PLCs;</p> <p>(2) "Supplement to Recommendation" – derived from the PSE CG Guidelines for Listed Companies;</p> <p>(3) "Additional Recommendations" CG Practices not found in the CG Code for PLCs and PSE CG Guidelines but are expected already of PLCs; and</p> <p>(4) "Optional Recommendation" – practices taken from the ASEAN Corporate Governance Scorecard</p> <p>*Items under (1) – (3) must be answered/disclosed by the PLCs following the "comply or explain" approach. Answering of items under (4) are left to the discretion of PLCs.</p>	<p>The company shall indicate compliance or non-compliance with the recommended practice.</p>	<p>The company shall provide additional information to support their compliance with the recommended CG practice</p>	<p>The PLCs shall provide the explanations for any non-compliance, pursuant to the "comply or explain" approach.</p> <p>Please note that the explanation given should describe the non-compliance and include how the overall Principle being recommended is still being achieved by the company.</p> <p>*"Not Applicable" or "None" shall not be considered as sufficient explanation</p>

C. Signature and Filing of the Report

- a. Three (3) copies of a fully accomplished I-ACGR shall be filed with the Main Office of the Commission **on or before May 30 of the following year for every year that the company remains listed in the PSE:**
- b. At least one (1) complete copy of the I-ACGR shall be duly notarized and shall bear **original and manual** signatures
- c. The I-ACGR shall be signed under oath by: (1) Chairman of the Board; (2) Chief Executive Officer or President; (3) All Independent Directors; (4) Compliance Officer; and (5) Corporate Secretary.
- d. The I-ACGR shall cover all relevant information from January to December of the given year.
- e. All reports shall comply with the full disclosure requirements of the Securities Regulation Code.

**SEC FORM - I-ACGR**

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

1. For the fiscal year ended 31 December 2020
2. SEC Identification Number CS200319138 3. BIR Tax Identification No. 227-409-243-000
4. Exact name of issuer as specified in its charter ALLIANCE SELECT FOODS INTERNATIONAL, INC.
5. PASIG CITY, NCR, PHILIPPINES
Province, Country or other jurisdiction of
incorporation or organization
6. (SEC Use Only)
Industry Classification Code:
7. Suite 3104 A, West Tower, Philippine Stock Exchange
Centre, Exchange Road, Ortigas Avenue, Pasig City
Address of principal office
- 1605
Postal Code
8. +63-7747-3798
Issuer's telephone number, including area code
9. NOT APPLICABLE
Former name, former address, and former fiscal year, if changed since last report.

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON- COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
The Board's Governance Responsibilities			
Principle 1: The company should be headed by a competent, working board to foster the long- term success of the corporation, and to sustain its competitiveness and profitability in a manner consistent with its corporate objectives and the long- term best interests of its shareholders and other stakeholders.			
Recommendation 1.1			
1. Board is composed of directors with collective working knowledge, experience or expertise that is relevant to the company's industry/sector .	Compliant	<p>Our Board is composed of directors with the appropriate mix of competence, experience and expertise in business, compliance, operations, and financials, among others that are relevant to the Company's businesses. Each director has his/her own strengths that add value to the Company.</p> <p>Our directors' profiles, such as academic qualifications, industry knowledge, professional experience, and expertise can be found in the Annual Report and Definitive Information Statement.</p> <p>The qualifications to become a director are provided in Article III, Section 2-A of the Company's By-Laws, the Corporate Governance Manual of the Corporation, and the Charter of the Board.</p> <p>LINKS:</p> <p>Annual Report (SEC Form 17-A), page 27-29: http://corporate.allianceselectfoods.com/wp-content/uploads/2021/05/SEC-FORM-17-A-Annual-Report-for-yearend-2020.pdf</p> <p>Definitive Information Statement 2020, page 8-11: http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFI_2020-Definitive-</p>	
2. Board has an appropriate mix of competence and expertise.	Compliant		
3. Directors remain qualified for their positions individually and collectively to enable them to fulfill their roles and responsibilities and respond to the needs of the organization.	Compliant		

		<p>Information-Statement_Complete.pdf</p> <p>By-laws, page 5-8: http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/Amended-By-Laws-September-18-2013.pdf</p> <p>Corporate Governance Manual of the Corporation, page 5-6 Section 3.1, 3.2 and 3.4 provide for the Corporations policy on board diversity, composition of the board and the required competence of the Board of directors: http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII_-2017-Corporate-Governance-Manual.pdf</p> <p>Charter of the Board of Directors, page 2 Please see section 2.4 of the Charter of the Board of Directors, (http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-CG-Manual-Annex-C-Charter-of-the-Board-of-Directors.pdf), which states:</p> <p><i>“2.4. Qualifications and Disqualifications of Directors</i></p> <p><i>Qualifications</i></p> <p><i>All persons nominated and elected to the Board shall:</i></p> <ul style="list-style-type: none"> <i>a) Possess the knowledge, skills, experience, and particularly in the case of non-executive directors, independence of mind given their responsibilities to the Board and in light of the entity's business and risk profile;</i> <i>b) Have a record of integrity and good repute;</i> <i>c) Have sufficient time to carry out their responsibilities; and</i> <i>d) Have the ability to promote a smooth</i> 	
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		<p>interaction between board members.</p> <p>The Board, acting through the Corporate Governance Committee may as practicable engage professional search firms or external sources when searching for candidates to the Board.</p> <p>Disqualifications</p> <p>The disqualifications for election to the Board of Directors are contained in the Charter of the Corporate Governance Committee, which is mandated under the Company's 2017 CG Manual, to undertake the duties and responsibilities and to act as the Nominations Committee of the Board."</p>																	
Recommendation 1.2																			
1. Board is composed of a majority of non-executive directors.	Compliant	<p>The Board is composed of seven (7) directors, two (2) of whom are Independent Directors, six (6) are non-executive directors, and one (1) is an executive director.</p> <table><tr><th>Director</th><th>Designation</th></tr><tr><td>Atty. Antonio C. Pacis</td><td>Chairman / Non-executive director</td></tr><tr><td>Atty. Gabriel A. Dee</td><td>Vice-Chairman/ Non-executive director</td></tr><tr><td>Mr. Raymond K.H. See</td><td>President and CEO / Executive director</td></tr><tr><td>Atty. Rena M. Rico-Pamfilo*</td><td>Non-executive director</td></tr><tr><td>Mr. Joseph Peter Y. Roxas</td><td>Non-executive director</td></tr><tr><td>Mr. Dobbin A. Tan</td><td>Independent Director</td></tr><tr><td>Mr. Domingo C. Go* **</td><td>Independent Director</td></tr></table>	Director	Designation	Atty. Antonio C. Pacis	Chairman / Non-executive director	Atty. Gabriel A. Dee	Vice-Chairman/ Non-executive director	Mr. Raymond K.H. See	President and CEO / Executive director	Atty. Rena M. Rico-Pamfilo*	Non-executive director	Mr. Joseph Peter Y. Roxas	Non-executive director	Mr. Dobbin A. Tan	Independent Director	Mr. Domingo C. Go* **	Independent Director	
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Mr. Dobbin A. Tan	Independent Director																		
Mr. Domingo C. Go* **	Independent Director																		

		<p>* Elected by majority of the shareholders during the 2020 ASM on October 7, 2020</p> <p>** Replaced Mr. Erwin Elechicon, who passed away in June 2020, on September 11, 2020</p> <p>Please see attached Annex A for the list of Directors and Executive Officers and their respective qualifications.</p> <p>Article 3.2 of our Corporate Governance Manual states:</p> <p><i>The Board shall be composed of a majority of Non-Executive Directors who possess the necessary qualifications to effectively participate and help secure objective, independent judgment on corporate affairs and to substantiate proper checks and balances towards the protection of the Company's interests over the interests of the individual shareholders.</i></p> <p>LINKS:</p> <p>Definitive Information Statement, page 15-17 http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII_2020-Definitive-Information-Statement_Complete.pdf</p> <p>Corporate Governance Manual of the Corporation, page 5 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII_-2017-Corporate-Governance-Manual.pdf</p>	
Recommendation 1.3			
1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	Compliant	<p>Section 3.3 of the Corporation's Corporate Governance Manual provides for the Policy on Training for directors, which states:</p> <p><i>3.3. Policy on Training for Directors. To promote effective board performance and continuing qualification of the</i></p>	

		<p>directors in carrying-out their duties and responsibilities, there shall be a training program for directors which shall include an Orientation Program for first-time directors and relevant annual continuing training for all directors</p> <p>a) The Orientation and Training Program for first-time directors shall cover SEC-mandated topics on corporate governance, an introduction to the Company's business, Articles of Incorporation, and Code of Conduct and shall meet the specific needs of the Company and of the individual Director to aid a new Director in effectively performing his or her functions. The duration of such Orientation and Training Program shall be at least eight (8) hours.</p> <p>b) All Directors shall undergo an Annual Continuing Training Program to make certain that Directors are continuously informed of the developments in the business and the regulatory environment, including emerging risks relevant to the Company. The Company shall assess its training and development needs in determining the coverage of the continuing training program. The Annual Continuing Training Program for directors shall be <u>at least four (4) hours</u>.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 5: http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p>	
2. Company has an orientation program for first time directors.	Compliant	<p>The Company has an orientation program for first-time directors. Our first-time directors in 2020, Atty. Rena M. Rico-Pamfilo and Mr. Domingo C. Go, were introduced to the Company by the Chief Compliance Officer and the CEO/President himself. This is for the new directors to have a good understanding of the operations and history of the Company.</p>	

3. Company has relevant annual continuing training for all directors.	Compliant	<p>On April 16 and 19, 2021, all our Directors and Executives attended the following SEC-accredited seminars provided by the Institute of Corporate Directors:</p> <table><tr><th>Topic</th><th>Resource Person</th><th>Number of Hours</th></tr><tr><td>Intro to Corporate Governance</td><td>Mr. Geocell Olanday</td><td>2 hours</td></tr><tr><td>Building Business Resilience in the Corporate Strategy</td><td>Mr. Jonathan Juan D.C. Moreno</td><td>1 hour</td></tr><tr><td>Sustainability in the Boardroom</td><td>Atty. Teodoro Kalaw IV</td><td>1.5 hours</td></tr></table> <p>Please see attached Corporate Governance Seminar Certificates of our Board of Directors as Annex B.</p>	Topic	Resource Person	Number of Hours	Intro to Corporate Governance	Mr. Geocell Olanday	2 hours	Building Business Resilience in the Corporate Strategy	Mr. Jonathan Juan D.C. Moreno	1 hour	Sustainability in the Boardroom	Atty. Teodoro Kalaw IV	1.5 hours	
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Sustainability in the Boardroom	Atty. Teodoro Kalaw IV	1.5 hours													
Recommendation 1.4															
1. Board has a policy on board diversity.	Compliant	<p>The Board is composed of six (6) male directors, one (1) female director, and one (1) female Corporate Secretary.</p> <p>The Corporate Governance Manual of the Corporation under Section 3.4 provides the Policy on Board Diversity as follows:</p> <p><i>3.4. Policy on Board diversity</i></p> <p><i>The Board recognizes that diversity among its Directors will support balanced decision and debate which will enhance decision making by the Board by utilizing the difference in perspective of the members of the Board.</i></p> <p><i>Selection of candidates will include consideration of a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills and knowledge.</i></p>													

		<p><i>The selection of candidates for election to the Board shall be based on merit, but within that overriding emphasis on merit, candidates will be considered that bring a diversity of background and industry or related experience.</i></p> <p>LINK:</p> <p>Corporate Governance Manual, page 6 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p>	
Optional: Recommendation 1.4			
1. Company has a policy on and discloses measurable objectives for implementing its board diversity and reports on progress in achieving its objectives.			
Recommendation 1.5			

1. Board is assisted by a Corporate Secretary.	Compliant	<p>The Company's Corporate Secretary is Atty. Barbara Anne C. Migallos.</p> <p>For information on, including the qualifications of, Atty. Barbara Anne C. Migallos, please see attached Annex A.</p> <p>Section 3.5 of the Corporate Governance Manual provides for the qualifications, duties, and functions of the Corporate Secretary, as follows:</p> <p><i>Corporate Secretary. The Board shall be assisted in its duties by a Corporate Secretary, who shall be a separate person from the Compliance Officer and shall not be a member of the Board of Directors.</i></p> <p><i>The Corporate Secretary shall annually attend training on corporate governance. The Corporate Secretary shall be primarily responsible to the Company and its shareholders, and also to the Chairman, the President and the Board. The Corporate Secretary shall have, among others, the following duties and responsibilities:</i></p> <ul style="list-style-type: none"> <i>a. Assist the Board and the Board committees in the conduct of their meetings, including preparing an annual schedule of Board and committee meetings and the annual board calendar, and assisting the chairs of the Board and its committees to set agendas for those meetings;</i> <i>b. Prepare, safekeep and preserve the integrity of, the minutes of the meetings of the Board and its committees, as well as other official records of the corporation;</i> <i>c. Keep abreast on relevant laws, regulations, all governance issuances, relevant industry developments and operations of the corporation, and advise the Board and the Chairman on all relevant issues as they arise;</i> <i>d. Work fairly and objectively with the Board,</i> 	
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		<p>Management and stockholders and contributes to the flow of information between the Board and management, the Board and its committees, and the Board and its shareholders and as appropriate its stakeholders.</p> <p>e. Advise on the establishment of Board committees and their terms of reference;</p> <p>f. Inform members of the Board, in accordance with the by-laws, of the agenda of their meetings to the extent possible at least five working days in advance, and shall ensure that the members have accurate information that will enable them to arrive at intelligent decisions on matters that require their approval;</p> <p>g. Attend all Board meetings, except when justifiable causes, such as illness, death in the immediate family and serious accidents, prevent attendance;</p> <p>h. Perform required administrative functions;</p> <p>i. Oversee the drafting of the by-laws and ensures that they conform with regulatory requirements; and</p> <p>j. Perform such other duties and responsibilities as may be provided by law or the appropriate regulatory authority.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 6-7 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p>	
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2. Corporate Secretary is a separate individual from the Compliance Officer.	Compliant	Atty. Barbara Anne Migallos is a separate individual from the Company's Compliance Officer, and is not a member of the Board of Directors.	
3. Corporate Secretary is not a member of the Board of Directors.	Compliant		
4. Corporate Secretary attends training/s on corporate governance.	Compliant	Please see Annex B for the details of the corporate governance trainings attended by Atty. Barbara Anne C. Migallos.	
Optional: Recommendation 1.5			
1. Corporate Secretary distributes materials for board meetings at least five business days before scheduled meeting.	Compliant	<p>The Corporate Secretary distributes board meeting materials before the meeting, pursuant to Section 3.5 of the Corporate Governance Manual, which provides:</p> <p><i>The Corporate Secretary shall have, among others, the following duties and responsibilities:</i></p> <p>xxx</p> <p>d. <i>Inform members of the Board, in accordance with the by-laws, of the agenda of their meetings to the extent possible at least five working days in advance, and shall ensure that the members have accurate information that will enable them to arrive at intelligent decisions on matters that require their approval;</i></p> <p>LINK:</p> <p>Corporate Governance Manual, page 7 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFI-2017-Corporate-Governance-Manual.pdf</p> <p>Please see attached notices of 2020 Board Meetings, showing that the agenda and materials</p>	

		are distributed to the Board before the scheduled board meetings, as Annex C.	
Recommendation 1.6			
1. Board is assisted by a Compliance Officer.	Compliant	As of December 31, 2020, the Compliance Officer of the Corporation is Atty. Ma. Kristina Ambrocio. She was appointed as such on October 20, 2015 and held the position of Vice President for Llegal. Atty. Ambrocio is not a member of the Board of Directors.	
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	Compliant		
3. Compliance Officer is not a member of the board.	Compliant	<p>Please refer to Annex A for Atty. Ambrocio's qualifications.</p> <p>Article 3.6 of the Corporate Governance Manual provides for the duties and functions of the Compliance Officer:</p> <p><i>3.6. The Board shall appoint a Chief Compliance Officer to assist it in its duties. The Chief Compliance Officer shall have the rank of Vice President or an equivalent position with adequate stature and authority in the Company and shall not be a member of the Board of Directors. The Compliance Officer shall annually attend training on corporate governance.</i></p> <p><i>The Chief Compliance Officer shall be a member of the Company's management team in charge of the compliance function. The Compliance Officer is primarily liable to the Company and its shareholders, and shall work with the Chairman and the President of the Company. The Compliance Officer shall have, among others, the following duties and responsibilities:</i></p> <p><i>a) Ensure proper orientation of new directors as provided in this Manual;</i></p> <p><i>b) Monitor, review, evaluate and ensure the compliance by the Company, its officers and directors with the relevant laws, the Corporate</i></p>	

		<p>Governance Manual, the rules and regulations and all governance issuances of regulatory agencies;</p> <p>c) Report to the Board if violations are found and recommends the imposition of appropriate disciplinary action;</p> <p>d) Ensure the integrity and accuracy of all documentary submissions to regulators;</p> <p>e) Appear before the SEC when summoned in relation to compliance with the Corporate Governance Code;</p> <p>f) Collaborate with other departments to properly address compliance issues, which may be subject to investigation;</p> <p>g) Identify possible areas of compliance issues and work towards the resolution of the same;</p> <p>h) Ensure the attendance of Board members and key officers to relevant trainings; and</p> <p>i) Perform such other duties and responsibilities as may be provided by the SEC and competent authority.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 7-8 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p>	
4. Compliance Officer attends training/s on corporate governance.	Compliant	Please see attached Annex B for the corporate governance training, including number of hours, attended by Atty. Ambrocio as of December 31, 2020.	

Principle 2: The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the company's articles and by-laws, and other legal pronouncements and guidelines should be clearly made known to all directors as well as to stockholders and other stakeholders.

Recommendation 2.1

<p>1. Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.</p>	<p>Compliant</p>	<p>The Board, at all times, acts on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the Company. This is mandated by the Company's Corporate Governance Manual under Section B.3.7, which provides:</p> <p><i>3.7. Board members shall at all times act on a fully informed basis, in good faith, with due diligence and care, and loyalty in the best interest of the Company and all shareholders.</i></p> <p>The Board is presented with management reports, financial reports, and other vital documents so that they are fully informed and could act in their best judgement before approving any resolution/report.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 8 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFI-2017-Corporate-Governance-Manual.pdf</p> <p>Please refer to Annex D which is a certification executed by the Company's Corporate Secretary attesting that the Board Minutes she prepared for 2020 reflect that the members of the Board act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the Company.</p>	
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Recommendation 2.2

<p>1. Board oversees the development, review and approval of the company's business objectives and strategy.</p>	<p>Compliant</p>	<p>The Management reports to the Board, at least every quarter, on the development and performance of the Company and its subsidiaries.</p>	
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2. Board oversees and monitors the implementation of the company's business objectives and strategy.	Compliant	<p>The Management likewise presents financial reports of the Company to the Board. The Board approves the financial reports (on capital expenditure, budget, quarterly and annual performance) only after thorough review and discussion.</p> <p>Please see attached Notices containing the agenda, which includes the financial reports of the Corporation, as Annex C.</p>	
Supplement to Recommendation 2.2			
1. Board has a clearly defined and updated vision, mission and core values.	Compliant	<p>The Corporation's vision and mission are stated in its Corporate Governance Manual.</p> <p>Our vision and mission as well as our Core Values are also readily available on the homepage of our corporate website.</p> <p>LINKS:</p> <p>Corporate Governance Manual, page 2 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p> <p>Website http://corporate.allianceselectfoods.com/</p>	
2. Board has a strategy execution process that facilitates effective management performance and is attuned to the company's business environment, and culture.	Compliant	<p>The Board of Directors reviews and approves the corporate strategies on an annual basis and monitors/oversees the implementation of such corporate strategies through meetings held throughout the year.</p> <p>Further, the President and Chief Executive Officer (CEO) provides leadership to the management in</p>	

		<p>developing and implementing the business strategies, policies, processes and budgets approved by the Board. At every Board meeting, the President together with senior management, provide detailed reports on the status of the formulated Corporate Objectives and strategies.</p> <p>The Company's Directors are guided by the Company's Manual on Corporate Governance and Board Charter specifying its specific duties and responsibilities.</p> <p>In situations where immediate action is necessary, the Executive Committee shall have and may exercise the powers of the Board in the management of the business and affairs of the Corporation. The Board, however, shall have the power at any time to remove and replace the members of, and fill vacancies, in the Executive Committee.</p> <p>The Management is also primarily accountable to the Board, and ensure that the strategy and direction as approved by the Board are implemented.</p> <p>The Management also has a Management Committee (ManCom) composed of corporate officers and executives, headed by the President and CEO. The ManCom meets weekly to ensure that the Company is on track in the implementation of strategies and directions.</p> <p>LINKS:</p> <p>Corporate Governance Manual, page 10</p>	
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Recommendation 2.3			
1. Board is headed by a competent and qualified Chairperson.	Compliant	<p>The Board is led by a very capable and competent Chairman, Atty. Antonio Pacis, who is also a non-executive director.</p> <p>—</p> <p>Atty. Antonio C. Pacis obtained his law degree from the Ateneo Law School in 1965 and his masteral law degree from the Harvard Law School in 1967.</p> <p>He is on the Board of Directors of Paluwagan NG Bayan Savings Bank, Armstrong Pacific Co., Inc., Technology Investment Co., Inc. and Central Colleges of the Philippines. He used to serve on the Board of Directors of BDO Unibank for ten years.</p> <p>He is Chairman of the Board of Directors at Asian Silver Estate, Inc., International Social Service Philippines, Inc., Amigo Holdings, Inc., Asian Waterfront Holdings, Inc., Mantle Holdings, Inc., and Corporate Secretary for Armstrong Securities, Inc., EBC Strategic Holdings Corp., and Paluwagan NG Bayan Savings Bank.</p> <p>Mr. Pacis has been practicing law since 1965 and continues to practice at Pacis and Reyes Law Office and was a professor of law at the Ateneo Law School.</p> <p>Please see attached Annex A for Atty. Pacis' qualifications. This information can also be found</p>	

		<p>in the Company's Definitive Information Statement.</p> <p>LINK:</p> <p><i>Definitive Information Statement, page 9</i> http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII_2020-Definitive-Information-Statement_Complete.pdf</p>	
Recommendation 2.4			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	Compliant	The Company's Manual of Corporate Governance and Corporate Governance Committee Charter contain provisions pertaining to board succession.	
2. Board adopts a policy on the retirement for directors and key officers.	Compliant	<p>Under the Corporate Governance Committee Charter:</p> <p><i>3.1. Corporate Governance</i></p> <p><i>The Committee is tasked with ensuring compliance with and proper observance of the corporate governance principles and practices. It has the following duties and functions, among others:</i></p> <p>xxx</p> <p><i>d. Recommend continuing education/training programs for directors, assignment of tasks/projects to board committees, succession plan for the board members and senior officers, and remuneration packages for corporate and individual performance;</i></p> <p>Under the Manual of Corporate Governance:</p> <p><i>3.10. The Board shall adopt an effective succession planning program for Executive Directors, key Officers and Management towards ensuring growth and continued increase in the shareholders' value and shall adopt a policy on retirement age for key officers.</i></p>	

		<p>LINKS:</p> <p>Corporate Governance Manual, page 10 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p> <p>Charter of the Corporate Governance Committee, page 2-3 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p>	
Recommendation 2.5			
1. Board aligns the remuneration of key officers and board members with long-term interests of the company.	Compliant	The Corporation's Definitive Information Statement indicates the compensation policy for the Board of Directors.	
2. Board adopts a policy specifying the relationship between remuneration and performance.	Compliant	<p>On January 21, 2016, the Company's Board of Directors adopted a policy, effective immediately, setting director's per diems at Ten Thousand Pesos (P10,000) per attendance at Board Meetings and Five Thousand Pesos (P5,000) per attendance at Committee meetings.</p> <p>LINK:</p> <p>Definitive Information Statement, page 27 http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII-2020-Definitive-Information-Statement-Complete.pdf</p>	
3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	Compliant	Art. III, Section 9 of the Company By-Laws provides that the Board shall receive and allocate an amount of not more than 10% of the net Income before income tax of the corporation during the preceding year. Such compensation shall be determined and apportioned among the directors in such manner as the Board may deem proper, subject to the approval of the	

		<p>stockholders representing at least majority of the outstanding capital stock at a regular or special meeting of the stockholders.</p> <p>The Corporate Governance Committee charter also provides for the remuneration policy of the Corporation. It states:</p> <p><i>The Committee will assist the Board in the establishment of a formal and transparent procedure for recommending the appropriate remuneration of directors consistent with Corporation Code and officers (Vice President and above, as per the Company's By-Laws) of the Company to ensure that their compensation is consistent with the Company's financial strategy, sound risk culture as well as the business environment in which it operates.</i></p> <p>LINKS:</p> <p>By-Laws, page 9 http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/Amended-By-Laws-September-18-2013.pdf</p> <p>Charter of the Corporate Governance Committee, page 2 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-CG-Manual-Annex-E-Charter-of-the-Corporate-Governance-Committee.pdf</p>	
Optional: Recommendation 2.5			
1. Board approves the remuneration of senior executives.	Compliant	<p>It is the policy of the Company that the approval of the remuneration of directors and officers rests with the Board of Directors. The Corporate Governance Committee Charter provides:</p> <p>II. Purposes, Authority, Duties and Responsibilities</p>	

		<p>3.3. Compensation</p> <p>The functions, duties and responsibilities of the Committee, acting as the Compensation Committee, shall include among others:</p> <p>xxx</p> <p>b. To review and recommend, with delegated responsibility, the remuneration packages of directors and officers, keeping in mind the Board's corporate goals, objectives and strategies. This shall include, without limitation, basic salaries, deferred compensation, stock options and any benefits in kind, pension rights, incentive payments and any other compensation payments;</p> <p>LINK:</p> <p>Corporate Governance Committee Charter, page 4 http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/ASFII-2017-CG-Manual-Annex-E-Charter-of-the-Corporate-Governance-Committee-1.pdf</p>	
2. Company has measurable standards to align the performance-based remuneration of the executive directors and senior executives with long-term interest, such as claw back provision and deferred bonuses.			
Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	Compliant	<p>The Company's nomination and election policies, including its process and implementation are found on Section A, 3.1 up to 3.3 of the Corporation's Corporate Governance Manual, and Sections II, 1.B, and 3.2 of the Charter of the Corporate Governance Committee.</p>	
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Compliant		

3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.	Compliant	The Qualifications and Disqualifications of Directors is indicated in section 2.4 of the Charter of the Board of Directors	
4. Board nomination and election policy includes how the board shortlists candidates.	Compliant	Section 3.12 and 3.13 of the Corporate Governance Manual also provides the right to all Shareholders, including Minority Shareholders, to nominate candidates for election to the Board of Directors. This also adopts an assessment policy to determine the effectiveness of the Board's processes in the nomination, election and replacement of director. LINKS: Corporate Governance Manual, page 5-6 and 9 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFIL-2017-Corporate-Governance-Manual.pdf Charter of the Corporate Governance Committee, page 1 and 3 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFIL-2017-CG-Manual-Annex-E-Charter-of-the-Corporate-Governance-Committee.pdf Charter of the Board of Directors, page 2-3 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFIL-2017-CG-Manual-Annex-C-Charter-of-the-Board-of-Directors.pdf	
5. Board nomination and election policy includes an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.	Compliant		
6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	Compliant		
Optional: Recommendation to 2.6			
1. Company uses professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for candidates to the board of directors.	Compliant	We use Chambers Asia and Partners-Asia Pacific as an additional reference. The Company also looks at established and credible organizations or institutions of professionals in relevant industries.	
Recommendation 2.7			

1. Board has overall responsibility in ensuring that there is a group-wide policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions.	Compliant	The Corporation has an existing Policy on Related Party Transactions, which provides for Definitions in Section A, General Principles and Coverage in Section B, and Advisement and Rules of Disclosure in Section D.	
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	Compliant	Section 3.14 of the Corporate Governance Manual also provides further details on the Corporation's Policy on Related Party Transactions.	
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	Compliant	There was no material RPT transactions for 2020. LINKS: Amended Policy on Related Party Transaction http://corporate.allianceselectfoods.com/wp-content/uploads/2019/10/2019-Amended-Policy-on-Related-Party-Transactions.pdf Corporate Governance Manual, page 9 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFI -2017-Corporate-Governance-Manual.pdf	
Supplement to Recommendations 2.7			
1. Board clearly defines the threshold for disclosure and approval of RPTs and categorizes such transactions according to those that are considered <i>de minimis</i> or transactions that need not be reported or announced, those that need to be disclosed, and those that need prior shareholder approval. The aggregate amount of RPTs within any twelve (12) month period should be considered for purposes of applying the thresholds for disclosure and approval.	Compliant	The threshold for disclosure and approval of any RPT are provided under Section B.1 to B.3 of the Policy on Related Party Transactions which states: B. COVERAGE 1. For purposes of this Policy, a Material and/or Significant RPT is defined as those transactions with a Related Party which involve an aggregate amount or value equal to or greater than Ten Percent (10%) or higher of the Company over a twelve (12) month calendar year period ("Material and/or Significant RPT").	

<p>2. Board establishes a voting system whereby a majority of non-related party shareholders approve specific types of related party transactions during shareholders' meetings.</p>	<p>Compliant</p>	<p>2. <i>The transactions enumerated in Annex "2" of this Policy on Related Transactions are Exempt Transactions.</i></p> <p>3. <i>As matter of policy and procedure Material and/or Significant RPT shall be subject to review and endorsement by the Related Party Transaction Committee ("RPT Committee") and are subject to approval by the Board of Directors. The concurrence of all Independent Directors shall be obtained as practicable prior to approval of the transaction by the Board.</i></p> <p>Section C of the same Policy further states that:</p> <p>C. ADVISEMENT REPORT AND DISCLOSURE</p> <p>1. <i>All Material and/or Significant RPT shall be reported by the Chief Compliance Officer to the Audit Committee to ensure full and timely disclosure in the annual and quarterly reports submitted to the Securities and Exchange Commission and in the Notes to the Financial Statements, whether on an interim or annual basis, as required under PAS 24 on Related Party Transaction Disclosures and other disclosure requirements; and,</i></p> <p>2. <i>The Company shall ensure that the review and approval of Material and/or Significant RPT carried out by its subsidiaries are conducted in accordance with this Policy.</i></p> <p>ANNEX "2": EXEMPT RPT</p> <p><i>The following shall be considered as "Exempt RPT":</i></p> <p>1. <i>Any transaction involving a Related Party where the rates or charges involved are determined by competitive bids, in accordance with Vendor Relations Policy of the Company.</i></p> <p>2. <i>Any transaction involving a Related Party wherein Company is a customer or client in the ordinary or</i></p>	
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Recommendation 2.8			
1. Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	<p>The Board is primarily responsible for approving the selection and assessment of Management, as stated in Section 3.15 of the Corporate Governance Manual, which provides:</p> <p><i>3.15. The Board shall be primarily responsible for approving the selection and assessment of the Management led by the Chief Executive Officer (CEO), and the control functions led by their respective heads (Chief Risk Officer, Chief Compliance Officer, and Chief Audit Executive).</i></p> <p><i>a) In the selection process, fit and proper standards are to be applied on key personnel and due consideration</i></p>	

		<p><i>is given to integrity, technical expertise and experience in the institution's business, either current or planned.</i></p> <p>LINK:</p> <p>Corporate Governance Manual, page 10 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII_-2017-Corporate-Governance-Manual.pdf</p> <p>Please see attached Annex A for the complete list of executives of the Company as of 31 December 2020.</p>	
2. Board is primarily responsible for assessing the performance of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	<p>The Board monitors the management as it is the Company's policy under Section 3.15 (b) of the Corporate Governance Manual that:</p> <p><i>b) The Board shall monitor and assess the performance of the Management Team based on established performance standards that are consistent with the Company's strategic objectives, and shall conduct a regular review of the Company's policies with the Management Team.</i></p> <p>LINK:</p> <p>Corporate Governance Manual, page 10 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII_-2017-Corporate-Governance-Manual.pdf</p>	
Recommendation 2.9			
1. Board establishes an effective performance management framework that ensures that Management's performance is at par with the standards set by the Board and Senior Management.	Compliant	The Company has a Goal Setting Performance Assessment (GSPA) program that ensures that the management's performance is at par with the standards set by the Board.	

2. Board establishes an effective performance management framework that ensures that personnel's performance is at par with the standards set by the Board and Senior Management.	Compliant	<p>Section 3.16 of the Corporate Governance Manual states that:</p> <p><i>3.16. The Board shall establish an effective performance management framework that will ensure that the Management, including the Chief Executive Officer, and personnel's performance is at par with the standards set by the Board and Senior Management.</i></p> <p><i>The results of performance evaluation shall be linked to other human resource activities such as training and development, remuneration, and succession planning. These should likewise form part of the assessment of the continuing fitness and propriety of Management, including the Chief Executive Officer, and personnel in carrying out their respective duties and responsibilities.</i></p> <p>Please see attached GSPA Form as Annex E.</p>	
Recommendation 2.10			
1. Board oversees that an appropriate internal control system is in place.	Compliant	<p>Section 3.17 of the Corporate Governance Manual provides:</p> <p><i>3.17. The Board shall oversee that an appropriate internal control system is in place, including setting up a mechanism for monitoring and managing potential conflicts of interest of Management, Board members, and shareholders.</i></p> <p><i>The Board has adopted an Internal Audit Charter, which is an integral part of this Corporate Governance Manual.</i></p> <p>LINKS:</p> <p>Corporate Governance Manual, page 10 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p> <p>Internal Audit Charter:</p>	
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	Compliant		
3. Board approves the Internal Audit Charter.	Compliant		

		http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/ASFI-2017-CG-Manual-Annex-B-Internal-Audit-Charter.pdf	
Recommendation 2.11			
1. Board oversees that the company has in place a sound enterprise risk management (ERM) framework to effectively identify, monitor, assess and manage key business risks.	Compliant	<p>Section 3.18 of the Corporate Governance Manual has the following provisions in relation to enterprise risk management:</p> <p><i>3.18. The Board shall oversee that a sound enterprise risk management (ERM) framework is in place to effectively identify, monitor, assess and manage key business risk, which shall guide the Board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.</i></p> <p><i>The Board shall be responsible for defining the Company's level of risk tolerance and for providing oversight over its risk management policies and procedures.</i></p> <p>The Corporation also has a Charter for the Board Risk Oversight Committee.</p> <p>The Corporation in January 2021 entered into a contract with an external process review firm to review the operating effectiveness of the Corporation's business processes and internal controls for the year 2020 and the previous years.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 11 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFI-2017-Corporate-Governance-Manual.pdf</p> <p>Charter of the Board Risk Oversight Committee</p>	
2. The risk management framework guides the board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.	Compliant		

		http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-CG-Manual-Annex-F-Charter-of-the-Board-Risk-Oversight-Committee.pdf	
Recommendation 2.12			
1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary role.	Compliant	Please see below link on the Corporation's Board Charter available on the Corporate website: http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-CG-Manual-Annex-C-Charter-of-the-Board-of-Directors.pdf	
2. Board Charter serves as a guide to the directors in the performance of their functions.	Compliant		
3. Board Charter is publicly available and posted on the company's website.	Compliant		
Additional Recommendation to Principle 2			
1. Board has a clear insider trading policy.	Compliant	<p>The Corporation has a policy requiring Directors and Officers to report any dealings in the shares of stock of the Company within three business days from the date of transaction to reduce risk of insider trading.</p> <p>In addition, the Corporation's Code of Business Conduct and Ethics provide under 6.2 that:</p> <p><i>Trading in the shares of stock or other Securities of the Company during the periods set forth below is prohibited, regardless of whether or not a Director, Officer or employee is in possession of material non-public information:</i></p> <p>a. Ten trading days before and three trading days after the disclosure of quarterly or annual financial results; and</p>	

		<p>b. Three (3) full trading days before and three (3) full trading days after the disclosure of any material information other than the above.</p> <p>Please see link for the complete copy of the Policy on Reporting of Directors' and Officers' Dealings in Shares of the Company:</p> <p>LINKS:</p> <p>Policy on Reporting of Directors and Officers Dealing in Shares of the Company http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-CG-Manual-Annex-H-Policy-On-Reporting-of-DO-Dealings-in-Shares-of-the-Company.pdf</p> <p>Code of Business Conduct and Ethics, page 5 http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII-Code-of-Business-Conduct-and-Ethics_final.pdf</p>	
Optional: Principle 2			
1. Company has a policy on granting loans to directors, either forbidding the practice or ensuring that the transaction is conducted at arm's length basis and at market rates.			
2. Company discloses the types of decision requiring board of directors' approval.			
Principle 3: Board committees should be set up to the extent possible to support the effective performance of the Board's functions, particularly with respect to audit, risk management, related party transactions, and other key corporate governance concerns, such as nomination and remuneration. The composition, functions and responsibilities of all committees established should be contained in a publicly available Committee Charter.			
Recommendation 3.1			
1. Board establishes board committees that focus on specific board functions to aid in	Compliant	The Company's Board Committees and their respective memberships may be accessed on	

<p>the optimal performance of its roles and responsibilities.</p>		<p>the corporate website through the following link:</p> <p>http://corporate.allianceselectfoods.com/board-committees/</p> <p>Section C of the Corporate Governance Manual provides the establishment of the Board Committees and the functions of each Committee.</p> <p><i>3.20. The Board shall establish Board committees to support the effective performance of the Board's functions, to allow for specialization in issues and to lead to a better management of the Board's workload. The composition, functions and responsibilities of all Board committees shall be contained in the respective Charters of the Committees, which shall be made publicly available.</i></p> <p>The following section establishes the committees and their respective functions and responsibilities:</p> <ul style="list-style-type: none"> • Section 3.21 for Audit Committee • Section 3.22 for Corporate Governance Committee (Remuneration and Nominations Committee) • Section 3.23 for Board Risk Oversight Committee • Section 3.24 for Related Party Transaction Committee <p><i>3.25. All established committees shall have Committee Charters stating in plain terms their respective purposes, memberships, structures, operations, reporting processes, resources and other relevant information. The Charters should provide the standards for evaluating the performance of the Committees. It should also be fully disclosed on the company's website.</i></p>	
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Recommendation 3.2			
<p>1. Board establishes an Audit Committee to enhance its oversight capability over the company's financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations.</p>	Compliant	<p>Section 3.21 of the Corporate Governance Manual establishes the Audit Committee and its functions.</p> <p>Section III of the Audit Committee Charter outlines its functions. Specifically, one of the functions of the Audit Committee under section III B(x) is to recommend the appointment and removal of the external auditor, which states:</p> <p><i>Recommend to the Board the appointment, reappointment, removal and fees of the External Auditor, duly accredited by the Commission, who undertakes an independent audit of the Company, and provides an objective assurance on the manner by which the financial statements should be prepared and presented to the stockholders.</i></p> <p>LINKS:</p> <p>Corporate Governance Manual, page 11-13 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p> <p>Charter of the Audit Committee, page 3 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-CG-Manual-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	

2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.		The Audit Committee is composed of three non-executive directors, two of which are independent directors. They are:	
3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.		<ul style="list-style-type: none"> - Dobbin A. Tan (Chairman; Independent Director; - Domingo C. Go (Member; Independent Director; and - Rena M. Rico-Pamfilo (Member; Director) <p>Please see Annex A for the background, knowledge, skills and experience of the Audit Committee members.</p>	
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.		The Chairman of the Audit Committee, Mr. Dobbin A. Tan, is not the Chairman of the Board or of any other committees.	
Supplement to Recommendation 3.2			
1. Audit Committee approves all non-audit services conducted by the external auditor.		<p>The Audit Committee approves all non-audit services conducted by the external auditor. Section III B (2) of the Audit Committee Charter provides as follows:</p> <p><i>The Audit Committee shall:</i></p> <p><i>Evaluate and determine the non-audit work, if any, of the External Auditor, and periodically reviews the non-audit fees paid to the External Auditor in relation to the total fees paid to him and to the Company's overall consultancy expenses. The committee should disallow any non-audit work that will conflict with his duties as an External Auditor or may pose a threat to his independence. The non-audit work, if allowed, should be disclosed in the Company's Annual Report and Annual Corporate Governance Report;</i></p>	

		<p>For 2020, there was no non-audit work conducted by the External Auditors.</p> <p>LINK:</p> <p>Charter of the Audit Committee, page 2 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-CG-Manual-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	Non-Compliant		The Audit Committee has not held a meeting with the external audit team without anyone from management present. However, members of the Audit Committee have unobstructed access to the Company's external auditors, and may, at their option, meet and have a dialogue with said external auditors without anyone from management present.
Optional: Recommendation 3.2			
1. Audit Committee meet at least four times during the year.	Compliant	The Audit Committee had four (4) meetings during the year 2020. Please see attached Notices as Annex C.	
2. Audit Committee approves the appointment and removal of the internal auditor.	Compliant	The Audit Committee on April 12, 2021 approved the appointment of the Internal Auditor in the person of Mr. Marjosef Raymundo.	
Recommendation 3.3			
1. Board establishes a Corporate Governance Committee tasked to assist the Board in the performance of its	Compliant	Section 3.22 of the Corporate Governance manual provides for the establishment of the Corporate Governance Committee, its functions	

<p>corporate governance responsibilities, including the functions that were formerly assigned to a Nomination and Remuneration Committee.</p>		<p>and responsibilities including its functions as a Nomination and Remuneration Committee.</p> <p>Further, the Corporate Governance Committee charter expounds on its authority, purpose, duties and responsibilities. Section 3.2 B of the same Charter provides that the committee shall identify the candidates suitably qualified to become a Director and prepare a final list of candidates for the consideration of the shareholders for election to as director. It states:</p> <p><i>The functions, duties and responsibilities of the Committee, acting as the Nominations Committee, include among others:</i></p> <p><i>b. To identify the candidates suitably qualified to become a Director and prepare a final list of candidates for the consideration of the shareholders for election to as director;</i></p> <p>LINKS:</p> <p>Corporate Governance Manual, page 13 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p> <p>Charter of the Corporate Governance Committee, page 3 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-CG-Manual-Annex-E-Charter-of-the-Corporate-Governance-Committee.pdf</p>	
<p>2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.</p>	<p>Non-Compliant</p>	<p>The Corporate Governance Committee is composed of four (4) members, two of whom are independent directors. The members are:</p> <ul style="list-style-type: none"> - Domingo C. Go – Chairman; Independent Director 	<p>The Company has two (2) independent directors in 2020, consistent with Sec. 38 of the Securities and Regulation Code. Thus, it is unable to have three (3)</p>

		<ul style="list-style-type: none"> - Dobbin A. Tan – Member, Independent Director - Rena M. Rico-Pamfilo – Member - Joseph Peter Y. Roxas – Member <p>Please see attached Annex A for the members of the Corporate Governance Committee, their qualifications, and type of directorship.</p> <p>The members of the Corporate Governance Committee as well as other Committees may also be accessed on the Company's website.</p> <p>LINK:</p> <p>Corporate Website http://corporate.allianceselectfoods.com/board-committees/</p>	<p>independent directors as members of the Corporate Governance Committee.</p> <p>In any event, the Corporate Governance Committee is composed of two independent directors and two non-executive directors.</p> <p>Under the Art. III of the Corporate Governance Committee Charter, the composition of the Committee shall be three members, all of which are non-executive directors, and majority is independent directors.</p> <p>The Corporate Governance Manual stipulates that the Independent Directors shall constitute 20% of the Board. The third member of the committee is a non-executive director which would make him still independent from management control.</p> <p>LINK:</p> <p>Charter of Corporate Governance Committee, page 4</p>
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			http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-CG-Manual-Annex-E-Charter-of-the-Corporate-Governance-Committee.pdf
3. Chairman of the Corporate Governance Committee is an independent director.	Compliant		
Optional: Recommendation 3.3.			
1. Corporate Governance Committee meet at least twice during the year.	Non-Compliant		<p>The Corporate Governance Committee met once in the year 2020 to nominate a new Independent Director and nominate directors for voting during the Annual General Stockholders' Meeting dated 7 Oct 2020.</p> <p>Please see Annex C for the Notices with Agenda on the meetings of the Corporate Governance Committee</p>
Recommendation 3.4			
1. Board establishes a separate Board Risk Oversight Committee (BROC) that should be responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness.	Compliant	<p>The Corporate Governance Manual under Section 3.23 establishes the Board Risk Oversight Committee and its functions and responsibilities.</p> <p>Its own charter, the Charter of the Board Risk Oversight Committee, provides for its purpose, duties and functions.</p> <p>LINKS:</p>	

		<p>Corporate Governance Manual, page 14 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p> <p>Charter of the Board Risk Oversight Committee http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-CG-Manual-Annex-F-Charter-of-the-Board-Risk-Oversight-Committee.pdf</p>	
2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	Non-Compliant	The Board Risk Oversight Committee (BROC) has three members, majority of whom are independent directors. Its Chairman is not a Chairman of the Board or any other committee.	The Chairman is not an independent director of the Company.
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Compliant	<p>The members of the Committee are:</p> <ul style="list-style-type: none"> - Gabriel A. Dee – Chairman - Dobbin A. Tan – Member, Independent Director - Domingo C. Go – Member, Independent Director 	The Charter of the BROC states that the composition of the Committee shall be at least three members, the majority of whom shall as <i>much as practicable</i> be independent directors, including the Chairman. The Chairman shall not be the Chairman of the Board or of any other committee.
4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.	Compliant	<p>The Chairman of the committee is a non-executive director. This makes him still independent from management control.</p> <p>Please see attached Annex A for the members of the Corporate Governance Committee, their qualifications and type of directorship.</p> <p>The members of the Risk Oversight Committee as well as other Committees may also be accessed on the Company's website.</p> <p>LINK:</p> <p>Corporate Website http://corporate.allianceselectfoods.com/board-committees/</p>	The Company only has two independent directors in 2020, consistent with Sec. 38 of the Securities and Regulation Code. Thus, the BROC may only be composed of two independent directors. Since it is also provided in the same Charter that the Chairman shall not be Chairman of any

			<p>other Committee, the Chairman of the BROCC is therefore a non-independent Director, as the two other independent directors are already Chairpersons of the Audit Committee and Corporate Governance Committee.</p> <p>LINK;</p> <p>Charter of the Board Risk Oversight Committee, page 2 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-CG-Manual-Annex-F-Charter-of-the-Board-Risk-Oversight-Committee.pdf</p>
Recommendation 3.5			
<p>1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related party transactions of the company.</p>	Compliant	<p>Section 3.24 of the Corporate Governance Manual establishes the Related Party Transaction Committee and its composition and functions.</p> <p>The Amended Charter of Related Party Transactions Committee also expounds on its purpose, authority, duties and responsibilities.</p> <p>LINKS:</p> <p>Corporate Governance Manual, page 16 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p> <p>Amended Policy on Related Party Transactions: http://corporate.allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Related-Party-Transactions-Policy.pdf</p>	

		content/uploads/2018/07/ASFI-2017-CG-Manual-Annex-G-Charter-of-the-Related-Party-Transactions-Committee.pdf	
2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.	Compliant	<p>The RPT Committee is composed of three members, two of whom are independent directors. The members are:</p> <ul style="list-style-type: none"> - Antonio C. Pacis – Chairman - Dobbin A. Tan – Independent Director, Member - Domingo C. Go – Independent Director, Member <p>Please see attached Annex A for the information of its members, their qualifications and the type of directorship.</p> <p>The members of the RPT Committee as well as other Committees may also be accessed on the Company's website.</p> <p>LINK:</p> <p>Corporate Website http://corporate.allianceselectfoods.com/board-committees/</p>	
Recommendation 3.6			
1. All established committees have a Committee Charter stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.	Compliant	<p>All established committees have their respective Committee Charters. Section 3.25 of the Corporate Governance Manual provides that:</p> <p><i>3.25 All established committees shall have Committee Charters stating in plain terms their respective purposes, memberships, structures, operations, reporting processes, resources and other relevant information. The Charters should provide the standards for evaluating the performance of the Committees. It should also be fully disclosed on the company's</i></p>	
2. Committee Charters provide standards for evaluating the performance of the Committees.			

		<p>website.</p> <p><i>The Charter of each Committee shall clearly define the roles and accountabilities of each committee to avoid any overlapping functions, towards having a more effective Company Board.</i></p> <p><i>The Charters of the Committees are integral parts of and attached to this CG Manual as follows:</i></p> <p>Annex C: Charter of the Board of Directors Annex D: Charter of the Audit Committee Annex E: Charter of the Corporate Governance Committee, which shall also have the duties and responsibilities of the Nominations Committee and the Remuneration Committee Annex F: Charter of the Board Risk Oversight Committee Annex G: Charter of the Related Party Transactions Committee</p> <p>LINK:</p> <p>Corporate Governance Manual, page 17 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p>	
3. Committee Charters were fully disclosed on the company's website.	Compliant	<p>All Committee Charters may be accessed in company website using the following link:</p> <p>http://corporate.allianceselectfoods.com/corporate-governance-manuals/#</p> <p>Particularly:</p> <p>Internal Audit Charter: http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-CG-Manual-Annex-B-Internal-Audit-Charter.pdf</p>	

		<p><u>Charter of the Board of Directors:</u> http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFI-2017-CG-Manual-Annex-C-Charter-of-the-Board-of-Directors.pdf</p> <p><u>Charter of the Audit Committee:</u> http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFI-2017-CG-Manual-Annex-D-Charter-of-the-Audit-Committee.pdf</p> <p><u>Charter of the Corporate Governance Committee:</u> http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFI-2017-CG-Manual-Annex-E-Charter-of-the-Corporate-Governance-Committee.pdf</p> <p><u>Charter of the Board Risk Oversight Committee:</u> http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFI-2017-CG-Manual-Annex-F-Charter-of-the-Board-Risk-Oversight-Committee.pdf</p> <p><u>Charter of the Related Party Transactions Committee:</u> http://corporate.allianceselectfoods.com/wp-content/uploads/2019/10/2019-Amended-Policy-on-Related-Party-Transactions.pdf</p>	
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Principle 4: To show full commitment to the company, the directors should devote the time and attention necessary to properly and effectively perform their duties and responsibilities, including sufficient time to be familiar with the corporation's business.

Recommendation 4.1

1. The Directors attend and actively participate in all meetings of the Board, Committees and shareholders in person or through tele-/videoconferencing conducted in accordance with the rules and regulations of the Commission.	Compliant	<p>Due to the pandemic, the Board of Directors attended and actively participated in all Board, Committee, and the Annual Shareholders' Meeting through video teleconferencing in 2020. This is in accordance with Section 3.26 of the Corporate Governance Manual of the Corporation which provides for tele/videoconferencing of all meetings, as follows:</p> <p><i>3.26. Directors shall attend and actively participate in all meetings of the Board, Committees, and Shareholders in person or through tele-/videoconferencing</i></p>	
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		<p><i>conducted in accordance with the rules and regulations of the SEC, except when justifiable causes, such as, illness, death in the immediate family and serious accidents, prevent them from doing so.</i></p> <p>Please see attached Annex A for the information on the attendance of the directors to the mentioned meetings.</p> <p>LINKS:</p> <p>Corporate Governance Manual, page 18 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p> <p>Definitive Information Statement, page http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII-2020-Definitive-Information-Statement-Complete.pdf</p>	
2. The directors review meeting materials for all Board and Committee meetings.	Compliant	The Directors are provided with pre-read materials prior to all meetings for their reference and review	
3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	Compliant	<p>Section 3.26.a of the Corporate Governance Manual of the Corporation provides:</p> <p><i>Directors shall review meeting materials for Board and Committee meetings, and if called for, ask the necessary questions or seek clarifications and explanations.</i></p> <p>The Directors are free to ask their questions and seek clarifications and explanations during Board and Committee meetings. The questions asked and clarifications or explanations sought are addressed during the meeting if possible and/or reflected in the minutes of meetings.</p>	

		<p>LINK:</p> <p>Corporate Governance Manual, page 18 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p>	
Recommendation 4.2			
<p>1. Non-executive directors concurrently serve in a maximum of five publicly-listed companies to ensure that they have sufficient time to fully prepare for minutes, challenge Management's proposals/views, and oversee the long-term strategy of the company.</p>	Compliant	<p>Section 3.27 and 3.28 of the Corporate Governance Manual of the Corporation indicates:</p> <p><i>3.27. The non-executive directors of the Board shall concurrently serve as directors to a maximum of five publicly listed companies to ensure that they have sufficient time to fully prepare for meetings, challenge Management's proposals/views, and oversee the long-term strategy of the company.</i></p> <p><i>3.28. A director shall notify the Board where he/she is an incumbent director before accepting a directorship in another company.</i></p> <p>Please see attached Annex A for the list of directorships of the company directors (if any).</p> <p>LINK:</p> <p>Corporate Governance Manual, page 18 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p>	
Recommendation 4.3			
<p>1. The directors notify the company's board before accepting a directorship in another company.</p>	Compliant	<p>The directors notify the Company before accepting directorships in other companies. For instance, in 2018, Mr. Erwin M. Elechicon, Independent Director, sent a written notice to the Board of his nomination for election as</p>	

		Independent Director of the Union Bank of the Philippines.	
Optional: Principle 4			
1. Company does not have any executive directors who serve in more than two boards of listed companies outside of the group.	Compliant	The Company's only Executive Director is Mr. Raymond K. H. See. He does not have any directorship in other boards of listed companies.	
2. Company schedules board of directors' meetings before the start of the financial year.	Compliant	The Board has a pre-determined schedule of meetings at the beginning of each calendar year, and is adjusted accordingly to the availability of the directors. Discussions during these meetings are open and independent views are given due consideration. As necessary, the Board likewise holds meetings through the use of telecommunications or other electronic media.	
3. Board of directors meet at least six times during the year.	Compliant	Please see attached Annex C the Notices (with Agenda) of the Board Meetings conducted in the year 2020. The Board had six (6) meetings for 2020.	
4. Company requires a minimum quorum of at least 2/3 for board decisions.	Non-Compliant		<p>Attendance at Board meetings was generally 100%, and in instances where the attendance was less than 100%, in no instance was attendance less than 2/3 of the members of the Board.</p> <p>The Company complies with the Corporation Code in that a majority of all of the members of the Board of Directors constitutes a quorum.</p>

Principle 5: The board should endeavor to exercise an objective and independent judgment on all corporate affairs			
Recommendation 5.1			
1. The Board has at least 3 independent directors or such number as to constitute one-third of the board, whichever is higher.	Non-Compliant		<p>The Corporation has two independent directors in the Board.</p> <p>Section 3.29 of the Corporate Governance Manual states that:</p> <p><i>3.29. Consistent with the Securities Regulation Code, the Board shall have at least two (2) Independent Directors, or such number as shall constitute 20% of the members of the Board, whichever is lesser.</i></p> <p>The number of independent directors in the Board is compliant with the corporate governance manual of the Corporation, as the number of Independent Directors constitutes 1/3 or more than 20% of the Board.</p> <p>The Board has reviewed the Company's present complement of directors, its productivity and goals achievement over the past five years, as well as the availability of a qualified</p>

			<p>person who would be suitable and an appropriate fit for the corporate organization. After much contemplation, the election of a third independent director has been deferred to a more opportune and appropriate time. Nonetheless, the objective that the Board should exercise independent judgment is still achieved given that the directors are very much aware of their fiduciary duties. The Directors deliberate upon critical matters taking into consideration what is in the best interest of the corporation.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 18 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p>
Recommendation 5.2			
1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.	Compliant	The independent directors possess all the qualifications and none of the disqualifications to hold their positions.	

Section 3.30 of the Corporate Governance Manual provides:

The Board, principally acting through the Corporate Governance Committee, shall ensure that its Independent Directors possess the necessary qualifications and none of the disqualifications for an independent director to hold the position. An independent director is a person who:

- a) *Is not, or has not been a senior officer or employee of the Company unless there has been a change in the controlling ownership of the Company;*
- b) *Is not, and has not been in the three years immediately preceding the election, a director of the Company; a director, officer, employee of the Company's subsidiaries, associates, affiliates or related companies; or a director, officer, employee of the covered company's substantial shareholders and its related companies;*
- c) *Has not been appointed in the Company, its subsidiaries, associates, affiliates or related companies as Chairman "Emeritus," "Ex-Officio" Directors/Officers or Members of any Advisory Board, or otherwise appointed in a capacity to assist the Board in the performance of its duties and responsibilities within three years immediately preceding his election;*
- d) *Is not an owner of more than two per cent (2%) of the outstanding shares of the Company, its subsidiaries, associates, affiliates or related companies;*
- e) *Is not a relative of a director, officer, or substantial shareholder of the Company or any of its related companies or of any of its substantial shareholders. For this purpose, relatives include spouse, parent, child, brother, sister and the spouse of such child, brother or sister;*

		<p>f) Is not acting as a nominee or representative of any director of the Company or any of its related companies;</p> <p>g) Is not a securities broker-dealer of listed companies and registered issuers of securities. "Securities broker-dealer" refers to any person holding any office of trust and responsibility in a broker-dealer firm, which includes, among others, a director, officer, principal stockholder, nominee of the firm to the Exchange, an associated person or salesman, and an authorized clerk of the broker or dealer;</p> <p>h) Is not retained, either in his personal capacity or through a firm, as a professional adviser, auditor, consultant, agent or counsel of the Company, any of its related companies or substantial shareholder, or is otherwise independent of Management and free from any business or other relationship within the three years immediately preceding the date of his election;</p> <p>i) Does not engage or has not engaged, whether by himself or with other persons or through a firm of which he is a partner, director or substantial shareholder, in any transaction with the covered company or any of its related companies or substantial shareholders, other than such transactions that are conducted at arm's length and could not materially interfere with or influence the exercise of his independent judgment;</p> <p>j) Is not affiliated with any non-profit organization that receives significant funding from the Company or any of its related companies or substantial shareholders; and</p> <p>k) Is not employed as an executive officer of another company where any of the Company's executives serve as directors.</p>	
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		<p><i>Related companies, as used herein, refer to (a) the Company's holding/parent company (if any); (b) its subsidiaries; and (c) subsidiaries of its holding/parent company.</i></p> <p>LINK:</p> <p>Corporate Governance Manual, page 18-19 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p>	
Supplement to Recommendation 5.2			
1. Company has no shareholder agreements, by-laws provisions, or other arrangements that constrain the directors' ability to vote independently.	Compliant	<p>Directors are free to vote independently without restrictions. Section 4.2 and 4.4.D of the Board Charter as follows:</p> <p><i>4.2. Consistent with the director's three-fold duty of obedience, diligence and loyalty to the Company, a director shall:</i></p> <ul style="list-style-type: none"> <i>a. Act within the scope of power and authority of the Company and the Board as prescribed in the Articles of Incorporation, By-Laws, and in existing laws, rules and regulations;</i> <i>b. Exercise the best care, skill and judgment, and observe utmost good faith in the conduct and management of the business and affairs of the Company; and,</i> <i>c. Act in the best interest of the Company and for the common benefit of the Company's stockholders and other stakeholders.</i> <p style="text-align: center;">---</p> <p><i>4.4. Specific Duties and Responsibilities of a Director</i></p> <p><i>A Director should act in a manner characterized by integrity, transparency, accountability and fairness. Consistent with this, a Director shall:</i></p>	

		<p>xxx</p> <p>c) <i>Exercise independent judgment;</i></p> <p>LINK:</p> <p>Charter of the Board of Directors, page 3-4 http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/ASFII-2017-CG-Manual-Annex-C-Charter-of-the-Board-of-Directors.pdf</p>	
Recommendation 5.3			
1. The independent directors serve for a cumulative term of nine years (reckoned from 2012).	Compliant	<p>The Company's Independent Directors in 2020 are Mr. Dobbin A. Tan and Mr. Domingo C. Go, who were elected as independent directors on 1 March 2016 and 11 September 2020, respectively.</p> <p>Please see also attached Annex A which would show the number of years served by the Independent directors.</p>	
2. The company bars an independent director from serving in such capacity after the term limit of nine years.	Compliant	<p>The Company bars an independent director from serving as such after the term limit of nine (9) years. Section 3.31 of the Corporate Governance Manual provides for the following stipulation:</p> <p><i>3.31. Independent Directors shall serve for a maximum cumulative term of nine (9) years, reckoned in accordance with the pertinent rules of the SEC, after which the Independent Director shall be perpetually barred from re-election as such in the Company, but may continue to qualify for nomination and election as a non-independent director.</i></p> <p>LINK:</p> <p>Corporate Governance Manual, page 19 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p>	

<p>3. In the instance that the company retains an independent director in the same capacity after nine years, the board provides meritorious justification and seeks shareholders' approval during the annual shareholders' meeting.</p>	<p>Compliant</p>	<p>The Corporate Governance Manual provides on Section 3.32 that:</p> <p><i>In the instance that the Company believes it is beneficial to retain an independent director who has served for nine years, the Board shall provide meritorious justification/s and seek shareholders' approval during the annual shareholders' meeting.</i></p> <p>LINK:</p> <p>Corporate Governance Manual, page 20 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII_-2017-Corporate-Governance-Manual.pdf</p> <p>The current Independent Directors of the Company has not served for more than nine years.</p>	
<p>Recommendation 5.4</p>			
<p>1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.</p>	<p>Compliant</p>	<p>The Chairman of the Board of Directors is Atty. Antonio C. Pacis and the Chief Executive Officer is Mr. Raymond K. H. See.</p>	
<p>2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.</p>	<p>Compliant</p>	<p>Section 3.32 of the Corporate Governance Manual provides:</p> <p><i>3.32. The positions of Chairman of the Board and Chief Executive Officer shall be held by separate individuals and each should have clearly defined responsibilities.</i></p> <p><i>a. The role and responsibilities of the Chairman are, among others:</i></p> <ul style="list-style-type: none"> - <i>Ensure that the meeting agenda focuses on strategic matters, including enterprise risks, considering the developments in the business and regulatory environments, key</i> 	

		<p>governance concerns, and important issues that could significantly impact operations;</p> <ul style="list-style-type: none"> - Ensure that the Board receives accurate, timely, relevant, concise and clear information to enable it to make sound decisions; - Facilitate discussions on key issues and encourage discussion and debate; - Encourage the Board to inquire on reports submitted and representations made by Management; - Assure the availability of proper orientation for first-time directors and continuing training opportunities for all directors; and - Make sure that the performance of the Board is evaluated at least once a year and there is discussion/follow up on such evaluation. <p>b. The Chief Executive Officer shall have the roles and responsibilities, among others:</p> <ul style="list-style-type: none"> - Determine the Company's strategic direction and formulate and implement its strategic plan on the direction of the business; - (ii) Communicate and implement the Company's vision, mission, values and overall strategy and promote any organization or stakeholder change in relation to the same; - (iii) Oversee the operations of the Company and manage human and financial resources in accordance with the strategic plan; - (iv) Shall have a good working knowledge of the corporation's industry and market and keeps up-to-date with its core business purpose; - (v) Direct, evaluate and guide the work of the key officers of the Company; - (vi) Manage the corporation's resources prudently and ensure a proper balance of the same - (vii) Provide the Board with timely information and interface between the Board and the employees; - (viii) Build the corporate culture and motivate the employees of the Company; and 	
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		<p>- (ix) Serve as the link between internal operations and external stakeholders.</p> <p>The Chairman and the CEO are not related with each other.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 8 and 20 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p>	
Recommendation 5.5			
1. If the Chairman of the Board is not an independent director, the board designates a lead director among the independent directors.	Non-Compliant		<p>Section 3.33 of the Corporate Governance Manual provides for the functions of the lead independent director, which states:</p> <p>3.33. The Board shall designate as practicable a lead director among the independent directors if the Chairman of the Board is not independent, including if the positions of the Chairman of the Board and Chief Executive Officer are held by one person.</p> <p>The functions of the lead shall include, among others, the following:</p> <p>a. Serves as an intermediary between the Chairman and the other Directors when necessary;</p> <p>b. Convenes and chairs meetings of the Non-</p>

			<p><i>Executive Directors; and</i></p> <p>c. <i>Contributes to the performance of the Chairman, as required.</i></p> <p>At the moment, a lead independent director is not appointed. The Company intends to appoint a lead independent director to comply with this Recommendation.</p> <p>The Chairman of the Board is not an independent director.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 20-21 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII - 2017-Corporate- Governance- Manual.pdf</p>
Recommendation 5.6			
1. Directors with material interest in a transaction affecting the corporation abstain from taking part in the deliberations on the transaction.	Compliant	<p>Section 4.4(a) of the Board of Directors Charter elucidates on this point as follows:</p> <p><i>4.4. A Director should act in a manner characterized by integrity, transparency, accountability and fairness. Consistent with this, a Director shall:</i></p> <p><i>a) Conduct business transactions with the Company fairly. He shall ensure that his personal interest does not conflict with the interests of the Company or affect his independent judgment and the Board's decisions, and fully and immediately disclose an actual or potential conflict of interest that may arise.</i></p>	

		LINK: Corporate Governance Manual, page 20-21 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf	
Recommendation 5.7			
1. The non-executive directors (NEDs) have separate periodic meetings with the external auditor and heads of the internal audit, compliance and risk functions, without any executive present.	Non-Compliant		All of the Committees except the Executive Committee are chaired and composed of non-executive directors. The Committees, as a group, has not had a meeting with the external audit team without anyone from management present. However, members of the Committees have unobstructed access to the Company's external auditors as well as compliance officer, and may meet and dialogue with them, at their option, without anyone from management present.
2. The meetings are chaired by the lead independent director.	Non-Compliant		
Optional: Principle 5			
1. None of the directors is a former CEO of the company in the past 2 years.	Compliant	Mr. Raymond KH See has been the CEO of the Company since December 2014.	
Principle 6: The best measure of the Board's effectiveness is through an assessment process. The Board should regularly carry out evaluations to appraise its performance as a body, and assess whether it possesses the right mix of backgrounds and competencies.			
Recommendation 6.1			

1. Board conducts an annual self-assessment of its performance as a whole.	Non-Compliant		<p>The Corporate Governance Manual mandates the conduct of self-assessment by the Board, the Chairman, and the committees.</p> <p>Section 3.36 of the said Manual states:</p> <p><i>The Board shall conduct an annual self-assessment of its performance, including the performance of the Chairman, individual members and committees. Every three years, the assessment shall as practicable or feasible be supported by an external facilitator.</i></p> <p>In compliance with Corporate Governance principles which require boards to have effective processes and to evaluate their performance and appraise directors at least once a year, the Company is currently drafting and creating the evaluation processes to increase effectiveness, maximize strength and improve the performance of the board, committees and individual directors. The self-assessment</p>
2. The Chairman conducts a self-assessment of his performance.	Non-Compliant		
3. The individual members conduct a self-assessment of their performance.	Non-Compliant		
4. Each committee conducts a self-assessment of its performance.	Non-Compliant		

			<p>for the relevant year will be conducted as soon as practicable.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 21 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII - 2017-Corporate- Governance- Manual.pdf</p>
5. Every three years, the assessments are supported by an external facilitator.	Non-Compliant		<p>In 2021, the third year of the implementation of the Company's Corporate Governance Manual, the Board is scheduled to conduct a self-assessment under the guidance of an external facilitator, consistent with the periods in the Corporate Governance Manual.</p>
Recommendation 6.2			
1. Board has in place a system that provides, at the minimum, criteria and process to determine the performance of the Board, individual directors and committees.	Compliant	<p>Section F of the Corporate Governance Manual outlines the system for assessing board performance:</p> <p><i>F. ASSESSING BOARD PERFORMANCE.</i></p>	
2. The system allows for a feedback mechanism from the shareholders.	Compliant	<p><i>The best measure of the Board's effectiveness is through the assessment process. The Board shall regularly carry out evaluations to appraise its performance as a body, and assess whether it possesses the right mix of backgrounds and competencies.</i></p>	

		<p>3.36 The Board shall conduct an annual self-assessment of its performance, including the performance of the Chairman, individual members and committees. Every three years, the assessment shall as practicable or feasible be supported by an external facilitator.</p> <p>3.37 The Board shall have in place a system that provides, at the minimum, criteria and process to determine the performance of the Board, the individual directors and the Board Committees. Such system shall allow for a feedback mechanism from the shareholders.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 21 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p>	
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Principle 7: Members of the Board are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.

Recommendation 7.1

1. Board adopts a Code of Business Conduct and Ethics, which provide standards for professional and ethical behavior, as well as articulate acceptable and unacceptable conduct and practices in internal and external dealings of the company.	Compliant	The Company follows certain professional and ethical standards in internal and external dealings, which standards are formally or informally communicated to officers and employees of the Company.	
2. The Code is properly disseminated to the Board, senior management and employees.	Compliant	The Board approved the Code of Business Conduct and Ethics after deliberations on 7 May 2019. It is publicly available on the Company's website.	
3. The Code is disclosed and made available to the public through the company website.	Compliant	<p>LINK:</p> <p>Code of Business Conduct and Ethics http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII-Code-of-Business-Conduct-and-Ethics_final.pdf</p>	

Supplement to Recommendation 7.1			
1. Company has clear and stringent policies and procedures on curbing and penalizing company involvement in offering, paying and receiving bribes.	Compliant	<p>The Company has an Anti-Bribery and Corruption Policy disseminated to all its employees, which took effect in May 2019. Please see attached as Annex F.</p> <p>LINK:</p> <p>Anti-Bribery and Corruption Policy http://corporate.allianceselectfoods.com/wp-content/uploads/2021/05/HRM-ADM-POL-0013-Anti-Bribery-and-Corruption-Policy-01032019.pdf</p>	
Recommendation 7.2			
1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	Compliant	The Company undergoes multiple audits annually by third parties, customers, stakeholders as well as its external auditors and internal auditor to ensure compliance.	
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	Compliant	<p>The Company follows professional and ethical standards in internal and external dealings, which standards are formally or informally communicated to officers and employees of the Company.</p> <p>LINK:</p> <p>Code of Business Conduct and Ethics http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII-Code-of-Business-Conduct-and-Ethics_final.pdf</p>	
Disclosure and Transparency			
Principle 8: The company should establish corporate disclosure policies and procedures that are practical and in accordance with best practices and regulatory expectations.			
Recommendation 8.1			
1. Board establishes corporate disclosure policies and procedures to ensure a	Compliant	Part IV of the Corporate Governance Manual is	

<p>comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair and complete picture of a company's financial condition, results and business operations.</p>		<p>"A. ENHANCING COMPANY DISCLOSURE POLICIES AND PROCEDURES" which provides for the corporate disclosure policies and procedures of the Corporation. It states:</p> <p><i>The Company shall establish corporate disclosure policies and procedures that are practical and in accordance with best practices and regulatory expectations.</i></p> <p>4.1. <i>The Board shall establish corporate disclosure policies and procedures to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair and complete picture of a company's financial condition, results and business operations.</i></p> <p>4.2. <i>All directors and officers of the Company are required to, and must, disclose/report all their dealings in the shares of the Company within three (3) business days. In view of the significance of this policy, the Board for emphasis has adopted a separate policy on such period to disclose/report, which policy is attached to this 2017 CG Manual as Annex "H."</i></p> <p>4.3. <i>The Board shall fully disclose all relevant and material information on individual board members and key executives to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.</i></p> <p><i>Disclosure shall include directors and key officers' qualifications, share ownership in the Company, membership of other boards, other executive positions, continuous trainings attended and identification of independent directors.</i></p> <p>4.4. <i>The Company shall provide a clear disclosure of its policies and procedure for setting Board</i></p>	
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and executive remuneration, as well as the level and mix of the same in the Annual Corporate Governance Report. Further, the Company shall disclose such policies in an appropriate manner, including termination and retirement provisions.

4.5. The Company shall disclose its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions in their Manual on Corporate Governance. The material or significant RPTs reviewed and approved during the year should be disclosed in its Annual Corporate Governance Report. Directors and key executives shall report to the Board when there are RPTs that could influence their judgment.

4.6. The Company shall make a full, fair, accurate and timely disclosure to the public of every material fact or event that occurs, particularly on the acquisition or disposal of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders. Moreover, where the Company is the offeree company, where practicable the Board shall appoint an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.

4.7. The Company's corporate governance policies, programs and procedures should be contained in its Manual on Corporate Governance which should be submitted to the regulators and posted on the Company's website.

The reports are made available to the shareholders and are accessible in the Company's website and on the Philippine Stock Exchange Portal.

		<p>LINKS:</p> <p>Corporate Governance Manual, page 21-22 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p> <p>Corporate Website – SEC Filings http://corporate.allianceselectfoods.com/sec-filings/</p> <p>Philippine Stock Exchange https://edge.pse.com.ph/companyDisclosures/form.do?company_id=602</p>	
Supplement to Recommendations 8.1			
1. Company distributes or makes available annual and quarterly consolidated reports, cash flow statements, and special audit revisions. Consolidated financial statements are published within ninety (90) days from the end of the fiscal year, while interim reports are published within forty-five (45) days from the end of the reporting period.	Compliant	<p>The Annual Report and the Quarterly Reports are published within the required timelines with the SEC and PSE.</p> <p>LINKS:</p> <p>SEC Form 17-Q (First Quarter 2020 Report) http://corporate.allianceselectfoods.com/wp-content/uploads/2020/08/Alliance-Select-Foods-International-Inc.-Form-17Q-1st-Quarter-Report-7Aug2020.pdf</p> <p>SEC Form 17-Q (Second Quarter 2020 Report) http://corporate.allianceselectfoods.com/wp-content/uploads/2020/08/SEC-Form-17-Q-Second-Quarter-2020-Report.pdf</p> <p>SEC Form 17-Q (Third Quarter 2020 Report) http://corporate.allianceselectfoods.com/wp-content/uploads/2020/12/SEC-Form-17-Q-Third-Quarter-2020-Report.pdf</p>	
2. Company discloses in its annual report the principal risks associated with the identity of the company's controlling shareholders;	Compliant	Please see below link for the Corporation's 2020 Annual Report:	

the degree of ownership concentration; cross-holdings among company affiliates; and any imbalances between the controlling shareholders' voting power and overall equity position in the company.		http://corporate.allianceselectfoods.com/wp-content/uploads/2021/05/SEC-FORM-17-A-Annual-Report-for-yearend-2020.pdf	
Recommendation 8.2			
1. Company has a policy requiring all directors to disclose/report to the company any dealings in the company's shares within three business days.	Compliant	The Corporation has an existing policy requiring directors and officers of the Company to report dealings in the shares of stock of the Company within three business days.	
2. Company has a policy requiring all officers to disclose/report to the company any dealings in the company's shares within three business days.	Compliant	Please see link for the policy on the Reporting DO Dealings in Shares of the Company: http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-CG-Manual-Annex-H-Policy-On-Reporting-of-DO-Dealings-in-Shares-of-the-Company.pdf	
Supplement to Recommendation 8.2			
1. Company discloses the trading of the corporation's shares by directors, officers (or persons performing similar functions) and controlling shareholders. This includes the disclosure of the company's purchase of its shares from the market (e.g. share buy-back program).	Compliant	Please see attached Annex A for the shareholdings of the directors and executive officers. Please see attached Annex G for the list of the Top 100 shareholders of the Company as of 31 March 2021. Please see attached Annex H, the conglomerate Map of the Corporation.	
Recommendation 8.3			
1. Board fully discloses all relevant and material information on individual board members to evaluate their experience and qualifications, and assess any	Compliant	Please see attached Annex A for the Company's directors' and key officers' academic qualifications, share ownership in the Company, membership in other boards, other executive	

potential conflicts of interest that might affect their judgment.		positions, professional experiences, expertise and relevant trainings. This is also published in the Corporation's Annual Report submitted to the PSE and SEC and found in the Corporation's website.	
2. Board fully discloses all relevant and material information on key executives to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	Compliant	<p>LINK:</p> <p>Annual Report http://corporate.allianceselectfoods.com/wp-content/uploads/2021/05/SEC-FORM-17-A-Annual-Report-for-yearend-2020.pdf</p>	
Recommendation 8.4			
1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same.	Compliant	<p>The Corporation's Definitive Information Statement Indicates the compensation policy for the Board of Directors.</p> <p>On January 21, 2016, the Company's Board of Directors adopted a policy, effective immediately, setting director's per diems at P10,000 per attendance at Board Meetings and P5,000 per attendance at Committee meetings.</p> <p>Under Article III, Section 8 of the amended By-Laws, as compensation, the Board shall receive and allocate an amount of not more than 10% of the net Income before income tax of the corporation during the preceding year. Such compensation shall be determined and apportioned among the directors in such manner as the Board may deem proper, subject to the approval of the stockholders representing at least majority of the outstanding capital stock at a regular or special meeting of the stockholders.</p> <p>The Corporate Governance Committee Charter also provides for the guidelines on how the</p>	
2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.	Compliant		

		<p>Compensation Committee should arrive at appropriate compensations for the Board and officers.</p> <p>LINKS:</p> <p>By-laws, page 9 http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/Amended-By-Laws-September-18-2013.pdf</p> <p>Definitive Information Statement http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII_2020-Definitive-Information-Statement_Complete.pdf</p> <p>Corporate Governance Manual, page 21-22 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII_-2017-Corporate-Governance-Manual.pdf</p> <p>Charter of the Corporate Governance Committee, page 4 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-CG-Manual-Annex-E-Charter-of-the-Corporate-Governance-Committee.pdf</p>	
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Compliant	Please see attached Annex A for the breakdown of director remuneration and executive compensation.	
Recommendation 8.5			
1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions in their Manual on Corporate Governance.	Compliant	<p>The Corporation has an existing policy on Related Party Transactions, which is Annex A to its Corporate Governance Manual. This has been amended effective 18 October 2019.</p> <p>LINK:</p> <p>Amended Policy on Related Party Transactions http://corporate.allianceselectfoods.com/wp-</p>	

		content/uploads/2019/10/2019-Amended-Policy-on-Related-Party-Transactions.pdf	
2. Company discloses material or significant RPTs reviewed and approved during the year.	Compliant	<p>Material or significant RPT, if any, is disclosed in the Company's Audited Financial Statements. There is no material related party transactions for the year 2020. The other related party transactions can be found in Note 13 page 37 of the Audited Financial Statement of the Corporation.</p> <p>Material facts or events involving RPT require disclosure through SEC Form 17-C and the PSE Edge. The Company has been compliant in disclosing all material transactions and events.</p> <p>LINK:</p> <p>Audited Financial Statement as of 31 December 2020 http://corporate.allianceselectfoods.com/wp-content/uploads/2021/05/SEC-FORM-17-A-Annual-Report-for-yearend-2020.pdf</p>	
Supplement to Recommendation 8.5			
1. Company requires directors to disclose their interests in transactions or any other conflict of interests.	Compliant	<p>Please see Standard Operating Policies and Procedures of the Company (SOPP No. HO04-023 dated 6 Nov 2012), which requires the Director to disclose their interest in the event of an RPT transaction.</p> <p>It states that:</p> <p><i>All interested persons (i.e, director) must submit a completed disclosure form on or about first day of each calendar year or upon commencement of director's service. Such individual has a continuing duty to update the disclosure form to their immediate supervisor and the Company's Information Officer when an actual or potential conflict of interest (or the appearance of a conflict of interest) arises at any</i></p>	

		<p>one time during the year.</p> <p>LINK:</p> <p>Standard Operating Policies and Procedures on Conflict of Interest Policy, page 4 http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/ASFIL-SOPP-Conflict-of-Interest-Policy.pdf</p>	
Optional : Recommendation 8.5			
<p>1. Company discloses that RPTs are conducted in such a way to ensure that they are fair and at arms' length.</p>	Compliant	<p>Section B (2) of the amended RPT Charter of the Corporation states:</p> <p>2. In the review and approval of RPTs, the Company shall at all times abide by the following standards:</p> <p>2.1. That the RPT is "fair and at arm's length"</p> <p>LINK:</p> <p>Amended Policy on Related Party Transactions, page 1 http://corporate.allianceselectfoods.com/wp-content/uploads/2019/10/2019-Amended-Policy-on-Related-Party-Transactions.pdf</p>	
Recommendation 8.6			
<p>1. Company makes a full, fair, accurate and timely disclosure to the public of every material fact or event that occur, particularly on the acquisition or disposal of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders.</p>	Compliant	<p>The Company discloses every material fact or event to the SEC and PSE Edge. It is also disclosed in the Corporation's Audited Financial Statements, if there is any for the year.</p> <p>LINKS:</p> <p>Philippine Stock Exchange (PSE) Edge: https://edge.pse.com.ph/companyDisclosures/form.do?cmpry_id=602</p> <p>Audited Financial Statement as of 31 December 2020: http://corporate.allianceselectfoods.com/wp-content/uploads/2021/05/SEC-FORM-17-A-Annual-Report-</p>	

		for-year-end-2020.pdf	
2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.	Compliant	<p>The Board appoints an independent party to evaluate fairness of the transaction price on the acquisition or disposal of assets.</p> <p>The most recent is in October 2019 when the Board took up the Corporation's Indonesian subsidiary, PT International Alliance Foods Indonesia (PTIAFI)'s sale of its fixed assets in North Sulawesi. The Board in this case approved the sale of PT IAFI's land and buildings to PT Multi Nabati Sulawesi, a subsidiary of Wilmar International Limited. Pursuant to this sale, the Corporation secured the services of independent party in Indonesia to conduct a valuation of PTIAFI's properties and prepare an appraisal report prior to the sale.</p>	
Supplement to Recommendation 8.6			
1. Company discloses the existence, justification and details on shareholder agreements, voting trust agreements, confidentiality agreements, and such other agreements that may impact on the control, ownership, and strategic direction of the company.	Compliant	The Company has no voting trust holders of 5% or more of the Company's stock, or of any arrangements that may result in a change of control of the Company.	
Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	Compliant	<p>Please see link to the company's website where the Manual on Corporate Governance is posted.</p> <p>LINK:</p> <p>http://corporate.allianceselectfoods.com/corporate-governance-manuals/</p>	
2. Company's MCG is submitted to the SEC and PSE.	Compliant		

3. Company's MCG is posted on its company website.	Compliant		
Supplement to Recommendation 8.7			
1. Company submits to the SEC and PSE an updated MCG to disclose any changes in its corporate governance practices.	Compliant	No recent amendments have been made on our Manual of Corporate Governance. The Manual of Corporate Governance submitted on May 31, 2017 to the SEC and to the PSE on June 1, 2017 are still effective and unchanged.	
Optional: Principle 8			
1. Does the company's Annual Report disclose the following information:			
a. Corporate Objectives	Compliant	Please see link to the 2020 Annual Report: http://corporate.allianceselectfoods.com/wp-content/uploads/2021/05/SEC-FORM-17-A-Annual-Report-for-yearend-2020.pdf	
b. Financial performance indicators	Compliant	Please see Item 6 - Management Discussion and Analysis of Operation of the Annual Financial Statement (pg. 20)	
c. Non-financial performance indicators	Compliant	Please see Key Performance Indicators on the Annual Report (pg. 24)	
d. Dividend Policy	Compliant	Please refer to Note 15 - Equity of Separate Financial Statements of the Company (pg. 172 and 173), and Supplementary Schedule of Reconciliation of Retained Earnings Available for Dividend Distribution (pg. 188)	
e. Biographical details (at least age, academic qualifications, date of first appointment, relevant experience,	Compliant	Please see Part III: Control and Compensation Information, Item 10: Directors and Executive	

and other directorships in listed companies) of all directors		Officers of the Registrant (pg. 26) of the Annual Report.	
f. Attendance details of each director in all directors meetings held during the year	Compliant	Please see Part IV: Corporate Governance, Item 14: Corporate Governance (pg. 40) of the Annual Report	
g. Total remuneration of each member of the board of directors	Compliant	Please see Part III: Control and Compensation Information, Item 11: Executive Compensation (pg. 35) of the Annual Report.	
2. The Annual Report contains a statement confirming the company's full compliance with the Code of Corporate Governance and where there is non-compliance, identifies and explains reason for each such issue.	Compliant	Please see Part IV: Corporate Governance, Item 14: Corporate Governance of the AFS (pg. 40) of the Annual Report.	
3. The Annual Report/Annual CG Report discloses that the board of directors conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems.	Compliant	Please see Item 14: Corporate Governance on the Audit Committee's purpose , which includes their oversight responsibilities relating to evaluation of risk management policies and process (pg 41)	
4. The Annual Report/Annual CG Report contains a statement from the board of directors or Audit Committee commenting on the adequacy of the company's internal controls/risk management systems.	Compliant	Please see Item 14: Corporate Governance on the Audit Committee's purpose , which includes their oversight responsibilities relating to the adequacy and effectiveness of the Company's internal control systems (pg 41)	
5. The company discloses in the Annual Report the key risks to which the company is materially exposed to (i.e. financial,	Compliant	Please see Major Risk Factor (pg. 11) of the Annual Report.	

operational including IT, environmental, social, economic).			
Principle 9: The company should establish standards for the appropriate selection of an external auditor, and exercise effective oversight of the same to strengthen the external auditor's independence and enhance audit quality.			
Recommendation 9.1			
1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.	Compliant	<p>The Charter of the Audit Committee under Part III: Functions of the Committee, Section B (x) provides for the process for approving and recommending the appointment, reappointment, removal and fees of the company's external auditor as follows:</p> <p><i>(x) Recommend to the Board the appointment, reappointment, removal and fees of the External Auditor, duly accredited by the Commission, who undertakes an independent audit of the Company, and provides an objective assurance on the manner by which the financial statements should be prepared and presented to the stockholders</i></p> <p>The fees for regular audit for 2020 is PHP1,506,400.</p> <p>LINK:</p> <p>Charter of the Audit Committee, page 3 http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/ASFII-2017-CG-Manual-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	
2. The appointment, reappointment, removal, and fees of the external auditor is recommended by the Audit Committee, approved by the Board and ratified by the shareholders.	Compliant	<p>Based on the tabulation of votes during the 2020 Annual Stockholders' Meeting, stockholders representing a total of 1,728,634,827.00 shares, or more than a majority of the shares present or represented at the meeting, and constituting 69.15% of the Company's total outstanding capital stock, voted in favor of the appointment</p>	

		of Reyes Tacandong & Co. as independent auditors of the Corporation for 2020.	
3. For removal of the external auditor, the reasons for removal or change are disclosed to the regulators and the public through the company website and required disclosures.	Compliant	<p>The external auditor, Reyes Tacandong & Co., has been reappointed for 2020.</p> <p>LINK:</p> <p>Charter of the Audit Committee http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/ASFII-2017-CG-Manual-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	
Supplement to Recommendation 9.1			
1. Company has a policy of rotating the lead audit partner every five years.	Compliant	<p>Mr. Wilson Teo is the new lead audit partner of Reyes and Tacandong for fiscal year 2020. The previous lead audit partner, Emmanuel V. Clarino, already served as such for five years.</p> <p>LINK:</p> <p>Charter of the Audit Committee http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/ASFII-2017-CG-Manual-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	
Recommendation 9.2			
<p>1. Audit Committee Charter includes the Audit Committee's responsibility on:</p> <ul style="list-style-type: none"> i. assessing the integrity and independence of external auditors; ii. exercising effective oversight to review and monitor the external auditor's independence and objectivity; and iii. exercising effective oversight to review and monitor the 	Compliant	<p>Please see link below to the Corporation's Audit Committee Charter:</p> <p>http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-CG-Manual-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	

effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.			
2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.	Compliant	<p>Section III B. External Audit section (x) states:</p> <p><i>(x) Recommend to the Board the appointment, reappointment, removal and fees of the External Auditor, duly accredited by the Commission, who undertakes an independent audit of the Company, and provides an objective assurance on the manner by which the financial statements should be prepared and presented to the stockholders.</i></p> <p>The external auditor is evaluated on an annual basis.</p> <p>LINK:</p> <p>Charter of the Audit Committee, page 3 http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/ASFII-2017-CG-Manual-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	
Supplement to Recommendations 9.2			
1. Audit Committee ensures that the external auditor is credible, competent and has the ability to understand complex related party transactions, its counterparties, and valuations of such transactions.	Compliant	<p>The Audit Committee recommends the appointment, reappointment and removal of the External Auditor. It is in this review that the Committee ensures that that the external auditor is credible, competent and has the ability to understand complex related party transactions, its counterparties, and valuations of such transactions.</p> <p>LINK:</p> <p>Charter of the Audit Committee, page 3</p>	

		http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/ASFII-2017-CG-Manual-Annex-D-Charter-of-the-Audit-Committee.pdf	
2. Audit Committee ensures that the external auditor has adequate quality control procedures.	Compliant	<p>Section III B. External Audit (viii) states:</p> <p><i>(viii) Perform oversight functions over the Company's Internal and External Auditors. It ensures the independence of Internal and External Auditors, and that both auditors are given unrestricted access to all records, properties and person</i></p> <p>LINK:</p> <p>Charter of the Audit Committee, page 3 http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/ASFII-2017-CG-Manual-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	
Recommendation 9.3			
1. Company discloses the nature of non-audit services performed by its external auditor in the Annual Report to deal with the potential conflict of interest.	Compliant	<p>There have been no non-audit services for the year 2020.</p> <p>Please see Section 3.b of the Audit Committee Charter which states:</p> <p><i>The Audit Committee shall:</i></p> <p><i>Evaluate and determine the non-audit work, if any, of the External Auditor, and periodically reviews the non-audit fees paid to the External Auditor in relation to the total fees paid to him and to the Company's overall consultancy expenses. The committee should disallow any non-audit work that will conflict with his duties as an External Auditor or may pose a threat to his independence. The non-audit work, if allowed, should be disclosed in the Company's Annual Report and Annual Corporate Governance Report.</i></p> <p>LINK:</p> <p>Charter of the Audit Committee, page 2</p>	

		http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/ASFII-2017-CG-Manual-Annex-D-Charter-of-the-Audit-Committee.pdf							
2. Audit Committee stays alert for any potential conflict of interest situations, given the guidelines or policies on non-audit services, which could be viewed as impairing the external auditor's objectivity.	Compliant	<p>Section III.B.2 of the Audit Committee Charter states:</p> <p><i>The Audit Committee shall evaluate and determine the non-audit work, if any, of the External Auditor, and periodically reviews the non-audit fees paid to the External Auditor in relation to the total fees paid to him and to the Company's overall consultancy expenses. The committee should disallow any non-audit work that will conflict with his duties as an External Auditor or may pose a threat to his independence. The non-audit work, if allowed, should be disclosed in the Company's Annual Report and Annual Corporate Governance Report;</i></p> <p>LINK:</p> <p>Charter of the Audit Committee, page 2 http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/ASFII-2017-CG-Manual-Annex-D-Charter-of-the-Audit-Committee.pdf</p>							
Supplement to Recommendation 9.3									
1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	Compliant	<p>Audit and Related Fees in 2020 are:</p> <table><tr><td>Regular Audit</td><td>₱1,506,400</td></tr><tr><td>Other Fees</td><td>150,640</td></tr><tr><td>Total Audit and Audit-Related Fees</td><td>₱1,657,040</td></tr></table> <p>There have been no non-audit services for the year.</p>	Regular Audit	₱1,506,400	Other Fees	150,640	Total Audit and Audit-Related Fees	₱1,657,040	
Regular Audit	₱1,506,400								
Other Fees	150,640								
Total Audit and Audit-Related Fees	₱1,657,040								
Additional Recommendation to Principle 9									

1. Company's external auditor is duly accredited by the SEC under Group A category.	Compliant	<p>Please see details of the company's external auditor, as follows:</p> <ol style="list-style-type: none"> 1. Name of the audit engagement partner; WILSON P. TEO 2. CPA Certification No. 92765 3. Tax Identification No. 191-520-944-000 4. BOA Accreditation No. 4782, valid until August 15, 2021 5. SEC Accreditation No. 92765-SEC Group A issued on January 28, 2020 Valid for Financial Period 2019 to 2023 6. BIR Accreditation No. 08-005144-014-2020 Valid until January 1, 2023 7. PTR No. 8534283 Issued on January 5, 2021, Makati City 8. Name, address, contact number of the audit firm — REYES, TACANDONG & CO. SEC Accreditation No.: 0207-FR-3 Group A; Valid until 28 August 2022 <p>BDO Towers Valero (formerly Citibank Tower) 8741 Paseo De Roxas Makati City 1226 Philippines</p>	
2. Company's external auditor agreed to be subjected to the SEC Oversight Assurance Review (SOAR) Inspection Program conducted by the SEC's Office of the General Accountant (OGA).	Compliant	Our external auditor for 2020, Reyes Tacandong & Co was subjected to SOAR Inspection in November 2020.	
Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.			
Recommendation 10.1			

1. Board has a clear and focused policy on the disclosure of non-financial information, with emphasis on the management of economic, environmental, social and governance (EESG) issues of its business, which underpin sustainability.	Compliant	<p>Sec. C.4.11 of the Corporate Governance Manual states as follows:</p> <p><i>4.11. The Board shall have a clear and focused policy on the disclosure of non-financial information, with emphasis on the management of economic, environmental, social and governance (EESG) issues of its business, which underpin sustainability. Companies shall adopt a globally recognized standard/framework in reporting sustainability and non- financial issues.</i></p> <p>LINK:</p> <p>Charter of Corporate Governance Committee, page 23 http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/ASFII-2017-CG-Manual-Annex-E-Charter-of-the-Corporate-Governance-Committee-1.pdf</p>	
2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	Compliant	<p>The Company filed its Sustainability Report for 2020 following the standards provided under SEC Memorandum Circular No. 4, Series of 2019.</p> <p>LINK:</p> <p>Sustainability Report 2020 http://corporate.allianceselectfoods.com/wp-content/uploads/2021/05/ASFII-SR-2020-FINAL.pdf</p>	
<p>Principle 11: The company should maintain a comprehensive and cost-efficient communication channel for disseminating relevant information. This channel is crucial for informed decision-making by investors, stakeholders and other interested users.</p> <p>Recommendation 11.1</p>			
1. Company has media and analysts' briefings as channels of communication to ensure the timely and accurate dissemination of public, material and relevant information to its shareholders and other investors.	Compliant	<p>The Company uses quarterly reporting, current reporting, and quarterly Press Releases disclosed through the PSE portal and on its website.</p> <p>LINKS:</p> <p>Corporate Website > SEC Filings</p>	

		http://corporate.allianceselectfoods.com/ Philippine Stock Exchange > FOOD Company Disclosures https://edge.pse.com.ph/companyDisclosures/form.do?cmpy_id=602	
Supplemental to Principle 11			
1. Company has a website disclosing up-to-date information on the following:	Compliant	Here is the link to the Corporate Website: http://corporate.allianceselectfoods.com/	
a. Financial statements/reports (latest quarterly)	Compliant	Here is the link to the Corporation's 1st Quarter 2021 Report: http://corporate.allianceselectfoods.com/wp-content/uploads/2021/05/SEC-FORM-17-Q-First-Quarter-2021-Report.pdf%22	
b. Materials provided in briefings to analysts and media	Compliant	Here is the link to the Corporation's Press Release http://corporate.allianceselectfoods.com/press-release/	
c. Downloadable annual report	Compliant	Here is the link to the downloadable Annual Report: http://corporate.allianceselectfoods.com/wp-content/uploads/2021/05/SEC-FORM-17-A-Annual-Report-for-yearend-2020.pdf	
d. Notice of ASM and/or SSM	Compliant	Here is the link to the Definitive Information Statement containing the notice to the 2020 Annual Stockholders' Meeting http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII_2020-Definitive-Information-Statement_Complete.pdf	
e. Minutes of ASM and/or SSM	Compliant	Here is the link to the Minutes of the 2020 Annual Stockholders' Meeting http://corporate.allianceselectfoods.com/wp-content/uploads/2020/10/Minutes-of-the-2020-Annual-Stockholders-Meeting.pdf	

f. Company's Articles of Incorporation and By-Laws	Compliant	Here is the link to the Corporation's Articles of Incorporation and By-Laws http://corporate.allianceselectfoods.com/articles-of-incorporation-and-by-laws/	
Additional Recommendation to Principle 11			
1. Company complies with SEC-prescribed website template.	Compliant	The Company is compliant with the SEC-prescribed website template. LINK: Corporate Website http://corporate.allianceselectfoods.com/	
Internal Control System and Risk Management Framework			
Principle 12: To ensure the integrity, transparency and proper governance in the conduct of its affairs, the company should have a strong and effective internal control system and enterprise risk management framework.			
Recommendation 12.1			
1. Company has an adequate and effective internal control system in the conduct of its business.	Compliant	The Company entered into an agreement with an auditing firm to provide business review of the Company's processes with the overall objective of assessing the design and operating effectiveness of the Company's business processes and internal controls for 2020 and the previous years. The Company also has an internal auditor in the person of Mr. Marjosef Raymundo. The Company likewise has financial controls in place and employs the SAP system to ensure rigorous financial compliance.	
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	Compliant	Item 26 of the Audited Financial Statement reflects the Company's risk management procedures and processes as well as the key risks that the Company is currently facing and how the	

		<p>Company manages these risks.</p> <p>The framework used is the Philippine Financial Reporting Standards (PFRS) which includes all applicable PFRS, Philippine Accounting Standards, interpretations issued by the International Financial Reporting Interpretations Committee (IFRIC) and adopted by the SEC.</p> <p>LINK:</p> <p>Audited Financial Statement, page 49 http://corporate.allianceselectfoods.com/wp-content/uploads/2021/05/SEC-FORM-17-A-Annual-Report-for-yearend-2020.pdf</p>	
Supplement to Recommendations 12.1			
1. Company has a formal comprehensive enterprise-wide compliance program covering compliance with laws and relevant regulations that is annually reviewed. The program includes appropriate training and awareness initiatives to facilitate understanding, acceptance and compliance with the said issuances.	Compliant	<p>The Compliance Officer distributes the Code of Business Conduct and Ethics to all its directors, officers and employees as well as consultants, who in turn should signify and acknowledge having received, read and understood the Code. This Code covers topics such as conflict of interest, receiving gifts and hospitality, insider trading, disclosure, anti-corruption and sexual harassment. This Code is also readily available on the Company's Website.</p> <p>LINK:</p> <p>Code of Business Conduct and Ethics http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFI-Code-of-Business-Conduct-and-Ethics_final.pdf</p>	
Optional: Recommendation 12.1			
1. Company has a governance process on IT issues including disruption, cyber security,			

and disaster recovery, to ensure that all key risks are identified, managed and reported to the board.			
Recommendation 12.2			
1. Company has in place an independent internal audit function that provides an independent and objective assurance, and consulting services designed to add value and improve the company's operations.	Compliant	The internal audit is in-house, led by Mr. Marjosef Raymundo. The internal auditor reports directly to the Audit Committee.	
Recommendation 12.3			
1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	Non-Compliant	<p>The Chief Audit Executive (CAE), Ms. Nimpa Reyes, resigned from her post effective on December 9, 2020. The CAE position is currently vacant.</p> <p>Art. VII of the Internal Audit Charter provides for the responsibilities of the CAE as follows:</p> <ol style="list-style-type: none"> 1. Periodically review the Internal Audit Charter and present it to senior management and the Board Audit Committee for approval; 2. Establish a risk-based internal audit plan, including policies and procedures, to determine the priorities of the internal audit activity, consistent with the organization's goals; 3. Communicate the internal audit activity's plans, resource requirements and impact of resource limitations, as well as significant interim changes, to senior management and the Audit Committee for review and approval; 4. Spearhead the performance of the internal audit activity to ensure it adds value to the organization; 	
2. CAE oversees and is responsible for the internal audit activity of the organization, including that portion that is outsourced to a third party service provider.	Non-Compliant		
3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.	Compliant		The CAE was in house.

		<p>5. Report periodically to the Audit Committee on the internal audit activity's performance relative to its plan; and</p> <p>6. Present findings and recommendations to the Audit Committee and gives advice to senior management and the Board on how to improve internal processes.</p> <p>LINK:</p> <p>Internal Audit Charter, page 4 http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/ASFI-2017-CG-Manual-Annex-B-Internal-Audit-Charter.pdf</p>	
Recommendation 12.4			
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	Compliant	<p>The Corporate Governance Manual has provisions pertaining to the Compliance Officer (3.6), external auditor (part IV.B), and Chief Audit Executive section (5.3). The functions of these three officers are to identify, assess, and monitor key risk exposures of the Corporation.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 7, 23 and 25 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFI-2017-Corporate-Governance-Manual.pdf</p>	
Supplement to Recommendation 12.4			
1. Company seeks external technical support in risk management when such competence is not available internally.	Compliant	The Corporation seeks external support in risk management when necessary. For 2020, the Company has not sought external technical support in risk management.	
Recommendation 12.5			
1. In managing the company's Risk Management System, the company has a	Compliant	The CRO of the Corporation is Ms. Lisa Angela Y. Dejadina.	

<p>Chief Risk Officer (CRO), who is the ultimate champion of Enterprise Risk Management (ERM).</p>		<p>The Corporate Governance Manual, under section 5.5, provides for the following functions of The CRO:</p> <ul style="list-style-type: none"> a) <i>Supervise the entire ERM process and spearhead the development, implementation, maintenance and continuous improvement of ERM processes and documentation;</i> b) <i>Communicate the top risks and the status of implementation of risk management strategies and action plans to the Board Risk Oversight Committee;</i> c) <i>Collaborate with the CEO in updating and making recommendations to the Board Risk Oversight Committee;</i> d) <i>Suggest ERM policies and related guidance, as may be needed; and</i> e) <i>Provide insights on the following:</i> <ul style="list-style-type: none"> i. <i>Risk management processes are performing as intended;</i> ii. <i>Risk measures reported are continuously reviewed for effectiveness;</i> iii. <i>Established risk policies and procedures are being complied with. There shall be clear communication between the Board Risk Oversight Committee and the CRO.</i> <p>LINK:</p> <p>Corporate Governance Manual, page 26-27 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p>	
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2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	Compliant	The CRO is also the Senior Vice-President of the Corporation and the Head of Operations and Business Development. This ensures that she has adequate resources in her disposal to fulfill her role as CRO.	
Additional Recommendation to Principle 12			
1. Company's Chief Executive Officer and Chief Audit Executive attest in writing, at least annually, that a sound internal audit, control and compliance system is in place and working effectively.	Non-Compliant		The position of CAE is currently vacant. Please see attached CEO and Internal Auditor's attestation as Annex I.
Cultivating a Synergic Relationship with Shareholders			
Principle 13: The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.			
Recommendation 13.1			
1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance.	Compliant	Part A.6.1(b) under Part VI of the Corporate Governance Manual: " <i>Cultivating Synergic Relationship with Shareholders</i> " provides for our shareholder's rights. LINK: Corporate Governance Manual, page 26-27 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFil_-2017-Corporate-Governance-Manual.pdf	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	Compliant	Please see link of the Company's website: http://corporate.allianceselectfoods.com/	
Supplement to Recommendation 13.1			
1. Company's common share has one vote for one share.	Compliant	The By-laws and Articles of Incorporation show the Company's treatment of shareholders with respect to its voting rights, subscription rights, and transfer rights.	
2. Board ensures that all shareholders of the same class are treated equally with	Compliant		

<p>respect to voting rights, subscription rights and transfer rights.</p>		<p>The Company only has common shares. The Definitive Information Statement for the 2020 Annual Stockholders' Meeting provide that all stockholders as of record date may be allowed to vote during the stockholders' meeting.</p> <p>LINKS:</p> <p>Articles of Incorporation http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/Amended-Articles-of-Incorporation-March-23-2018.pdf</p> <p>Amended By-Laws, page 1 http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/Amended-By-Laws-September-18-2013.pdf</p> <p>Definitive Information Statement, page 27 http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII_2020-Definitive-Information-Statement_Complete.pdf</p> <p>The Company only has common shares and all holders of such shares are allowed to vote.</p>	
<p>3. Board has an effective, secure, and efficient voting system.</p>	<p>Compliant</p>	<p>The Voting Procedure is indicated in the Corporation's Information statement.</p> <p>Voting is by balloting.</p> <p>LINK:</p> <p>Definitive Information Statement, page 27 http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII_2020-Definitive-Information-Statement_Complete.pdf</p>	

<p>4. Board has an effective shareholder voting mechanisms such as supermajority or "majority of minority" requirements to protect minority shareholders against actions of controlling shareholders.</p>	<p>Compliant</p>	<p>The Corporation uses cumulative voting.</p> <p>Please see link below where you can find the certification from the Corporate Secretary on the tabulation of votes and the method of voting use. The Corporation's Definitive Information Statement also explains the voting procedure.</p> <p>LINK:</p> <p>Definitive Information Statement, page 27 http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII_2020-Definitive-Information-Statement_Complete.pdf</p>	
<p>5. Board allows shareholders to call a special shareholders' meeting and submit a proposal for consideration or agenda item at the AGM or special meeting.</p>	<p>Compliant</p>	<p>Section 6.1.b (iv) of Part VI.A of the Corporate Governance Manual provides that:</p> <p><i>Right of shareholders holding at least 25% of the Company's outstanding capital stock can propose the holding of meetings and to include agenda items ahead of the scheduled Annual and Special Shareholders' Meeting; provided that to prevent the misuse or abuse of this right the Board shall have the discretion not to agree to the proposal provided further that such discretion shall in all instances be exercised for the protection of the corporate interest. In the event a special meeting is held by reason of a proposal made by a shareholder under this provision, the proposing shareholder shall shoulder all of the costs of such meeting unless shareholders holding a majority of the outstanding capital stock vote to allow the Company to shoulder such costs.</i></p> <p>The Corporation also recognizes the right given to minority shareholders to call a special shareholders' meeting by SEC Memorandum Circular No. 07, Series of 2021.</p> <p>LINK:</p>	

		Corporate Governance Manual, page 28 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII_-2017-Corporate-Governance-Manual.pdf	
6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	Compliant	<p>Section 6.1 (iii) of Part VI.A of the Corporate Governance Manual provides:</p> <p><i>It is the right of all shareholders, including minority shareholders to nominate candidates to the Board of Directors in accordance with law and consistent with the Company's nominations policies and processes and the rules and regulations of the SEC pertinent to the nomination of candidates.</i></p> <p>LINK:</p> <p>Corporate Governance Manual, page 27 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII_-2017-Corporate-Governance-Manual.pdf</p>	
7. Company has a transparent and specific dividend policy.	Non-Compliant		<p>The Company has not yet adopted a specific dividend policy. The Company has not declared dividends for the past three most recent fiscal years.</p> <p>LINK:</p> <p>Definitive Information Statement, page 27 http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII_2020-Definitive-Information-Statement_Complete.pdf</p>

Optional: Recommendation 13.1			
1. Company appoints an independent party to count and/or validate the votes at the Annual Shareholders' Meeting.	Compliant	Our stock and transfer agent, Stock Transfer Service Inc. (STSI) and external auditor, Reyes Tacandong validate the votes at the Annual Stockholders' Meeting.	
Recommendation 13.2			
1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant information at least 28 days before the meeting.	Compliant	<p>The Notice and Agenda to the 2020 Annual Stockholders' Meeting were sent out within the prescribed period mandated by the law.</p> <p>There were no items involving remuneration which were tabled during the 2020 Annual Stockholders' Meeting.</p> <p>Please see link to the Agenda included in the company's Information Statement (SEC Form 20-IS)</p> <p>LINK:</p> <p>Definitive Information Statement http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII_2020-Definitive-Information-Statement_Complete.pdf</p>	
Supplemental to Recommendation 13.2			
1. Company's Notice of Annual Stockholders' Meeting contains the following information:	Compliant	<p>Please see link to the Notice of Annual Shareholders' Meeting</p> <p>LINK:</p> <p>Definitive Information Statement http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII_2020-Definitive-Information-Statement_Complete.pdf</p>	

a. The profiles of directors (i.e., age, academic qualifications, date of first appointment, experience, and directorships in other listed companies)	Compliant	<p>Please see link to the profiles of directors:</p> <p>LINK:</p> <p>Definitive Information Statement, page 8 http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFI_2020-Definitive-Information-Statement_Complete.pdf</p>	
b. Auditors seeking appointment/re-appointment	Compliant	<p>Please see link to the reappointment of Reyes Tacandong as external auditor.</p> <p>LINK:</p> <p>Definitive Information Statement, page 22 http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFI_2020-Definitive-Information-Statement_Complete.pdf</p>	
c. Proxy documents	Compliant	<p>Please see link to the Voting Procedures and Proxy Form.</p> <p>LINK:</p> <p>Definitive Information Statement, page 27 and 36 http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFI_2020-Definitive-Information-Statement_Complete.pdf</p>	
Optional: Recommendation 13.2			
1. Company provides rationale for the agenda items for the annual stockholders meeting	Compliant	<p>Please see link to the rationale for the agenda items as <i>Annex A</i> to the Notice to the Annual Stockholders' Meeting –</p> <p>LINK:</p> <p>Definitive Information Statement http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFI_2020-Definitive-Information-Statement_Complete.pdf</p>	

Recommendation 13.3			
1. Board encourages active shareholder participation by making the result of the votes taken during the most recent Annual or Special Shareholders' Meeting publicly available the next working day.	Compliant	<p>The results of the votes taken during the 2020 Annual Stockholders' Meeting was made available on the Corporate website within 24 hours from the time the meeting ended.</p> <p>LINK:</p> <p>ASM 2020 Voting Results: http://corporate.allianceselectfoods.com/wp-content/uploads/2020/10/2020-Annual-Stockholders-Meeting-Voting-Results.pdf</p>	
2. Minutes of the Annual and Special Shareholders' Meetings were available on the company website within five business days from the end of the meeting.	Compliant	<p>Please see Annex J for the voting results for all agenda items on the 2020 Annual Stockholder's meeting. The voting was done via online ballot. The shareholders were given an opportunity to ask questions through the designated email address provided to the shareholders.</p> <p>Please see link below for the 2020 Annual Stockholders' Meeting minutes available on the Company's website: http://corporate.allianceselectfoods.com/wp-content/uploads/2020/10/Minutes-of-the-2020-Annual-Stockholders-Meeting.pdf</p>	
Supplement to Recommendation 13.3			
1. Board ensures the attendance of the external auditor and other relevant individuals to answer shareholders questions during the ASM and SSM.	Compliant	<p>The External Auditor, Reyes Tacandong, as well as the Corporation's stock and transfer agent, STSI, were present during the 2020 Annual Stockholders' meeting.</p> <p>LINK:</p> <p>ASM 2020 Meeting Minutes</p>	

		http://corporate.allianceselectfoods.com/wp-content/uploads/2020/10/Minutes-of-the-2020-Annual-Stockholders-Meeting.pdf	
Recommendation 13.4			
1. Board makes available, at the option of a shareholder, an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.	Compliant	Section 6.4 of the Corporate Governance Manual provides as follows: <i>6.4. The Board shall make available, at the option of a shareholder, an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner, which shall be included in the company's Manual on Corporate Governance.</i>	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Compliant	LINK: Corporate Governance Manual, page 29 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFIL_-2017-Corporate-Governance-Manual.pdf	
Recommendation 13.5			
1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.	Compliant	The Corporation's IRO is Atty. Phoebe Ann S. Bayona. Telephone number: +63-7747-3798 E-mail address: psbayona@allianceselectfoods.com	
2. IRO is present at every shareholder's meeting.	Compliant	Yes, the IRO is present at every shareholders' meeting.	
Supplemental Recommendations to Principle 13			
1. Board avoids anti-takeover measures or similar devices that may entrench ineffective management or the existing controlling shareholder group	Compliant	The Board avoids anti-takeover measures or similar devices that may entrench ineffective management of the existing shareholder group.	

2. Company has at least thirty percent (30%) public float to increase liquidity in the market.	Compliant	The Company's public float as at December 31, 2020 is 31.87%	
Optional: Principle 13			
1. Company has policies and practices to encourage shareholders to engage with the company beyond the Annual Stockholders' Meeting		<p>Members of management make themselves available throughout the year for meetings with institutional investors and stock market analysts through pre-arranged company visits, site tours, and teleconferences.</p> <p>The Company has also responded to questions sent by shareholders even after the conduct of the 2020 Annual Shareholders' Meeting.</p>	
2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.		<p>Please see link to Notice and Agenda to the 2020 Annual Stockholders' Meeting showing online voting for the year's meeting –</p> <p>LINK:</p> <p>Definitive Information Statement http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII_2020-Definitive-Information-Statement_Complete.pdf</p> <p>Whistleblowing Policy</p>	
Duties to Stakeholders			
Principle 14: The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights and/or interests are at stake, stakeholders should have the opportunity to obtain prompt effective redress for the violation of their rights.			
Recommendation 14.1			
1. Board identifies the company's various stakeholders and promotes cooperation	Compliant	The Board identifies the Corporation's stakeholders and promote cooperation between them. Part VIII: Duties to Stakeholders under the	

<p>between them and the company in creating wealth, growth and sustainability.</p>		<p>Manual of Corporate Governance provides:</p> <p><i>A. RESPECTING RIGHTS OF STAKEHOLDERS AND EFFECTIVE REDRESS FOR VIOLATION OF STAKEHOLDER RIGHTS</i></p> <p><i>The rights of stakeholders established by law, by contractual relations and through voluntary commitments shall be respected. Where stakeholders' rights and/or interests are at stake, stakeholders shall have the opportunity to obtain prompt effective redress for their rights.</i></p> <p><i>7.1. The Board shall identify the Company's various stakeholders and promote cooperation between them and the company in creating wealth, growth and sustainability. Due consideration shall be given to those who have an interest in the Company and are directly affected by its operations.</i></p> <p><i>Stakeholders include but are not limited to shareholders, employees, suppliers, investors, creditors, the community in which the Company operates, etc.</i></p> <p>The Corporate Governance Manual provides information pertaining to shareholders' rights, duties and programs.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 29 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFIL-2017-Corporate-Governance-Manual.pdf</p>	
Recommendation 14.2			
<p>1. Board establishes clear policies and programs to provide a mechanism on the</p>	<p>Compliant</p>	<p>The Board is enjoined by the Corporate Governance Manual to provide a mechanism on</p>	

fair treatment and protection of stakeholders.		<p>fair treatment and protection of stakeholders. It states:</p> <p><i>7.2. The Board shall establish clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.</i></p> <p>The Company also has other policies on whistleblowing, related-party transactions that provide safeguards and therefore protects stakeholders of the Company.</p> <p>LINKS:</p> <p>Corporate Governance Manual, page 29 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p> <p>Code of Business Ethics and Conduct http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII-Code-of-Business-Conduct-and-Ethics_final.pdf</p> <p>Whistleblowing Policy http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII-Whistleblowing-Policy_Final.pdf</p>	
Recommendation 14.3			
1. Board adopts a transparent framework and process that allow stakeholders to communicate with the company and to obtain redress for the violation of their rights.	Compliant	<p>The Corporation has a Whistleblowing Policy and Anti-corruption policy as mandated by the Corporate Governance Manual, which states:The Corporation has a Whistleblowing Policy as mandated by the Corporate Governance Manual under Section 7.5 and 7.6 which states:</p> <p><i>7.5. The Board shall make a stand against corruption by adopting an anticorruption policy and program in</i></p>	

		<p>its Code of Conduct. Further, the Board shall disseminate the policy and program to employees across the organization through trainings to embed them in the company's culture.</p> <p>7.6. The Board shall establish a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation and to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns. The Board shall supervise and ensure its enforcement.</p> <p>For concerns of violations, please contact:</p> <p>Atty. Phoebe Ann Bayona Telephone number: 0917-620-5726 E-mail address: psbayona@allianceselectfoods.co</p> <p>LINKS:</p> <p>Corporate Governance Manual, page 30 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p> <p>Code of Business Ethics and Conduct http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII-Code-of-Business-Conduct-and-Ethics_final.pdf</p> <p>Whistleblowing Policy http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII-Whistleblowing-Policy_Final.pdf</p>	
Supplement to Recommendation 14.3			
1. Company establishes an alternative dispute resolution system so that conflicts	Compliant	Section 6.4 of the Corporate Governance Manual provides as follows:	

and differences with key stakeholders is settled in a fair and expeditious manner.		<p>6.4. The Board shall make available, at the option of a shareholder, an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner, which shall be included in the company's Manual on Corporate Governance.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 29 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFIL-2017-Corporate-Governance-Manual.pdf</p>	
Additional Recommendations to Principle 14			
1. Company does not seek any exemption from the application of a law, rule or regulation especially when it refers to a corporate governance issue. If an exemption was sought, the company discloses the reason for such action, as well as presents the specific steps being taken to finally comply with the applicable law, rule or regulation.	Compliant	There has been no request for exemption for the year.	
2. Company respects intellectual property rights.	Compliant	<p>The Company respects and complies with the Intellectual Property Code of the Philippines</p> <p>It has not infringed any intellectual property rights owned by other entities.</p>	
Optional: Principle 14			
1. Company discloses its policies and practices that address customers' welfare	Compliant	In line with the Company's Code of Business Conduct and Ethics, the Company upholds fair and transparent dealings with its customers. All the transactions and business relationships with customers are covered by contracts and comply with existing laws and regulations in the country	

		<p>LINK:</p> <p>Code of Business Ethics and Conduct http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFI-Code-of-Business-Conduct-and-Ethics_final.pdf</p>	
2. Company discloses its policies and practices that address supplier/contractor selection procedures	Compliant	<p>The Company discloses its procurement procedures which can be viewed at the Company's website with the link:</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2020/04/FINAL-PUR-03-Tuna-Procurement-Policy_Alliance-rev-v5.pdf</p>	
<p>Principle 15: A mechanism for employee participation should be developed to create a symbiotic environment, realize the company's goals and participate in its corporate governance processes.</p>			
Recommendation 15.1			
1. Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company's goals and in its governance.	Compliant	<p>Section 7.4 under Part VII, Section B of the Company's Corporate Governance Manual outlines its policy to encourage employee participation such as:</p> <p><i>A mechanism for employee participation shall be developed to create a symbiotic environment, realize the company's goals and participate in its corporate governance processes.</i></p> <p><i>7.4 The Board shall establish policies, programs and procedures that encourage employees to actively participate in the realization of the company's goals and in its governance. Such policies and programs shall cover:</i></p> <ul style="list-style-type: none"> <i>a. Health, safety and welfare;</i> <i>b. Training and development; and</i> <i>c. Reward/compensation for employees that encourages employees to perform better and motivates them to take a more dynamic role in the corporation.</i> 	

		<p><i>To further foster active participation, the Company shall recognize the firm specific skills of its employees and their potential contribution in corporate governance. The employees' viewpoint in certain key decisions may also be councils or employee representation in the board.</i></p> <p>Please see attached as Annex E the Goal Setting Performance Assessment Form which allows the employees to participate in policies and programs, and voice concerns.</p>	
Supplement to Recommendation 15.1			
1. Company has a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures.	Compliant	<p>Please see attached Annex E for Goal Setting Performance Assessment (GSPA) Form.</p> <p>The GSPA Form allows the management and employees to set goals and performances and review final performance against target goals and development plan.</p> <p>This evaluation conducted with the GSPA is used as basis for the Bonus Policy.</p>	
2. Company has policies and practices on health, safety and welfare of its employees.	Compliant	Attached as Annex K are documentation of company policies on health, safety, and welfare of employees and Annex L for the trainings conducted in relation to health, safety and welfare of employees.	
3. Company has policies and practices on training and development of its employees.	Compliant		
Recommendation 15.2			
1. Board sets the tone and makes a stand against corrupt practices by adopting an	Compliant	Section 7.5 of the Corporate Governance Manual of the Corporation states:	

anti-corruption policy and program in its Code of Conduct.		<p>7.5. The Board shall make a stand against corruption by adopting an anticorruption policy and program in its Code of Conduct. Further, the Board shall disseminate the policy and program to employees across the organization through trainings to embed them in the company's culture.</p> <p>The Company also has an Anti-Bribery and Corruption Policy (attached as Annex F) as well as Code of Business Ethics and Conduct.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 30 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p> <p>Code of Business Ethics and Conduct, page 6 http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII-Code-of-Business-Conduct-and-Ethics_final.pdf</p> <p>Anti-Bribery and Corruption Policy http://corporate.allianceselectfoods.com/wp-content/uploads/2021/05/HRM-ADM-POL-0013-Anti-Bribery-and-Corruption-Policy-01032019.pdf</p>	
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	Compliant	Please see attached trainings conducted and participated by employees as of December 31, 2020 as Annex L.	
Supplement to Recommendation 15.2			
1. Company has clear and stringent policies and procedures on curbing and penalizing employee involvement in offering, paying and receiving bribes.	Compliant	<p>The Corporation's Code of Discipline provides the following penalties for giving or receiving bribes, to wit:</p> <p><i>Giving or receiving bribes or soliciting from suppliers or purchasers of gifts or donations in kind for purposes not related to Company business; accepting directly or indirectly any sum of money or equivalent as</i></p>	

		<p>unauthorized commission or in return for preferential treatment given to suppliers, students, parents or guardians</p> <p>Penalties:</p> <ul style="list-style-type: none"> - 3-day suspension on the first offense - 6-day suspension on the second offense - 9-day suspension on the third offense - 15-day suspension on the fourth offense - Dismissal on the fifth offense. <p>The Company also has an Anti-Bribery and Corruption policy disseminated to all its employees which took effect in May 2019, which states:</p> <p><i>ASFII and its employees will never seek, accept or give bribe, facilitation of payment, kickback or other improper payment. We also ensure that we operate with appropriate transparency in all our business dealings.</i></p> <p><i>ASFII will take appropriate steps to ensure that we do not, directly or indirectly, offer, promise, give, accept or demand a bribe or other undue advantage to obtain business gain or any other improper advantage. We do not offer, nor give in to demands, to make illicit or illegal payments to agents, public officials or the employees of business partners or anybody else that we do business with. We engage and remunerate agents and other third parties only for legitimate services and adopt appropriate transparency in our approach.</i></p> <p>LINK:</p> <p>Anti-Bribery and Corruption Policy http://corporate.allianceselectfoods.com/wp-content/uploads/2021/05/HRM-ADM-POL-0013-Anti-Bribery-and-Corruption-Policy-01032019.pdf</p>	
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Recommendation 15.3

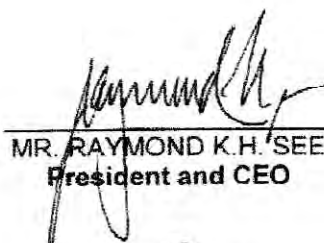
<p>1. Board establishes a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation</p>	<p>Compliant</p>	<p>Section 7.6 of the Corporate Governance Manual provides:</p> <p><i>7.6. The Board shall establish a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation and to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns. The Board shall supervise and ensure its enforcement.</i></p> <p>Employees and Officers can also use the GSPA Form to report to their supervisors on concern about illegal or unethical practices.</p> <p>To report any illegal or unethical behavior please contact:</p> <p>Phoebe Ann S. Bayona Telephone number: (02) 7747-3798 E-mail address: psbayona@allianceselectfoods.com</p> <p>LINKS:</p> <p>Corporate Governance Manual, page 30 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p> <p>Whistleblowing Policy http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII-Whistleblowing-Policy_Final.pdf</p>	
<p>2. Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.</p>	<p>Compliant</p>	<p>The Company's Whistleblowing Policy which allows employees to have access to an independent member of the Board or a unit created to handle whistleblowing concerns have been approved.</p>	

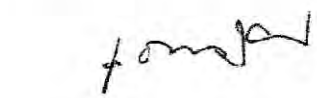
		<p>LINK:</p> <p>Whistleblowing Policy > Reporting Channels, page 5 http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII-Whistleblowing-Policy_Final.pdf</p>	
3. Board supervises and ensures the enforcement of the whistleblowing framework.	Compliant	<p>The Company's Whistleblowing Policy that will require the Board to supervise and ensure the enforcement of the whistleblowing framework has been approved.</p> <p>LINK:</p> <p>Whistleblowing Policy http://corporate.allianceselectfoods.com/wp-content/uploads/2020/09/ASFII-Whistleblowing-Policy_Final.pdf</p>	
<p>Principle 16: The company should be socially responsible in all its dealings with the communities where it operates. It should ensure that its interactions serve its environment and stakeholders in a positive and progressive manner that is fully supportive of its comprehensive and balanced development.</p>			
Recommendation 16.1			
1. Company recognizes and places importance on the interdependence between business and society, and promotes a mutually beneficial relationship that allows the company to grow its business, while contributing to the advancement of the society where it operates.	Compliant	<p>The Corporation's Sustainability Report provides information on the company's community involvement and environment-related programs.</p> <p>LINK:</p> <p>Sustainability Report http://corporate.allianceselectfoods.com/wp-content/uploads/2021/05/ASFII-SR-2020-FINAL.pdf</p>	
Optional: Principle 16			
1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development	Compliant	The Company discloses its procurement procedures which can be viewed at the Company's website with the link:	


		http://corporate.allianceselectfoods.com/wp-content/uploads/2020/04/FINAL-PUR-03-Tuna-Procurement-Policy_Alliance-rev-v5.pdf	
2. Company exerts effort to interact positively with the communities in which it operates	Compliant	<p>The Company provides equal employment opportunities to more than 1,500 directly and indirectly-hired workers. A portion of our workforce comes from the ethnic groups in the region. The Sustainability Report reports the programs that the Corporation positively interacts with the communities in which it operates.</p> <p>LINK:</p> <p>Sustainability Report http://corporate.allianceselectfoods.com/wp-content/uploads/2021/05/ASFII-SR-2020-FINAL.pdf</p>	

Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereto duly authorized, in the City of Pasig on 24 JUN 2021


ATTY. ANTONIO C. PACIS
Chairman of the Board


MR. RAYMOND K.H. SEE
President and CEO


MR. DOBBIN TAN
Independent Director


MR. DOMINGO C. GO
Independent Director


ATTY. BARBARA ANNE C. MIGALLOS
Corporate Secretary


ATTY. PHOEBE ANN S. BAYONA
Assistant Corporate Secretary and
Compliance Officer

SUBSCRIBED and SWORN TO before me at Pasig City on
Affiants exhibited to me the following:

24 JUN 2021

<u>NAME</u>	<u>COMPLETE EVIDENCE OF IDENTITY</u>	
Atty. Antonio C. Pacis	Passport No. P4501467B	Valid until January 22, 2030
Mr. Raymond KH See	Passport No. P2678380B	Valid until July 29, 2029
Mr. Dobbin Tan	Driver's License No. N09-81-000890	Valid until December 12, 2021
Mr. Domingo C. Go	Driver's License No. N01-90-112280	Valid until June 5, 2022
Atty. Barbara Anne C. Migallos	Passport No. P7148981A	Valid until May 10, 2028
Atty. Phoebe Ann S. Bayona	Passport No. P6123254B	Valid until January 19, 2031

and are personally known to me to be the same persons who executed the foregoing instrument and they further affirmed and made oath as to the said instrument.

Doc No. 90 ;
Page No. 19 ;
Book No. II ;
Series of 2021.




ATTY. GINO MARCO P. BAUTISTA

Notary Public for Pasig, San Juan, and Pateros
Commission No. 106 (2020-2021)
Until December 31, 2021

3104 A, West Tower, Phil. Stock Exchange Centre,
Exchange Road, Ortigas Center, Pasig City
PTR No. 7334739/2-11-2021/Pasig City
IBP No. 157046/2-11-2021/Quezon City
Roll of Attorneys No. 58507
MCLE Compliance No. VI-0025935; 4-29-2019

DIRECTORS AND EXECUTIVE OFFICERS

The names of the incumbent directors of the Company, their respective ages, citizenship, period of service, directorship in other companies and positions held for the last five (5) years are as follows:

Board of Directors

Director	Nationality	Position	Age	Period of Service (as of 31 May 2021)
Antonio C. Pacis	Filipino	Chairman of the Board	80	6 years and 6 months First elected on 8 December 2014
Gabriel A. Dee	Filipino	Vice Chairman	56	2 years and 10 months First elected on 4 July 2018
Raymond K.H. See	Filipino	Director, President & CEO	53	6 years and 5 months First elected on 8 December 2014
Rena M. Rico-Pamfilo	Filipino	Director	45	7 months First elected on 7 October 2020
Joseph Peter Y. Roxas	Filipino	Director	59	5 years and 3 months First elected on 1 March 2016
Domingo C. Go	Filipino	Independent Director	60	8 months First elected on September 2020
Dobbin A. Tan	Filipino	Independent Director	57	5 years and 2 months (First elected on 1 March 2016)

*

ANTONIO C. PACIS - 80, Filipino citizen; Chairman of the Board

Mr. Pacis obtained his law degree from the Ateneo Law School in 1965 and his masteral law degree from the Harvard Law School in 1967.

He is on the Board of Directors of Paluwagan NG Bayan Savings Bank, Armstrong Pacific Co., Inc., Technology Investment Co., Inc. and Central Colleges of The Philippines. He used to serve on the Board of Directors of BDO Unibank for ten years.

He is Chairman of the Board of Directors at Asian Silver Estate, Inc., International Social Service Philippines, Inc., Amigo Holdings, Inc., Asian Waterfront Holdings, Inc., Mantle Holdings, Inc., and Corporate Secretary for Armstrong Securities, Inc., EBC Strategic Holdings Corp., and Paluwagan NG Bayan Savings Bank.

Mr. Pacis has been practicing law since 1965 and continues to practice at Pacis and Reyes Law Office and was a professor of law at the Ateneo Law School.

GABRIEL A. DEE - 56, Filipino citizen; Vice-Chairman

Mr. Dee obtained his law degree from the University of the Philippines College of Law in 1988 and his MBA Units at Ateneo De Manila Graduate School of Business from 1990-1992.

He is the Managing Partner of Picazo Buyco Tan Fider & Santos Law Offices from 2006 to date. He is a Director and Corporate Secretary of various listed and unlisted corporations, including several financial institutions. He is also a resource person for various seminars on IPOs, Listings and Estate Planning.

Mr. Dee has been practicing law since 1989. He is a professor of law teaching Corporation Law at the Lyceum College of Law and UP College of Law.

RAYMOND K. H. SEE - 53, Filipino citizen; Director, President & CEO

Mr. See graduated from De La Salle University in 1989 with a degree in B.S. Industrial Management Engineering, minor in Mechanical Engineering.

Prior to joining the Company, Mr. See was a former executive from Pilipinas Shell Petroleum Corporation. He rose from the ranks in his 24 year stay in the said company. Mr. See was the Senior Vice-President for Operation of the Company before being appointed as President & CEO of the Company on December 8, 2014.

RENA M. RICO-PAMFILO - 45, Filipino citizen; Director

Atty. Rena M. Rico-Pamfilo is a member of the Integrated Bar of the Philippines and is qualified to practice law in the Philippines and in the State of New York, U.S.A. Atty. Rico-Pamfilo graduated from the Ateneo de Manila University with a Bachelor's degree in Management, Major in Legal Management. She obtained her Juris Doctor degree from the Ateneo de Manila School of Law, where she graduated with second honors, and her Master of Laws degree from the National University of Singapore.

At present, Atty. Rico-Pamfilo is the Chief Legal Counsel of Seawood Resources, Inc, and a faculty member at the Ateneo de Manila University School of Law.

Atty. Rico-Pamfilo was a Senior Associate at Romulo Mabanta Buenaventura Sayoc & delos Angeles from January 2007 to 2011. She was also the Assistant Counsel and Assistant Registrar at the Singapore International Arbitration Center from January 2005 to December 2006. She was an Adjunct Assistant Professor, Faculty of Law at the National University of Singapore from January 2006 to December 2006. She worked as Court Attorney IV in the Office of Associate Justice Reynato S. Puno of the Supreme Court of the Philippines from November 2002 to March 2003, and was a Junior Associate at Sycip Salazar Hernandez & Gatmaitan from November 2000 to August 2002.

JOSEPH PETER Y. ROXAS - 59, Filipino citizen; Director

Mr. Roxas graduated from the Ateneo de Manila University in 1983 with a Bachelor's degree in Economics. He also has MBA units from the Ateneo de Manila University Graduate School.

Mr. Roxas is President of Eagle Equities, Inc. since 1996. He is also presently a Director of Kimquan Trading Corporation, a privately held company. He is also a Director of the Association of Securities Analysts of the Philippines since 2000. Mr. Roxas was with R. Coyuito Securities as Assistant Vice President for Research from 1993 to 1995, and Investment Officer from 1987 to 1992.

DOMINGO C. GO - 60, Filipino Citizen; Independent Director

Mr. Go graduated from the Ateneo de Manila University with a Bachelor of Science degree in Management (Honors Program), and special studies during a one-year exchange scholarship program in International Christian University in Mitaka, Tokyo, Japan. He obtained his Master's degree in Business Administration from the University of the Philippines - Diliman.

Mr. Go is presently a Director of the Financial Executives Institute of the Philippines, Inc. (FINEX) since January 2020, and is also a Director of the FINEX Academy, Inc. from January 2020 up to the

present. Mr. Go is also a trustee of the Philippine Federation of Japan Alumni, Inc. from July 2015 to the present.

Mr. Go served as a consultant of Pricewaterhouse Coopers Consulting Services Philippines Co. Ltd. from May 2018 to April 2019. He was also the First Vice President/Head of the Equity Investments Department of the Metropolitan Bank & Trust Company (Metrobank) from 1995 until his mandatory retirement in 2016. He also held the positions in the Merchant Banking Division, and the Account Management Group of Metrobank, and held concurrent positions in investee companies of the Metrobank Group.

DOBBIN A. TAN - 57, Filipino citizen; Independent Director

Mr. Tan graduated from the Ateneo de Manila University in 1985 with a Bachelor of Science degree in Management Engineering. He obtained his Master's degree in Business Administration from the University of Chicago, Booth School of Business in 2013. Mr. Tan also attended a Management Development Program of the Asian Institute of Management in 1990, and a Strategic Business Economics Program of the University of Asia and the Pacific in 2001.

Mr. Tan is presently Chief Executive Officer of New Sunlife Ventures, Inc. He was Managing Director and Chief Operating Officer of Information Gateway from 2002 to 2012. Mr. Tan also served as Vice President for Marketing of Dutch Boy Philippines from 2000 to 2002, President of Informatics Computer College from 1997 to 2000, Assistant Vice President for Marketing of Basic Holdings from 1994 to 1997, Operations Manager of DC Restaurant Management Systems from 1990 to 1994, and Senior Financial Analyst/ Corporate Planning Manager for San Miguel Corporation from 1985 to 1990.

Executive/Principal Officers (As of December 31, 2020)

Officer	Nationality	Position	Age	Year Position was Assumed
Raymond K.H. See	Filipino	President & CEO	53	2014
Lisa Angela Y. Dejadina	Filipino	SVP – Operational Excellence and Business Development	38	2014
Barbara Anne C. Migallos	Filipino	Corporate Secretary	66	2015
Leah T. Porteza	Filipino	Treasurer	42	2020
Ma. Kristina P. Ambrocio	Filipino	Asst. Corporate Secretary and Compliance Officer	41	2015
Maria Cristina C. Villaruz	Filipino	Assistant Treasurer and Data Protection Officer	49	2019

RAYMOND K.H. SEE – 53, Filipino citizen; President & CEO.

Mr. See graduated from De La Salle University in 1989 with a degree in B.S. Industrial Management Engineering, minor in Mechanical Engineering.

Prior to joining the Company, Mr. See was a former executive from Pilipinas Shell Petroleum Corporation who rose from the ranks in his 24 year stay in the said company. Mr. See was the Senior Vice-President for Operation of the Company before being appointed as President and Chief Executive Officer of the Company on December 8, 2014.

LISA ANGELA Y. DEJADINA – 38, Filipino citizen; Senior Vice President for Operational Excellence and Business Development

Ms. Dejadina has a degree in B.S. Industrial Engineering from the University of the Philippines where she graduated in 2005.

Prior to joining the company, Ms. Dejadina worked at Pilipinas Shell Petroleum Corporation where she covered various roles contributing to ten years of solid work experience in the petroleum industry in the areas of fuel depot operations, Health, Safety, Security and Environment (HSSE) management, and business support functions (business development, logistics, and learning & development).

BARBARA ANNE C. MIGALLOS – 66, Filipino citizen; Corporate Secretary.

Ms. Migallos graduated cum laude from the University of the Philippines, with a Bachelor of Arts degree, and finished her Bachelor of Laws degree as cum laude (salutatorian) also at the University of the Philippines. She placed third in the 1979 Philippine Bar Examination.

Ms. Migallos was elected as Corporate Secretary of the Company on July 6, 2015. She is Director and Corporate Secretary of Philex Mining Corporation and Philex Petroleum Corporation, and Corporate Secretary of Nickel Asia Corporation and Silangan Mindanao Mining Co., Inc. She is the Managing Partner of the Migallos & Luna Law Offices. Ms. Migallos is also a Director of Mabuhay Vinyl Corporation and Philippine Resins Industries, and Corporate Secretary of Eastern Telecommunications Philippines, Inc. She is a professorial lecturer in Corporations Law, Insurance, Securities Regulation and Credit Transactions at the De La Salle University College of Law. She was a Senior Partner of Roco Kapunan Migallos and Luna Law Offices from 1988 to 2006.

LEAH T. PORTEZA – 42, Filipino citizen, Treasurer

Ms. Porteza is a Certified Public Accountant who earned her Bachelor of Science in Accountancy from Pamantasan ng Lungsod ng Maynila. She has more than 20 years of accounting experience in the Philippines and the United States. Her experience includes general and tax accounting, financial planning, budgeting, forecasting, reporting and analysis, and Sarbanes-Oxley audit. She held multiple finance positions under banking, manufacturing, oil and energy industries.

Prior to joining the Company, she held the Finance General Manager position of Vena Energy where she oversees 45 entities for Solar, Wind and Hydro platforms.

MA. KRISTINA P. AMBROCIO - 42, Filipino citizen; Assistant Corporate Secretary and Compliance Officer

Ms. Ambrocio graduated from the Ateneo de Manila University in 2001 with a major in Philosophy, and minor in Humanities. She obtained her law degree in 2005 from the University of the Philippines. Ms. Ambrocio also completed an Advanced Intellectual Property Law course at the Institute of European Studies of Macau in 2006.

Prior to joining the Company, Ms. Ambrocio was Corporate Counsel and Assistant Corporate Secretary of Chevron Philippines, Inc.

MA. CRISTINA VILLARUZ – 48, Filipino citizen; Assistant Treasurer and Data Protection Officer

Ms. Villaruz is a graduate of the University of the Philippines in the Visayas, with a Major in Accounting. She is also a Certified Public Accountant. Ms. Villaruz has held multiple finance positions in the food, fishing and aquaculture industries. Prior to joining the Company, she headed Alsons Aquaculture Corporations' Budget, Financial Analysis and Cost Control Department.

Board Committees

Audit Committee

Mr. Dobbin A. Tan	Chairman, Independent Director
Ms. Rena M. Rico-Pamfilo	Member, Non-executive Director
Mr. Domingo C. Go	Independent Director

Board Risk Oversight Committee

Mr. Gabriel A. Dee	Chairman, Independent Director
Ms. Rena M. Rico-Pamfilo	Member, Non-executive Director
Mr. Domingo C. Go	Independent Director

Related Party Transactions Committee

Mr. Antonio C. Pacis	Chairman, Non-executive Director
Mr. Dobbin Tan	Member, Independent Director
Mr. Domingo C. Go	Member, Independent Director

Corporate Governance Committee

Mr. Domngo C. Go	Chairman, Independent Director
Mr. Dobbin Tan	Member, Independent Director
Mr. Joseph Peter Y. Roxas	Member, Non-executive Director
Ms. Rena M. Rico-Pamfilo	Member, Non-executive Director

Executive Committee

Mr. Raymond K.H. See	Chairman
Mr. Antonio C. Pacis	Member, Non-executive Director
Ms. Rena M. Rico-Pamfilo	Member, Non-executive Director

ATTENDANCE OF THE BOARD MEMBERS

The Company’s Board has a pre-determined schedule of meetings at the beginning of each calendar year. As necessary, attendance at the Board meetings may be through electronic medium or telecommunications:

	June 10	Aug 07	Aug 13	Sept 11	Oct 7 (Org Mtg)	Nov 10	Dec 14	Attendance
Antonio C. Pacis	P	P	P	P	P	P	A	86%
Gabriel A. Dee	P	P	P	P	P	P	P	100%
Raymond K.H. See	P	P	P	P	P	P	P	100%
Marie Grace T. Vera Cruz***	P	P	P	P	N	N	N	100%
Rena M. Rico-Pamfilo	N	N	N	N	P	P	P	100%
Joseph Peter Y. Roxas	P	P	P	P	P	P	P	100%
Dobbin A. Tan	P	P	P	P	P	P	P	100%
Erwin Elechicon**	P	N	N	N	N	N	N	100%
Domingo C. Go**	N	N	N	P	P	P	P	100%

P = Present; A = Absent; N = Not a Director

* There were seven (7) meetings held during the year 2020.
** Mr. Elechicon passed away on June 19, 2020. Mr. Domingo C. Go was appointed as Independent Director as replacement of Mr. Elechicon.
*** Ms. Grace Vera-Cruz stepped down as Director on October 7, 2020.

SECURITY OWNERSHIP OF DIRECTORS

Title of Class	Name of Beneficial Owner	Amount and Nature of Beneficial Ownership	Citizenship	Percentage of Class
Common	Antonio C. Pacis <i>Chairman</i>	400 (Direct)	Filipino	0.00%
Common	Gabriel A. Dee <i>Vice Chairman</i>	1,000 (Direct)	Filipino	0.00%
Common	Raymond K.H. See, <i>Director, President and CEO</i>	5,000 (Direct) 10,521 (Indirect)	Filipino	0.00%
Common	Rena M. Rico-Pamfilo <i>Director</i>	1,000 (Direct)	Filipino	0.00%
Common	Joseph Peter Y. Roxas <i>Director</i>	100,000 (Direct) 2,141,000 (Indirect)	Filipino	0.08%
Common	Domingo C. Go <i>Independent Director</i>	1,000 (Direct)	Filipino	0.00%
Common	Dobbin A. Tan <i>Independent Director</i>	10,000 (Direct)	Filipino	0.00%
	TOTAL	2,269,921		0.08%

Total compensation of each of the Directors on a per diem basis for 2020, is as follows:

<u>Name</u>	<u>Total Compensation (per diem) for 2020 (PhP)</u>
Antonio C. Pacis <i>Chairman</i>	<u>70,000</u>
Gabriel A. Dee <i>Vice Chairman</i>	<u>80,000</u>
Raymond K.H. See, <i>Director, President and CEO</i>	<u>80,000</u>
Rena M. Rico-Pamfilo <i>Director</i>	<u>35,000</u>
Domingo C. Go <i>Independent Director</i>	<u>55,000</u>
Joseph Peter Y. Roxas <i>Director</i>	<u>85,000</u>
Dobbin A. Tan <i>Independent Director</i>	<u>110,000</u>

SECURITY OWNERSHIP OF MANAGEMENT

Title of Class	Name of Beneficial Owner	Number of Direct shares	Number of Indirect shares / Through (name of record owner)	Citizenship	% of Capital Stock
Common	Raymond K.H. See <i>President and CEO</i>	5,000	10,521/through Asiasec Equities, Inc.	Filipino	0.00%
-	Lisa Angela Y. Dejadina <i>SVP – Business Development and Operational Excellence</i>	0	0	Filipino	0.00%

-	Barbara Anne C. Migallos <i>Corporate Secretary</i>	0	0	Filipino	0.00%
-	Ms. Leah T. Porteza <i>Treasurer</i>	0	0	Filipino	0.00%
-	Ma. Kristina P. Ambrocio <i>Chief Compliance Officer and Asst. Corporate Secretary</i>	0	0	Filipino	0.00%
-	Ma. Cristina C. Villaruz <i>Assistant Treasurer</i>	0	0	Filipino	0.00%
	TOTAL	5,000	10,521		0.00%

COMPENSATION OF DIRECTORS AND EXECUTIVE OFFICERS

The following summarizes the aggregate compensation paid or accrued during the last five fiscal years to the Parent Company’s Chief Executive Officer and four other most highly compensated executive officers follows

	Year	Salaries Amounts in ₱’000	Bonuses/Other Income Amounts in ₱’000
CEO and the four most highly compensated officers named above	2016	₱ 14,885	₱ 235
	2017	₱ 14,865	₱ 215
	2018	₱ 15,051	₱ 2,407
	2019	₱ 16,482	₱ 1,669
	2020	₱ 17,266	₱ 313
Aggregate compensation paid to all officers and directors as a group unnamed	2016	₱ 23,360	₱ 578
	2017	₱ 19,417	₱ 679
	2018	₱ 21,953	₱ 3,951
	2019	₱ 23,181	₱ 2,476
	2020	₱ 22,639	₱ 1,034

The following are the Parent Company’s top five (5) compensated executive officers:

Raymond K.H. See	President and CEO
Ma. Kristina P. Ambrocio	General Counsel, Asst. Corporate Secretary and Compliance Officer
Lisa Angela Y. Dejadina	Senior Vice President for Operations
Ma Berniefel B. Sarmiento	Supply Chain Optimization Manager
Ma. Cristina C. Villaruz	Group Comptroller

COMPENSATION OF DIRECTORS

Under the amended By-Laws, as compensation, the Board shall receive and allocate an amount of not more than 10% of the Parent company’s net income before income tax during the preceding year. Such compensation shall be determined and apportioned among the directors in such manner as the Board may deem proper, subject to the approval of the stockholders representing at least majority of the outstanding capital stock at a regular or special meeting of the stockholders.

At present, there are no arrangements for compensation for Directors. Directors, however, receive reasonable per diem allowances.

AUDIT AND AUDIT-RELATED FEES

The following table sets out the aggregate fee billed for professional services rendered by Reyes, Tacandong & Co. for the last three (3) fiscal years:

Audit and Audit-Related Fees	2020	2019	2018
Regular Audit	₱1,506,400	₱1,370,000	₱1,345,000
Other Fees	150,640	238,100	134,500
Total Audit and Audit-Related Fees	₱1,657,040	₱1,608,100	₱1,479,500

Training Certificates of Directors and other Executive Officers

1. Institute of Corporate Directors' Certificate of Participation given to the following Directors for having completed the online course entitled, "**Advanced Corporate Governance Training**" held on April 16 and 19, 2021:
 - a. ANTONIO C. PACIS
 - b. GABRIEL A. DEE
 - c. RAYMOND KH. SEE
 - d. RENA M. RICO-PAMFILO
 - e. JOSEPH PETER Y. ROXAS
 - f. DOBBIN A. TAN
 - g. DOMINGO C. GO
2. 2020 Annual Corporate Governance Enhancement Session for Directors, Advisory Board Members, Officers and Advisors given to BARBARA ANNE C. MIGALLOS for having attended the Online Seminar entitled, "**How To Lead Courageously During a Crisis**" held on September 25, 2020; and the Online Seminar entitled, "**Lessons from a Pandemic: The MPIC Hospital Group COVID-19 Experience and Best Practices**" held on September 25, 2020.
3. SGV Certificate of Attendance given to BARBARA ANNE C. MIGALLOS for having completed the **Seminar on Corporate Governance** dated 18 November 2020.
4. Center of Global Best Practices' Certificate of Attendance given to MA. KRISTINA P. AMBROCIO for participating in the webinar entitled, "**New Code of Corporate Governance for Public Companies and Registered Issuers**" held on July 28, 2020.



Institute of Corporate Directors

presents this

Certificate of Participation

to

Antonio C. Pacis

Alliance Select Foods International, Inc.

for having completed the online course

Advanced Corporate Governance Training

held on

April 16, 2021 | 1:30 pm - 3:30 pm

April 19, 2021 | 1:30 pm - 4:00 pm

through ZOOM Meetings

Leonardo M. Berba
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Gabriel A. Dee

Alliance Select Foods International, Inc.

for having completed the online course

Advanced Corporate Governance Training

held on

April 16, 2021 | 1:30 pm - 3:30 pm

April 19, 2021 | 1:30 pm - 4:00 pm

through ZOOM Meetings

Leonardo M. Berba
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Raymond KH See

Alliance Select Foods International, Inc.

for having completed the online course

Advanced Corporate Governance Training

held on

April 16, 2021 | 1:30 pm - 3:30 pm

April 19, 2021 | 1:30 pm - 4:00 pm

through ZOOM Meetings

Leonardo M. Berba
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Rena M. Rico-Pamfilo

Alliance Select Foods International, Inc.

for having completed the online course

Advanced Corporate Governance Training

held on

April 16, 2021 | 1:30 pm - 3:30 pm

April 19, 2021 | 1:30 pm - 4:00 pm

through ZOOM Meetings

Leonardo M. Berba
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Joseph Peter Y. Roxas

Alliance Select Foods International, Inc.

for having completed the online course

Advanced Corporate Governance Training

held on

April 16, 2021 | 1:30 pm - 3:30 pm

April 19, 2021 | 1:30 pm - 4:00 pm

through ZOOM Meetings

Leonardo M. Berba
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Dobbin A. Tan

Alliance Select Foods International, Inc.

for having completed the online course

Advanced Corporate Governance Training

held on

April 16, 2021 | 1:30 pm - 3:30 pm

April 19, 2021 | 1:30 pm - 4:00 pm

through ZOOM Meetings

A handwritten signature in black ink, appearing to read 'Leonardo M. Berba', is positioned above the printed name.

Leonardo M. Berba
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Domingo C. Go

Alliance Select Foods International, Inc.

for having completed the online course

Advanced Corporate Governance Training

held on

April 16, 2021 | 1:30 pm - 3:30 pm

April 19, 2021 | 1:30 pm - 4:00 pm

through ZOOM Meetings

Leonardo M. Berba
Chief Executive Officer



2020 ANNUAL CORPORATE GOVERNANCE ENHANCEMENT SESSION

for Directors, Advisory Board members, Officers, and Advisors

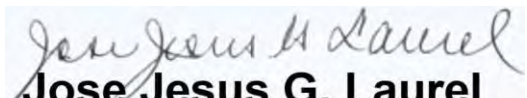
Barbara Anne C. Migallos

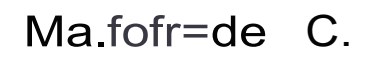
FOR HAVING ATTENDED THE ONLINE SEMINAR

How to Lead Courageously During a Crisis

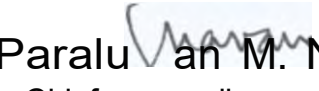
HELD ON SEPTEMBER 25, 2020


Romeo B. Bachoco
Chief Governance Officer
Philex Mining Corporation


Jose Jesus G. Laurel
Corporate Governance Officer
Metro Pacific Investments
Corporation


Ma. Josefina C. Rausa-Chan
Chief Governance Officer PLDT
Inc.


Jocelyn M. Amira
Corporate Governance &
Compliance Head
Manila Electric Company


Paraluan M. Navarro
Chief Compliance Officer
PXP Energy Corporation

ePLDT

PHILEX MINING
CORPORATION

PLDT
Global

WJ



DIIHTEL

PLOT

Smart

e, PayMaya

METRO
PACIFIC
INVESTMENTS

METRO
PACIFIC
HOSPITALS

VOYAGER

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METRO PACIFIC TOLLWAYS

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2020 ANNUAL CORPORATE GOVERNANCE ENHANCEMENT SESSION

for Directors, Advisory Board members, Officers, and Advisors

THIS CERTIFICATE IS AWARDED TO

Barbara Anne C. Migallos

FOR HAVING ATTENDED THE ONLINE SEMINAR

Lessons from a Pandemic: The MPIC Hospital Group
Covid-19 Experience and Best Practices

HELD ON SEPTEMBER 25, 2020

Romeo B. Bachoco
Chief Governance Officer
Philex Mining Corporation

Jose Jesus G. Laurel
Corporate Governance Officer
Metro Pacific Investments
Corporation

**Ma. Lourdes C.
Rausa-Chan**
Chief Governance Officer
PLDT Inc.

Jocelyn C. Villar-Altamira
Corporate Governance &
Compliance Head
Manila Electric Company

Paraluman M. Navarro
Chief Compliance Officer
PXP Energy Corporation





This

Certificate of Attendance

is presented to

Barbara Anne C. Migallos

for having completed the seminar on

Corporate Governance

18 November 2020

9:00 a.m. to 12:00 p.m.

Online seminar via Microsoft Teams

A handwritten signature in black ink, appearing to read 'Leonardo J. Matignas, Jr.', is positioned above the printed name.

Leonardo J. Matignas, Jr.
Partner, SGV & Co.



presents this

CERTIFICATE OF ATTENDANCE

to

Ma. Kristina P. Ambrocio

for participating in the three-hour webinar on

NEW CODE OF CORPORATE GOVERNANCE FOR PUBLIC COMPANIES AND REGISTERED ISSUERS

held at 1:30 in the afternoon

*on Tuesday, July 28, 2020 via **zoom***



*Henry Belleza Aquende
Founder & President
Center for Global Best Practices*



*Atty. Justina F. Callangan
Program Director & Lecturer
Center for Global Best Practices*

Annex "C"

Board Meetings

Year 2020

Notices with Agenda



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

June 05, 2020

NOTICE WITH AGENDA

NOTICE OF SPECIAL MEETING OF THE BOARD OF DIRECTORS

Atty. Antonio C. Pacis	Chairman
Atty. Gabriel A. Dee	Director
Mr. Raymond K.H. See	Director
Ms. Marie Grace T. Vera Cruz	Director
Mr. Joseph Peter Y. Roxas	Director
Mr. Erwin M. Elechicon	Independent Director
Mr. Dobbin A. Tan	Independent Director

NOTICE IS HEREBY GIVEN that there will be a special meeting of the Board of Directors of **Alliance Select Foods International, Inc.** (the "ASFII", "Company") on Wednesday, **June 10, 2020 at 1:30 PM**, via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. 2019 Financial Performance and Management Report;
4. Other matters;
5. Adjournment.

You may join the meeting via video conferencing by accessing the link provided below. Joining via video or audio-only options are available. Videoconferencing will be coursed through the ZOOM cloud platform. Kindly allow for download and/or upgrade lead time when accessing the link.

Accessing the following link will take you to the virtual meeting room:

Join Zoom Meeting

<https://us02web.zoom.us/j/87000777929?pwd=WkdwU2FCTkMyN0JrZGRzNi85MFRqQT09>

Meeting ID: 870 0077 7929

Password: 227572

One tap mobile

+13017158592,,87000777929#,,1#,227572# US (Germantown)

+13126266799,,87000777929#,,1#,227572# US (Chicago)

Dial by your location

+1 301 715 8592 US (Germantown)

+1 312 626 6799 US (Chicago)

+1 346 248 7799 US (Houston)

+1 646 558 8656 US (New York)

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

Meeting ID: 870 0077 7929

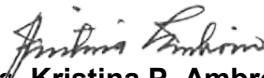
Password: 227572

Find your local number: <https://us02web.zoom.us/j/kcc0rJizNZ>

Attached are the pre-read materials for the meeting. Additional pre-read material will be sent prior to the meeting.

For questions or clarifications, you may inform the undersigned at kpambrocio@allianceselectfoods.com, and mobile number +639175833895, or the Corporate Secretary, Atty. Babsy Migallos at bcm@migalloslunalaw.com.

Thank you and warm regards,



Ms. Kristina P. Ambrocio
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

August 6, 2020

NOTICE WITH AGENDA

NOTICE OF REGULAR MEETING OF THE BOARD OF DIRECTORS

Atty. Antonio C. Pacis	Chairman
Atty. Gabriel A. Dee	Director
Mr. Raymond K.H. See	Director
Ms. Marie Grace T. Vera Cruz	Director
Mr. Joseph Peter Y. Roxas	Director
Mr. Dobbins A. Tan	Independent Director

NOTICE IS HEREBY GIVEN that there will be a regular meeting of the Board of Directors of **Alliance Select Foods International, Inc.** (the "ASFI", "Company") on Friday, **August 7, 2020** at **3:00 PM**, via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. First Quarter Performance Report;
4. Appointment of External Auditor for FY 2020;
5. Change in Date of Annual Shareholders' Meeting;
6. Other Matters;
7. Adjournment.

You may join the meeting via video conferencing by accessing the link provided below. Joining via video or audio-only options are available. Videoconferencing will be coursed through the ZOOM cloud platform. Kindly allow for download and/or upgrade lead time when accessing the link.

Accessing the following link will take you to the virtual meeting room:

Join Zoom Meeting

<https://us02web.zoom.us/j/83116305160?pwd=cDE3ODdrQ2RyV2krdnV6M3QveER6QT09>

Meeting ID: 831 1630 5160

Passcode: 301603

One tap mobile

+13126266799,,83116305160#,,,,,0#,,301603# US (Chicago)

+13462487799,,83116305160#,,,,,0#,,301603# US (Houston)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 346 248 7799 US (Houston)

+1 646 558 8656 US (New York)

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 301 715 8592 US (Germantown)

Meeting ID: 831 1630 5160

Passcode: 301603

Find your local number: <https://us02web.zoom.us/j/83116305160?pwd=cDE3ODdrQ2RyV2krdnV6M3QveER6QT09>

Attached are the pre-read materials for the meeting. Additional pre-read material will be sent prior to the meeting.

For questions or clarifications, you may inform the undersigned at kpambrocio@allianceselectfoods.com, and mobile number +639175833895, or the Corporate Secretary, Atty. Babsy Migallos at bcm@migalloslunalaw.com.

Thank you and warm regards,


Ma. Kristina P. Ambrocio
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

12 August 2020

NOTICE WITH AGENDA

NOTICE OF REGULAR MEETING OF THE BOARD OF DIRECTORS

Atty. Antonio C. Pacis	Chairman
Atty. Gabriel A. Dee	Director
Mr. Raymond K.H. See	Director
Ms. Marie Grace T. Vera Cruz	Director
Mr. Joseph Peter Y. Roxas	Director
Mr. Dobbins A. Tan	Independent Director

NOTICE IS HEREBY GIVEN that there will be a regular meeting of the Board of Directors of **Alliance Select Foods International, Inc.** (the "ASFI", "Company") on Thursday, **August 13, 2020** at **1:30 PM**, via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. 2nd Quarter Performance and Management Report;
4. Other Matters;
5. Adjournment.

You may join the meeting via video conferencing by accessing the link provided below. Joining via video or audio-only options are available. Videoconferencing will be coursed through the ZOOM cloud platform. Kindly allow for download and/or upgrade lead time when accessing the link.

Accessing the following link will take you to the virtual meeting room:

Join Zoom Meeting

<https://us02web.zoom.us/j/9200477163?pwd=UUt5TmZab0FrbFNkUzJFVytEY0M2UT09>

Meeting ID: 920 047 7163

Passcode: 6bcRLm

One tap mobile

+13462487799,,9200477163#,,,,,0#,,280403# US (Houston)

+16465588656,,9200477163#,,,,,0#,,280403# US (New York)

Dial by your location

+1 346 248 7799 US (Houston)

+1 646 558 8656 US (New York)

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 301 715 8592 US (Germantown)

+1 312 626 6799 US (Chicago)

Meeting ID: 920 047 7163

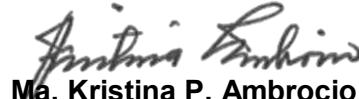
Passcode: 280403

Find your local number: <https://us02web.zoom.us/j/kdAvr4eZBq>

Attached are the pre-read materials for the meeting.

For questions or clarifications, you may inform the undersigned at kpambrocio@allianceselectfoods.com, and mobile number +639175833895, or the Corporate Secretary, Atty. Babsy Migallos at bcm@migalloslunalaw.com.

Thank you and warm regards,

A handwritten signature in black ink, appearing to read "Kristina P. Ambrocio".

Ma. Kristina P. Ambrocio
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

9 September 2020

NOTICE WITH AGENDA

NOTICE OF SPECIAL MEETING OF THE BOARD OF DIRECTORS

Atty. Antonio C. Pacis	Chairman
Atty. Gabriel A. Dee	Director
Mr. Raymond K.H. See	Director
Ms. Marie Grace T. Vera Cruz	Director
Mr. Joseph Peter Y. Roxas	Director
Mr. Dobbins A. Tan	Independent Director

NOTICE IS HEREBY GIVEN that there will be a special meeting of the Board of Directors of **Alliance Select Foods International, Inc.** (the "ASFII", "Company") on Friday, **September 11, 2020 at 1:30 PM**, via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Nomination of Mr. Domingo Cu Go as Independent Director for the remaining term;
4. Equity Investment in Akaroa Salmon New Zealand Ltd., (Project Waikiki);
5. Other Matters;
6. Adjournment.

You may join the meeting via video conferencing by accessing the link provided below. Joining via video or audio-only options are available. Videoconferencing will be coursed through the ZOOM cloud platform. Kindly allow for download and/or upgrade lead time when accessing the link.

Accessing the following link will take you to the virtual meeting room:

Join Zoom Meeting

<https://us02web.zoom.us/j/89547151955?pwd=RHVMVGRCbEVvK2JnV0FSYUxPU3VGZz09>

Meeting ID: 895 4715 1955

Passcode: 599133

One tap mobile

+13017158592,,89547151955#,,,,,0#,,599133# US (Germantown)

+13126266799,,89547151955#,,,,,0#,,599133# US (Chicago)

Dial by your location

+1 301 715 8592 US (Germantown)

+1 312 626 6799 US (Chicago)

+1 346 248 7799 US (Houston)

+1 646 558 8656 US (New York)

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

Meeting ID: 895 4715 1955

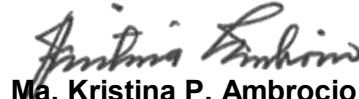
Passcode: 599133

Find your local number: <https://us02web.zoom.us/j/khKN7nPiQ>

Attached are the pre-read materials for the meeting.

For questions or clarifications, you may inform the undersigned at kpambrocio@allianceselectfoods.com, and mobile number +639175833895, or the Corporate Secretary, Atty. Babsy Migallos at bcm@migalloslunalaw.com.

Thank you and warm regards,

A handwritten signature in black ink, appearing to read "Kristina P. Ambrocio".

Ma. Kristina P. Ambrocio
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

07 November 2020

NOTICE WITH AGENDA

NOTICE OF REGULAR MEETING OF THE BOARD OF DIRECTORS

Atty. Antonio C. Pacis	Chairman
Atty. Gabriel A. Dee	Director
Mr. Raymond K.H. See	Director
Atty. Rena M. Rico-Pamfilo	Director
Mr. Joseph Peter Y. Roxas	Director
Mr. Dobbin A. Tan	Independent Director
Mr. Domingo C. Go	Independent Director

NOTICE IS HEREBY GIVEN that there will be a regular meeting of the Board of Directors of **Alliance Select Foods International, Inc.** (the "ASFII", "Company") on Tuesday, **November 10, 2020 at 1:30 PM**, via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Minutes of Previous Meetings
 - Special Board Meeting on September 11, 2020;
 - Organizational Meeting on October 07, 2020;
4. 3rd Quarter Performance and Management Report;
5. Other Matters;
6. Adjournment.

You may join the meeting via video conferencing by accessing the link provided below. Joining via video or audio-only options are available. Videoconferencing will be coursed through the ZOOM cloud platform. Kindly allow for download and/or upgrade lead time when accessing the link.

Accessing the following link will take you to the virtual meeting room:

Join Zoom Meeting

<https://us02web.zoom.us/j/85994412753?pwd=SStYVnJlM2pKLzZqOXFZcEhmVERudz09>

Meeting ID: 859 9441 2753

Passcode: 507921

One tap mobile

+13462487799,,85994412753#,,,,,0#,,507921# US (Houston)

+16465588656,,85994412753#,,,,,0#,,507921# US (New York)

Dial by your location

+1 346 248 7799 US (Houston)

+1 646 558 8656 US (New York)

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 301 715 8592 US (Washington D.C.)

+1 312 626 6799 US (Chicago)

Meeting ID: 859 9441 2753

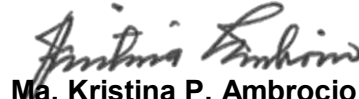
Passcode: 507921

Find your local number: <https://us02web.zoom.us/j/85994412753?pwd=SStYVnJlM2pKLzZqOXFZcEhmVERudz09>

Attached are the pre-read materials for the meeting.

For questions or clarifications, you may inform the undersigned at kpambrocio@allianceselectfoods.com, and mobile number +639175833895, or the Corporate Secretary, Atty. Babsy Migallos at bcm@migalloslunalaw.com.

Thank you and warm regards,

A handwritten signature in black ink, appearing to read "Kristina P. Ambrocio".

Ma. Kristina P. Ambrocio
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

December 12, 2020

NOTICE WITH AGENDA

NOTICE OF SPECIAL MEETING OF THE BOARD OF DIRECTORS

Atty. Antonio C. Pacis	Chairman
Atty. Gabriel A. Dee	Vice-Chairman/Director
Mr. Raymond K.H. See	Director
Atty. Rena M. Rico-Pamfilo	Director
Mr. Joseph Peter Y. Roxas	Director
Mr. Domingo C. Go.	Independent Director
Mr. Dobbins A. Tan	Independent Director

NOTICE IS HEREBY GIVEN that there will be a special meeting of the Board of Directors of **Alliance Select Foods International, Inc.** (the "ASFII", "Company") on **Monday, December 14, 2020 at 10:00 AM**, via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Project Waikiki;
4. Other Matters;
5. Adjournment.

You may join the meeting via video conferencing by accessing the link provided below. Joining via video or audio-only options are available. Videoconferencing will be coursed through the ZOOM cloud platform. Kindly allow for download and/or upgrade lead time when accessing the link.

Accessing the following link will take you to the virtual meeting room:

Join Zoom Meeting

<https://us02web.zoom.us/j/84164828752?pwd=S3Z2WDR0MTB0ZHdTT0N1dFZhT1JwQT09>

Meeting ID: 841 6482 8752

Passcode: 334506

One tap mobile

+13126266799,,84164828752#,,,,,0#,,334506# US (Chicago)

+13462487799,,84164828752#,,,,,0#,,334506# US (Houston)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 346 248 7799 US (Houston)

+1 646 558 8656 US (New York)

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 301 715 8592 US (Washington D.C)


Meeting ID: 841 6482 8752

Passcode: 334506

Find your local number: <https://us02web.zoom.us/j/kcQQMctICW>

We will send the pre-read material before the meeting. For questions or clarifications, you may inform the undersigned at kpambrocio@allianceselectfoods.com, and mobile number +639175833895, or the Corporate Secretary, Atty. Babsy Migallos at bcm@migalloslunalaw.com.

Thank you and warm regards,

A handwritten signature in black ink, appearing to read "Ma. Kristina P. Ambrocio".

Ma. Kristina P. Ambrocio
Assistant Corporate Secretary

Audit Committee Meetings

Year 2020

Notices with Agenda



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

**ALLIANCE SELECT FOODS INTERNATIONAL, INC.
(THE "COMPANY")**

5 June 2020

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan	Chairman (Independent Director)
Ms. Marie Grace T. Vera Cruz	Member
Mr. Erwin M. Elechicon	Member (Independent Director)

NOTICE IS HEREBY GIVEN that a Meeting of the Audit Committee of Alliance Select Foods International, Inc. (ASFII) will be held on **8 June 2020** at 1:30 PM via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. 2019 Financial Performance and Management Report;
4. Other matters;
5. Adjournment.

You may join the meeting via video conferencing by accessing the link provided below. Joining via video or audio-only options are available. Videoconferencing will be coursed through the ZOOM cloud platform. Kindly allow for download and/or upgrade lead time when accessing the link.

Accessing the following link will take you to the virtual meeting room:

Join Zoom Meeting

<https://us04web.zoom.us/j/78036487175?pwd=MnFld2NpL0hvNGdwK3lIQklGWENnZz09>

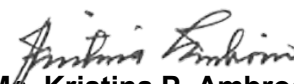
Meeting ID: 780 3648 7175

Password: 8jVjw6

Additional pre-read material will be sent prior to the meeting. For questions or clarifications, you may inform the undersigned at kpambrocio@allianceselectfoods.com, and mobile number +639175833895.

City of Pasig, Metro Manila, 5 June 2020.

Thank you and best regards,


Ma. Kristina P. Ambrocio
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

**ALLIANCE SELECT FOODS INTERNATIONAL, INC.
(THE “COMPANY”)**

8 June 2020

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan	Chairman (Independent Director)
Ms. Marie Grace T. Vera Cruz	Member
Mr. Erwin M. Elechicon	Member (Independent Director)

NOTICE IS HEREBY GIVEN that a Meeting of the Audit Committee of Alliance Select Foods International, Inc. (ASFII) will be held on **9 June 2020, Tuesday, at 1:00 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. 2019 Financial Performance and Management Report;
4. Other matters;
5. Adjournment.

You may join the meeting via video conferencing by accessing the link provided below. Joining via video or audio-only options are available. Videoconferencing will be coursed through the ZOOM cloud platform. Kindly allow for download and/or upgrade lead time when accessing the link.

Accessing the following link will take you to the virtual meeting room:

Join Zoom Meeting

<https://us02web.zoom.us/j/86559862448?pwd=MjFmRktHQUhWQ29rM21WWIBhQWdFZz09>

Meeting ID: 865 5986 2448

Password: 225109

One tap mobile

+16465588656,,86559862448#,,1#,225109# US (New York)

+16699009128,,86559862448#,,1#,225109# US (San Jose)

Dial by your location

+1 646 558 8656 US (New York)

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 301 715 8592 US (Germantown)

+1 312 626 6799 US (Chicago)

+1 346 248 7799 US (Houston)

Meeting ID: 865 5986 2448

Password: 225109

Find your local number: <https://us02web.zoom.us/j/kdgyuNomJJ>

Additional pre-read material will be sent prior to the meeting. For questions or clarifications, you may inform the undersigned at kpambrocio@allianceselectfoods.com, and mobile number +639175833895.

City of Pasig, Metro Manila, 8 June 2020.

Thank you and best regards,


Ma. Kristina P. Ambrocio
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

**ALLIANCE SELECT FOODS INTERNATIONAL, INC.
(THE "COMPANY")**

05 July 2020

Notice of Meeting of the Audit Committee

Mr. Dobbin A. Tan	Chairman (Independent Director)
Ms. Marie Grace T. Vera Cruz	Member
Mr. Erwin M. Elechicon	Member (Independent Director)

NOTICE IS HEREBY GIVEN that a Meeting of the Audit Committee of Alliance Select Foods International, Inc. (ASFII) will be held on **July 10, 2020** at 1:30 PM via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. First Quarter Financial Performance and Management Report;
4. Appointment of External Auditor for FY 2020;
5. Other matters;
6. Adjournment.

You may join the meeting via video conferencing by accessing the link provided below. Joining via video or audio-only options are available. Videoconferencing will be coursed through the ZOOM cloud platform. Kindly allow for download and/or upgrade lead time when accessing the link.

Accessing the following link will take you to the virtual meeting room:

Join Zoom Meeting

<https://us02web.zoom.us/j/82476273307?pwd=NkdsNIJybVhtS3JJVDIpd0RqQzh0UT09>

Meeting ID: 824 7627 3307

Password: 613914

One tap mobile

+16699009128,,82476273307#,,,0#,,613914# US (San Jose)

+12532158782,,82476273307#,,,0#,,613914# US (Tacoma)

Dial by your location

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 301 715 8592 US (Germantown)

+1 312 626 6799 US (Chicago)

+1 346 248 7799 US (Houston)

+1 646 558 8656 US (New York)

Meeting ID: 824 7627 3307

Password: 613914

Find your local number: <https://us02web.zoom.us/j/kbcPd1H8XT>

Please find attached pre-read material for the meeting. For questions or clarifications, you may inform the undersigned at kpambrocio@allianceselectfoods.com, and mobile number +639175833895.

City of Pasig, Metro Manila, 05 July 2020.

Thank you and best regards,


Ma. Kristina P. Ambrocio
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

**ALLIANCE SELECT FOODS INTERNATIONAL, INC.
(THE "COMPANY")**

12 August 2020

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Ms. Marie Grace T. Vera Cruz

Chairman (Independent Director)
Member

NOTICE IS HEREBY GIVEN that a Meeting of the Audit Committee of Alliance Select Foods International, Inc. (ASFII) will be held on Thursday, **13 August 2020** at **9:00 A.M.** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. 2nd Quarter Performance and Management Report;
4. Other matters;
5. Adjournment.

You may join the meeting via video conferencing by accessing the link provided below. Joining via video or audio-only options are available. Videoconferencing will be coursed through the ZOOM cloud platform. Kindly allow for download and/or upgrade lead time when accessing the link.

Accessing the following link will take you to the virtual meeting room:

Join Zoom Meeting:

<https://us02web.zoom.us/j/9200477163?pwd=UUt5TmZab0FrbFNkUzJFVytEY0M2UT09>

Meeting ID: 920 047 7163

Passcode: 6bcRLm

One tap mobile

+13462487799,,9200477163#,,,,,0#,,280403# US (Houston)

+16465588656,,9200477163#,,,,,0#,,280403# US (New York)

Dial by your location

+1 346 248 7799 US (Houston)

+1 646 558 8656 US (New York)

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 301 715 8592 US (Germantown)

+1 312 626 6799 US (Chicago)

Likewise sending pre-read material for the meeting. For questions or clarifications, you may inform the undersigned at kpambrocio@allianceselectfoods.com, and mobile number +639175833895.

City of Pasig, Metro Manila, 12 August 2020.

Thank you and best regards,


Ma. Kristina P. Ambrocio
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

**ALLIANCE SELECT FOODS INTERNATIONAL, INC.
(THE "COMPANY")**

03 November 2020

Notice of Meeting of the Audit Committee

Mr. Dobbin A. Tan	Chairman (Independent Director)
Atty. Rena M. Rico-Pamfilo	Member
Mr. Domingo C. Go	Member (Independent Director)

NOTICE IS HEREBY GIVEN that a Meeting of the Audit Committee of Alliance Select Foods International, Inc. (ASFII) will be held on Friday, **06 November 2020 at 4:00 P.M.** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. 3rd Quarter Performance and Management Report;
4. Other matters;
5. Adjournment.

You may join the meeting via video conferencing by accessing the link provided below. Joining via video or audio-only options are available. Videoconferencing will be coursed through the ZOOM cloud platform. Kindly allow for download and/or upgrade lead time when accessing the link.

Accessing the following link will take you to the virtual meeting room:

Join Zoom Meeting

<https://us02web.zoom.us/j/83206631296?pwd=ZVQwQitJYjBqRWI2ZEZRRy9oeFhKUT09>

Meeting ID: 832 0663 1296

Passcode: 831182

One tap mobile

+13126266799,,83206631296#,,,,,0#,,831182# US (Chicago)

+13462487799,,83206631296#,,,,,0#,,831182# US (Houston)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 346 248 7799 US (Houston)

+1 646 558 8656 US (New York)

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 301 715 8592 US (Germantown)

Meeting ID: 832 0663 1296

Passcode: 831182

Find your local number: <https://us02web.zoom.us/j/kcFeqAoWDe>

This is to likewise send pre-read material for the meeting. For questions or clarifications, you may inform the undersigned at kpambrocio@allianceselectfoods.com, and mobile number +639175833895.

City of Pasig, Metro Manila, 03 November 2020.

Thank you and best regards,


Ma. Kristina P. Ambrocio
Assistant Corporate Secretary

Corporate Governance Committee Meetings

Year 2020

Notices with Agenda



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.
(THE "COMPANY")

Notice of the Meeting of the Corporate Governance
Committee / Nominations Committee

Mr. Dobbin A. Tan	Member (Independent Director)
Ms. Marie Grace T. Vera Cruz	Member
Mr. Joseph Peter Y. Roxas	Member

NOTICE IS HEREBY GIVEN that a Meeting of the Corporate Governance Committee/Nominations Committee of Alliance Select Foods International, Inc. (ASFII) will be held on **10 September 2020 at 2:30 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Nomination of Mr. Domingo Cu Go as Independent Director for voting during the Special Board Meeting scheduled to be held on 11 September 2020;
4. Nomination of Directors for voting during the Annual Stockholders Meeting scheduled to be held on 7 October 2020;
5. Other matters;
6. Adjournment.

You may join the meeting via video conferencing by accessing the link provided below. Joining via video or audio-only options are available. Videoconferencing will be coursed through the ZOOM cloud platform. Kindly allow for download and/or upgrade lead time when accessing the link.

Accessing the following link will take you to the virtual meeting room:

Join Zoom Meeting

<https://us02web.zoom.us/j/88983186429?pwd=U1dNV0hMQ2lybjlrU3F0VGZYbVlQdz09>


Meeting ID: 889 8318 6429

Passcode: 486914

Additional pre-read material will be sent prior to the meeting. For questions or clarifications, you may inform the undersigned at kpambrocio@allianceselectfoods.com, and mobile number +639175833895.

City of Pasig, Metro Manila.

Thank you and best regards,


Ma. Kristina P. Ambrocio
Assistant Corporate Secretary

Annex "D"

REPUBLIC OF THE PHILIPPINES)
MAKATI CITY, METRO MANILA) S.S.

CERTIFICATION

I, **BARBARA ANNE C. MIGALLOS**, of legal age, Filipino and with office address at 7th Floor, The PHINMA Plaza, 39 Plaza Drive, Rockwell Center, Makati City, Metro Manila, after having been duly sworn in accordance with law, hereby certify the following information in connection with the responses provided in Alliance Select Foods International, Inc.'s Integrated Annual Corporate Governance Report (SEC Form I-ACGR) for the covered year 2020:

1. I am the incumbent Corporate Secretary of Alliance Select Foods International, Inc. (the "Corporation"), a corporation duly organized and existing under and by virtue of the laws of the Republic of the Philippines, with principal office at Suite 3104 A, West Tower, Philippine Stock Exchange Centre, Exchange Road, Ortigas Avenue, Pasig City.

2. As Corporate Secretary, I caused the distribution of materials for the meetings of the Board of Directors or the Company ("Board") held in 2020 up to the extent possible at least five business days before each of the scheduled meetings (Principle 1, Recommendation 1.5).

3. As Corporate Secretary, I prepared the minutes of the meeting of the Board held in 2020 ("Board Minutes") and have custody of the approved and signed Board Minutes.

3.1. The Board Minutes reflect that the members of the Board acted on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the Company. (Principle 2, Recommendation 2.1)

3.2. The Board Minutes reflect that the members of the Board attended and actively participated in all meeting of the Board and shareholders in person or through tele/videoconferencing conducted in accordance with the rules and regulations of the Securities and Exchange Commission, reviewed meeting materials for all Board meetings, and asked the necessary questions and sought clarifications and explanations during the respective meetings of the Board (Principle 4, Recommendations 4.1.1, 4.1.2 and 4.1.3)


3.3. The relevant Board Minutes reflect that Directors who have material or potential interest in any transaction affecting the Company fully disclosed his adverse interest, abstained from taking part in the deliberations by the Board regarding such transactions, and recused from voting on the approval of the transaction (Principle 5, Recommendation 5.7)

3.4. The relevant Board Minutes reflect that with respect to related party transactions, Director(s) with conflict interest disclosed his/her/their

interest prior to Board discussion, and abstained from the Board discussion, on such transactions (Principle 8, Supplement to Recommendation 8.5)

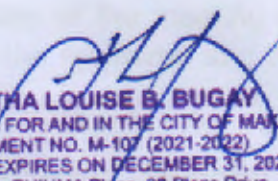
4. In accordance with the Company's Manual on Corporate Governance, Directors who were invited or nominated for directorship in other corporations disclosed or notified the Board, through the Chairman, of such invitation or nomination before accepting the directorship in other corporations (Principle 4, Recommendation 4.3)

IN WITNESS WHEREOF, I have hereunto set my hand this 21st day of June 2021 at Makati City, Metro Manila, Philippines.


BARBARA ANNE C. MIGALLOS
Corporate Secretary

SUBSCRIBED AND SWORN to before me this 21st day of June 2021, affiant exhibiting to me her Community Tax Certificate No. 26662699 issued on 4 January 2021 at Makati City, and her Passport No. P7148981A issued on 11 May 2018 at DFA NCR South, expiring on 10 May 2028 bearing her photograph and signature, in accordance with Rule II, Section 12 and Rule IV Section 2 (b) of the 2004 Rules on Notarial Practice.

Doc. No.: 186 :
Page No.: 27 :
Book No.: III :
Series of 2021.


SAMANTHA LOUISE B. BUGAY
NOTARY PUBLIC FOR AND IN THE CITY OF MAKATI
APPOINTMENT NO. M-107 (2021-2022)
COMMISSION EXPIRES ON DECEMBER 31, 2022
7th Floor, The PHINMA Plaza, 39 Plaza Drive
Rockwell Center, Makati City 1210
PTR No. 8530258; Makati City; 1/4/2021
IBP O.R. No. 137577; Makati City; 1/4/2021
TIN 355-207-180
Attorney's Roll No. 73688
Admitted to the Philippine Bar: 20 June 2019

Goal Setting & Performance Assessment

Building a high performance organization creates benefits for the organization and its employees. The goal setting and performance assessment process helps us towards this objective. Leaders and employees have an opportunity to reflect and progress towards individual, team, and business goals.

Name:		Employee ID:	
Company:		Position/Title:	
Department:		Job Level	
Period Covered in Assessment:	From MM/DD/YYYY To MM/DD/YYYY	Manager:	
		Manager Title:	
GOAL SETTING		Employee's Signature:	
Date Completed:		Line Manager's Signature	
MID-YEAR REVIEW		Employee's Signature:	
Date of Mid-Year Review:		Line Manager's Signature	
ANNUAL REVIEW		Employee's Signature:	
Date of Closeout:		Line Manager's Signature	
		HR Manager's Signature:	

PROCESS OVERVIEW



Goal Setting

Setting Goals and Targets for the year:

Key Performance Indicators (KPIs)
Deliverables



Midyear Review

A 6 month catchup for leaders and employees

How are you progressing towards your goals?
What support do you need?



Annual Review

Final performance review against targets and goals and your development plan

How did you contribute to individual, team, and business goals?
Let's plan for the future.



INSTRUCTIONS

Goal Setting: Leaders and employees set measurable objectives and performance indicators. Individual goals should align to overall business strategies and initiatives. Deliverables that would enable the achievement of business objectives are laid out. This should answer the question, “How will I contribute to the business goals?”

Performance Reviews: A midyear and annual review is completed by both the manager and employee. The midyear review lists accomplishments to date and is appropriate for giving and receiving feedback on ongoing progress. Additional information and milestones should be added to the annual review. The annual review is completed by the employee doing a self-rating, and the manager reviews and modifies after discussion.

Helpful Tip: Bring supporting documents to the performance review. These can be ‘thank you’ emails, awards received, reports on key performance indicators, etc. that can be a reference for discussion.

RATING SCALE

HIGH – EXCEEDS EXPECTATIONS

Performance consistently exceeds expectations. Overall output is of high to excellent quality. Goals were exceeded. This superior rating involves the successful completion of a major goal or a unique contribution made.

MEDIUM – MEETS EXPECTATIONS

Performance consistently meets expectations. Overall output is of good quality. Goals were met.

LOW – DOES NOT MEET EXPECTATIONS

Performance did not consistently meet expectations or was consistently below expectations. Reasonable progress towards goals were not met. Performance is unsatisfactory and needs improvement.

GOALS AND DELIVERABLES

Goals/Deliverables	Performance Indicators/Measures	Mid-Year Review Milestones, progress updates/ accomplishments	Closeout Review Milestones, progress updates/ accomplishments	Final Rating
Example: To double net profit by year end 2015.	Achieve annual sales target of \$100M Monthly production capacity optimized at 85% Monthly operating expenses reduced by 10%	Achieved 60% of sales target -06/06/15; average monthly production capacity is currently at 80%; implemented a review of miscellaneous expenses		

BEHAVIOURS

CORE VALUES	Behaviours	Rating	Notes/Comments
INTEGRITY	<ul style="list-style-type: none"> Acts with integrity and honesty 		Example: Juan showed commitment in the training program. He is reliable at work and is always on time.
ACCOUNTABILITY	<ul style="list-style-type: none"> Seeks to deliver on their promise Focuses on achieving results Is resourceful and resilient in making things happen Takes responsibility for positive or negative outcomes 		

<i>CONCERN</i>	<ul style="list-style-type: none"> • Demonstrates consistent actions to ensure the company's welfare • Asks 'what can I do for you?' • Willing to help 		
<i>TEAMWORK</i>	<ul style="list-style-type: none"> • Works towards shared goals • Builds strong relationships • Motivates others through one's actions 		

Additional Notes/Comments:



ANTI-BRIBERY AND CORRUPTION POLICY

ASFII expects its employees to demonstrate honesty, integrity and fairness in all aspects of business dealing and exercise appropriate standards of professionalism and ethical conduct in all activities. Also expects the same approach in doing business from its business partners and suppliers.

ASFII and its employees will never seek, accept or give bribe, facilitation of payment, kickback or other improper payment. We also ensure that we operate with appropriate transparency in all our business dealings.

ASFII will take appropriate steps to ensure that we do not, directly or indirectly, offer, promise, give, accept or demand a bribe or other undue advantage to obtain business gain or any other improper advantage. We do not offer, nor give in to demands, to make illicit or illegal payments to agents, public officials or the employees of business partners or anybody else that we do business with. We engage and remunerate agents and other third parties only for legitimate services and adopt appropriate transparency in our approach.

ASFII promote employee awareness of, a compliance with, company policies against bribery and corruption through appropriate dissemination of our own procedures including disciplinary procedures, policies and training programs on induction. We adopt management control system that discourage bribery and corruption, and adopt financial and tax accounting and auditing practices that **prevent the establishment of "off the books" secret accounts or the creation of documents which do not properly and fairly record the transactions to which they relate.**

1. RESPONSIBILITIES

1.1 Management – is responsible for overseeing the development and implantation of the Anti-Bribery and Corruption Policy to ensure its effective implementation throughout the organization to employees, contractors, agency workers and customers.

1.2 Human Resources – is responsible for monitoring and reviewing of induction, audit the implementation of this procedure and associated documents on a regular basis. Promoting a zero-tolerance approach to fraud, bribery, blackmail, extortion and all other corrupt business practices in the Company. Encouraging anyone having reasonably held suspicions of fraud or bribery to report them and ensuring that no employee will suffer as a result of doing so. Promoting awareness of fraud and bribery risks; requiring management to

implement a sound system of preventative and effective controls to manage these risks. Investing in the training of employees so they are aware of the risks faced by the Company. Full investigation of all breaches or suspected breaches of this policy and suspicions of dishonest behavior and ensuring **perpetrators are subject to the Company's Disciplinary Procedures as well as civil and/or criminal legal action wherever appropriate.**

- 1.3 *Department Heads* – are responsible for making all employees aware of this policy and of their responsibility to adhere to the policy at all times. Including in agreements with third parties, in connection with significant contracts appropriate clauses to ensure that persons acting on behalf of the Company do not engage in any illegal or improper conduct in breach of this policy. Ensuring the contractors, agents or others who act on behalf of the Company maintain similar anti-bribery policies and do not engage in any illegal or improper conduct. *Prohibiting employees or person acting on behalf of the Company to receive, offer, promise, improperly influence payment, authorize payments or contract awards, directly or indirectly, in return for anything of value. Prohibiting employees or persons acting on behalf of the Company to receive a kickback on any portion of a contract payment. Prohibiting payments including facilitation or expediting payments to others in order to secure prompt or proper performance of routine duties. Prohibiting the use of subcontracts, purchase orders or consulting agreements either as a means of channeling payments, or otherwise rewarding third parties, relatives or business associates. Prohibiting the channeling of any improper payments through an agent. Prohibiting the offering of any form of bribe, unethical inducement or payment including facilitation payments to any individual or any public or commercial organization/authority to secure or to assist in securing a Public Private Partnership contract.*
- 1.4 *Internal Audit Manager* – is responsible for monitoring and reviewing, in conjunction with the HR Manager, the implementation of this procedure and associated documents on a regular basis.
- 1.5 *All Employees* – are responsible for conducting all transactions openly with fairness and honesty and in a professional manner. Ensuring that transactions are properly and accurately recorded.

2. PROCEDURES

2.1 Hospitality & Gifts

ASFII will approve business entertainment and gift proposals only if they demonstrate a clear business objective and are appropriate for the nature of the business relationship. All directors and employees are responsible for maintaining their individual log which must be made available for audit when requested.

Before accepting or giving a gift or hospitality you should consider:

Purpose – Is there one that won't compromise you or the Company?

Appropriateness – Can you justify it within the scope of the Policy?

Conflict of interest – Be careful if attached to tendering or contract renewals.

Risks – Think what they might be for you and the Company?

2.2 Charitable Donations

ASFII supports number of charities and all donations must be pre-approved by the CEO or the head of the Plant. ASFII may also support fundraising events involving employees.

2.3 Reporting Suspected Bribery

All employees are encouraged to report any concerns. Typical issues that should be reported may include, but are not limited to any suspected or actual attempts at bribery; Concerns that other employees or associated persons may be being bribed.

2.4 Action by the Company

ASFII will fully investigate any instances of alleged or suspected bribery. Employees suspected of bribery may be suspended from their duties while the investigation is being carried out. The Company's Disciplinary Procedure will be invoked where any employee is suspected of bribery and proven allegations may result in a finding of gross misconduct and therefore dismissal. ASFII may terminate the contracts of any associated persons, including consultants or other workers who act for, or on behalf of, the Company who are found to have breached this policy.

2.5 Communication

The Company will communicate its anti-bribery & corruption measures to all employees, suppliers and contractors.

This policy takes effect 01 March 2019.



ATTY. MA. KRISTINA P. AMBROCIO
Head for Legal Counsel
OIC for Human Resources

ALLIANCE SELECT FOODS INTERNATIONAL, INC.
List of Top 100 Stockholders
As of 03/31/2021

Rank	Name	Holdings	Rank
-			
1	STRONGOAK INC.	1,382,755,864	55.31%
2	PCD NOMINEE CORPORATION (FILIPINO)	657,656,003	26.31%
3	HARVEST ALL INVESTMENT LIMITED	177,261,165	07.09%
4	VICTORY FUND LIMITED	138,474,015	05.54%
5	PCD NOMINEE CORPORATION (FOREIGN)	65,600,281	02.62%
6	ALBERT HIN KAY HONG	39,071,537	01.56%
7	BONDEAST PRIVATE LIMITED	13,023,411	00.52%
8	PETER KAWSEK JR.	4,538,646	00.18%
9	MARTIN ANTONIO G. ZAMORA	3,975,370	00.16%
10	MICHAEL W. CORDOVA	3,805,000	00.15%
11	S. CHANDRA DAS	2,604,760	00.10%
12	ORIENTAL TIN CAN & METAL SHEET MFG.	2,210,385	00.09%
13	FDCP, INC.	1,894,045	00.08%
14	CHENG, BERCK YAO	1,200,000	00.05%
15	TRI-MARINE INTERNATIONAL (PTE) LTD.	1,170,472	00.05%
16	DAMALERIO FISHING CORP.	920,656	00.04%
17	DFC TUNA VENTURE CORPORATION	617,248	00.02%
18	PHIL. FISHERIES DEVELOPMENT AUTHORITY	346,207	00.01%
19	AMADEO FISHING CORP.	294,874	00.01%
20	ALLIANCE TUNA INTERNATIONAL, INC.	257,464	00.01%
21	GENPACCO, INC.	172,973	00.01%
22	MGTR FISHING	135,399	00.01%
23	MKSS FOOD INDUSTRY	122,144	00.00%
24	CENTURY CONTAINER CORP.	110,617	00.00%
25	JOSEPH PETER YANG ROXAS	100,000	00.00%
26	SARANGGANI PACKAGING	64,933	00.00%

ALLIANCE SELECT FOODS INTERNATIONAL, INC.
List of Top 100 Stockholders
As of 03/31/2021

Rank	Name	Holdings	Rank
-			
27	LOUIS ARTHUR T. UY	64,838	00.00%
28	PACIFICO B. TACUB	48,156	00.00%
29	EUGENE A. SALAS	47,980	00.00%
30	GUILLERMO F. GILI JR.	40,523	00.00%
31	ROMULO MABANTA BUENAVENTURA SAYOC & DE LOS ANGELES	40,433	00.00%
32	JIMMY DAMALERIO	40,285	00.00%
33	NATHANIEL G. NARCISO	38,903	00.00%
34	RYEDELLE MKTG. CORP.	38,155	00.00%
35	MEGAPACK CONTAINERS CORP.	38,110	00.00%
36	JOSE A. BERNAS	38,000	00.00%
37	ROMEO B. MOLANO	35,365	00.00%
38	RANDOLPH H. RODRIGUEZ	32,419	00.00%
39	RODRIGUEZ, MELISSA ERIKA LOURDES E.	32,419	00.00%
40	SULPICIO LINES	31,759	00.00%
41	ALLIANCE TUNA INTERNATIONAL, INC.(VICE CONTAINERS PRINTERS PTE LTD.)	30,073	00.00%
42	TOTAL PETROLEUM PHILS. CORP.	29,259	00.00%
43	ROBERT M. CANDA	28,529	00.00%
44	NALCO PHILS. INC.	27,262	00.00%
45	STENIEL CAVITE PACKAGING	26,314	00.00%
46	ALEC S. LADANGA	25,935	00.00%
47	ALFONSO B. SERRANO	25,935	00.00%
48	EMILIO MARTIN G. INFANTE	25,935	00.00%
49	MOSHE S. LADANGA	25,935	00.00%
50	HERMINIA B. NARCISO	25,935	00.00%
51	YURI S. LADANGA	25,935	00.00%
52	SUPPLIERS WITH NO LIABILITY/CANNOT BE FOUND	24,670	00.00%

ALLIANCE SELECT FOODS INTERNATIONAL, INC.
List of Top 100 Stockholders
As of 03/31/2021

Rank	Name	Holdings	Rank
-			
53	TITO D. ARBIS	23,156	00.00%
54	NEW ZAMBOANGA UNIVERSAL ENTERPRISES, INC.	23,090	00.00%
55	SAN LORENZO RUIZ FISHING INDUSTRY, INC.	21,893	00.00%
56	PETRON CORPORATION	21,024	00.00%
57	CANTOJA DEEP SEA FISHING IND. CORP.	20,992	00.00%
58	SOPHIA U. LIM	19,451	00.00%
59	MAYLYN W. SALARDA	19,451	00.00%
60	VETERANS PHILS. SCOUT SECURITY AGENCY	18,601	00.00%
61	SUPEME MERCHANT	17,951	00.00%
62	F. DEL ROSARIO FISHING CORP.	17,668	00.00%
63	LOC-VENTURE CORP.	16,545	00.00%
64	FELICISIMO G. OFRASIO JR.	15,561	00.00%
65	JERMEL FISHING AND TRADING INC.	15,096	00.00%
66	DY CHI SING	12,968	00.00%
67	CHAY, CO KIAN ,&/OR RITA GAPUZ	12,968	00.00%
68	CRESCENTE M. SEGUNDO	12,968	00.00%
69	MYRALYN C. TARAC	12,968	00.00%
70	RODELIO P. BUADO	12,968	00.00%
71	IRENE J. PENALOSA	12,968	00.00%
72	JEANEFER M. DERIT	12,968	00.00%
73	ROSEMARIE A. ARBIS	12,968	00.00%
74	TROY ANG LUNA	10,000	00.00%
75	TAN, DOBBIN ANG	10,000	00.00%
76	STRONGOAK, INC.	10,000	00.00%
77	GRAND C GRAPHICS PRINTER	9,509	00.00%
78	JUNA JOY A. CARTAGENA	9,077	00.00%

ALLIANCE SELECT FOODS INTERNATIONAL, INC.
List of Top 100 Stockholders
As of 03/31/2021

Rank	Name	Holdings	Rank
-			
79	LARS DALBY	9,000	00.00%
80	STENIEL MINDANAO PACKAGING	8,594	00.00%
81	GRIFFITH LABORATORIES (PHILS.), INC.	7,625	00.00%
82	ERIC MENDOZA	7,453	00.00%
83	CARMELITO A. EDROLIN JR	6,484	00.00%
84	BENZON, JAIME A.	6,484	00.00%
85	JAIME S. GATCHALIAN	6,484	00.00%
86	RHODORA T. GATCHALIAN	6,484	00.00%
87	ROLYNE D. BACUD	6,484	00.00%
88	LEOPOLDO E. SAN BUENAVENTURA	6,000	00.00%
89	DAD CROWN BOOKSTORE	5,336	00.00%
90	JAIME C. FLORES	5,187	00.00%
91	MARLYN A. CAGAS	5,187	00.00%
92	SOCRATES L. ALERTA	5,187	00.00%
93	SEE, RAYMOND KEE HIOK	5,000	00.00%
94	CHRISTINE ANNE TIBAY PAGUIRIGAN	5,000	00.00%
95	DAD. AQUARIUS FISHING SUPPLY	4,654	00.00%
96	GISLENDE MAE V. ARANCON	3,890	00.00%
97	AMADOR P. TACULOD	3,890	00.00%
98	ARLENE J. YPIL	3,890	00.00%
99	SOFRONILO L. BOLOYOS	3,890	00.00%
100	RUBEN T. MINA	3,890	00.00%

ALLIANCE SELECT FOODS INTERNATIONAL, INC.
List of Top 100 Stockholders
As of 03/31/2021

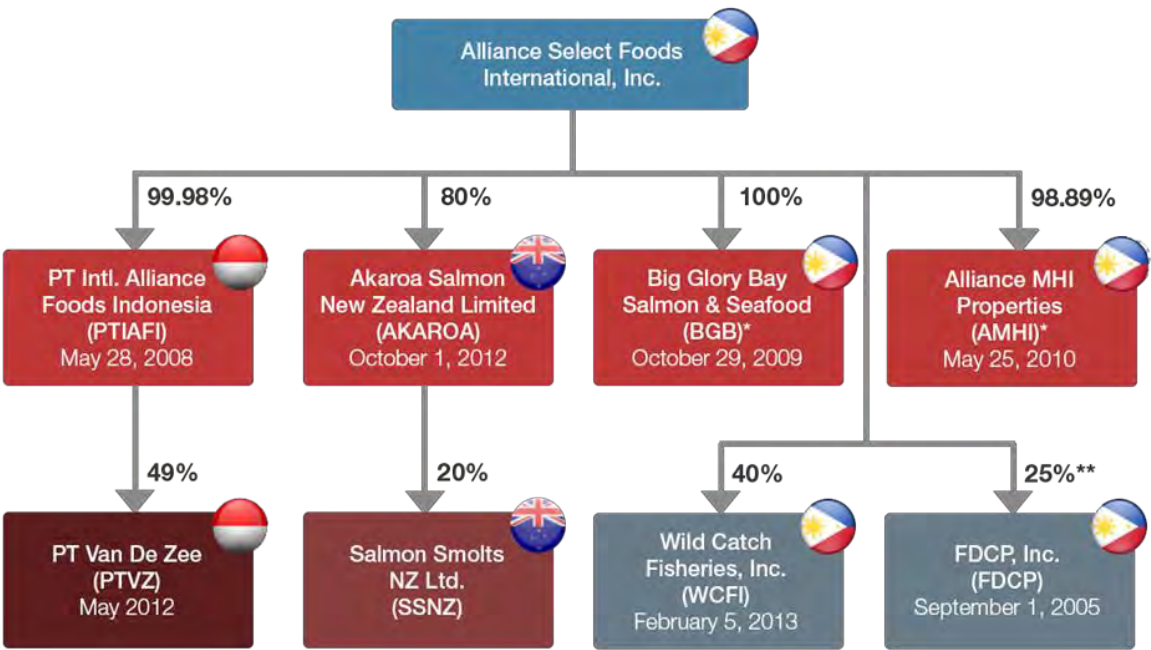
Rank	Name	Holdings	Rank

-			

Total Top 100 Shareholders :	-----	-----
	2,499,801,433	99.99%
	=====	=====

Total Issued Shares	-----
	2,500,000,000
	=====

ALLIANCE SELECT FOODS INTERNATIONAL, INC.
Conglomerate Map





23 May 2021

Alliance Select Foods International, Inc.
Suite 3104 A, West Tower, Philippine Stock Exchange Centre
Exchange Road, Ortigas Center, Pasig City,
Metro Manila, 1600 Philippines

Attn : **MR. DOBBIN A. TAN**
Chairman of the Audit Committee

Dear Mr. Tan:


In accordance with the Charter of the Internal Audit Committee, we continue to attest that we conducted a risk-based assessment of the Company in developing our audit plan, which was presented and approved by the Audit Committee.

We reviewed the processes in governance, risk and compliance; business development; treasury; cash disbursement; financial closing; financial consolidation and reporting. We also reviewed the risks and controls within the process until 31 December 2020.

The results of the risk-based assessment conducted were presented to and was acted upon by the management.

Based on the review conducted, we have concluded that the material risks were identified and assessed, and that the controls implemented to mitigate these risks were adequate and effective during the identified period. We believe that sound governance by the management, risk management, control and compliance systems are in place and are effective.

Sincerely Yours,


RAYMOND K.H. SEE
President and CEO


MARJOSEF RAYMUNDO
Internal Auditor



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

A PUBLICLY-LISTED COMPANY

Annex "J"

7 October 2020

PHILIPPINE STOCK EXCHANGE

6/F PSE Tower
5th Avenue corner 28th Street
Bonifacio Global City, Taguig City,
Philippines 1634

Attention: **MS. JANET A. ENCARNACION**
Head, Disclosure Department

Re: 2020 Annual General Stockholders Meeting of
Alliance Select Foods International, Inc.

Gentlemen:

Please be informed that at the 2020 Annual Stockholders' Meeting of **Alliance Select Foods International, Inc.** (the "**Company**") held at 2:30 p.m. today, 7 October 2020 (the "**Meeting**"), all matters requiring the vote of stockholders, as set forth in the Notice and Agenda, and the Information Statement, were duly approved by the vote of stockholders.

Stockholders of record as of 24 August 2020 were entitled to register, vote and attend the meeting via remote communication only. As of said date, the Company had 2,499,712,463 outstanding and issued common shares. At the Meeting, there were present, in person or represented by proxy, stockholders holding 2,060,085,335 common shares, representing 82.41% of the Company's total outstanding capital stock.

For the Meeting, stockholders were given the following voting options:

1. Proxy forms were made available as part of the Definitive Information Statement and in the Company's website. The deadline for submission of proxies was on 28 September 2020;
2. Shareholders could cast their votes on or before 12 noon of 2 October 2020 through an online ballot provided to stockholders who registered attendance.

The tabulation of the voting results, which was announced to the body after each item on the Agenda was taken up, is attached herewith as Annex "A".

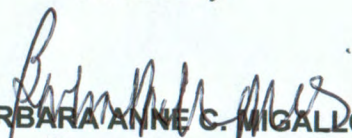
Very truly yours,


BARBARA ANNE C. MIGALLOS
Corporate Secretary

Alliance Select Foods International Inc.
2020 Annual Stockholders' Meeting
Voting Results

AGENDA ITEM	IN FAVOR		AGAINST		ABSTAIN	
	NO. OF SHARES	%	NO. OF SHARES	%	NO. OF SHARES	%
ITEM 1 – APPROVAL OF MINUTES OF THE 25 JUNE 2019 MEETING.	1,728,634,827	69.15%	0	0.00%	331,364,351	13.26%
ITEM 2 – APPROVAL OF ANNUAL REPORTS AND AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019	1,728,634,827	69.15%	331,364,351	13.26%	0	0.00%
ITEM 3 – RATIFICATION AND APPROVAL OF THE ACTS OF THE BOARD AND EXECUTIVE OFFICERS	1,728,634,827	69.15%	331,364,351	13.26%	0	0.00%
ITEM 4 – APPOINTMENT OF REYES TACANDONG & CO. AS INDEPENDENT AUDITORS	1,728,634,827	69.15%	331,364,351	13.26%	0	0.00%
ITEM 6 – ELECTION OF DIRECTORS						
ANTONIO C. PACIS	1,681,590,791	67.27%	331,364,351	13.26%	0	0.00%
GABRIEL A. DEE	1,681,618,021	67.27%	331,364,351	13.26%	0	0.00%
RAYMOND K.H. SEE	1,681,622,560	67.27%	331,364,351	13.26%	0	0.00%
JOSEPH PETER Y. ROXAS	2,010,920,829	80.45%	331,364,351	13.26%	0	0.00%
RENA M. RICO-PAMFILO	1,681,561,745	67.27%	331,364,351	13.26%	0	0.00%
DOMINGO CU GO (INDEPENDENT)	1,681,557,207	67.27%	331,364,351	13.26%	0	0.00%
DOBBIN A. TAN (INDEPENDENT)	1,681,572,637	67.27%	331,364,351	13.26%	0	0.00%

Certified by:


BARBARA ANNE C. MIGALLOS
 Corporate Secretary

POLICIES ON HEALTH, SAFETY AND WELFARE OF EMPLOYEES

1. Infectious Diseases (HRM-ADM-0017)
2. Policy and Program on Health and Safety (HRM-ADM-0001)
3. Policy on Drug-Free Workplace (HRM-ADM-POL-0002)
4. Policy on Tobacco-Free Workplace (HRM-ADM-POL-0003)
5. Work-Related Musculoskeletal Disorder Policy (HRM-ADM-POL-0004)
6. Policy on Tuberculosis (TB) and Prevention (HRM-ADM-POL-0005)
7. Respiratory Protection Policy (HRM-ADM-POL-0006)
8. Policy on Occupational Vision Protection Program (HRM-ADM-POL-0007)
9. Policy on Hepatitis B (HRM-ADM-POL-0008)
10. Policy on Heat Stress Control and Heat Casualty Management (HRM-ADM-POL-0009)
11. Hearing Conservation Policy (HRM-ADM-POL-0010)
12. Environmental Monitoring and Compliance (PRD-HSSE-GUI-001)
13. Health, Safety, Security and Environment Plan (PRD-HSSE-GUI-0005)
14. Waste Management (PRD-HSSE-GUI-0006)






POLICY

INFECTIOUS DISEASES

HRM – ADM - 0017

Revision No.	Description of Current Revision	Effective Date
00	Initial Issue	2020.03.01

Document Approval				
Role	Name	Position	Signature	Date
Prepared by	Rhowena C. Panizales	HR and General Services Manager		2/24/2020
Approved by	Atty Kristina Ambrocio	VP - Legal		02/24/2020

 ALLIANCE SELECT FOODS INTERNATIONAL, INC.	Document Code : HRM-ADM-0017	
	Revision No. : 00	
	POLICY	
	Effective Date : 03.01.2020	
	Infectious Disease	Page 2 of 21

1. PURPOSE

Alliance Select Foods International Inc. (“**ASFII**”) aims to take proactive steps to protect the workplace and its employees in the event of an infectious disease outbreak. It is ASFII’s goal to operate effectively and ensure all essential services are continuously provided while keeping the employees safe within the workplace during such time.

ASFII is committed to provide legitimate and verified information about the nature and spread of infectious diseases, including symptoms and signs to watch out for, as well as the required steps to be taken in the event of an illness or outbreak.

2. SCOPE

This policy covers all employees.

3. OWNERSHIP

The Human Resource and General Services Head is responsible for establishing controls to this guideline.

4. DEFINITION OF TERMS

- 4.1. “Infectious Disease” is caused by pathogenic microorganism, such as bacteria, viruses, parasites or fungi; the disease can be spread, directly or indirectly, from one person to another.
- 4.2. “Pandemic” is an epidemic of infectious disease that has spread through human populations across a large region, for instance, multiple continents, or even worldwide. A widespread endemic disease that is stable in terms of how many people are getting sick from it is not a pandemic. Further, flu pandemics generally exclude recurrences of seasonal flu.

5. POLICIES

- 5.1. Employees are highly encouraged to engage in good and proper hygiene while at work, including but not limited to:
 - Frequent handwashing with soap and water and/or using alcohol-based disposable hand wipes and/or rubs (gel/liquid)
 - Maintaining a safe distance from someone who is coughing or sneezing
 - Wearing of mask at all times
 - Avoiding touching of eyes, nose or mouth
 - Covering of nose and mouth with bent elbow or tissue when coughing or sneezing

 ALLIANCE SELECT FOODS INTERNATIONAL, INC.	POLICY Infectious Disease	Document Code : HRM-ADM-0017
		Revision No. : 00
		Effective Date : 03.01.2020
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- Staying at home when feeling unwell
- Seeking immediate medical attention when necessary

5.2. A Pandemic Response Team (PRT) is designated to:

- Monitor and coordinate events in case of an Infectious Disease outbreak
- Create work rules or flow to promote safety while controlling or stemming the spread of the Infectious Disease
- Provide legitimate information to employees through any means possible, including but not limited to, posters, multi-media announcements, SMS and e-mails, about the nature of an Infectious Disease, including the symptoms and signs to watch out for as well as the required steps to be taken in the event of illness or outbreak.


5.3. Employees are encouraged to make use of their annual leave allotments to persuade them to stay at home when they show symptoms of an illness or Infectious Disease, or if they are subject to quarantine directives.

5.4. Personal Protective Equipment (PPE) will be used to protect staff from risk of cross infection when dealing with waste during the time of an outbreak. Necessary protective equipment will be issued to employees who are at high risk of the disease such as but not limited to the nurses and sales people (in the field).

5.5. In the event that an employee is suspected to have any form of Infectious Disease, the company nurse and/or company doctor will be informed, who will then in turn consult the official list of Infectious Diseases and their symptoms to identify the condition. (Please see annex A for the types of infectious diseases.)

- Where an Infectious Disease is identified or where a concern persists even without the identification of the Infectious Disease, the employee shall seek medical attention.
- When an Infectious Disease is identified, the employee shall seek further medical help and when necessary, file for a leave.
- Upon return to work, the employee must first proceed to the clinic and submit a medical clearance from his/her attending physician before the clinic, through a doctor or nurse, issues a Fit For Work Certificate.
- Employee shall then submit the Fit For Work Certificate to his/her immediate superior before reporting to the designated work station.

5.5 The provisions of the Company Code of Discipline are applicable in cases of non-compliance to this policy.

 ALLIANCE SELECT FOODS INTERNATIONAL, INC.	Document Code : HRM-ADM-0017	
	Revision No. : 00	
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ANNEX A:

General Guidance on Infections

Infection	Incubation period	Infectious Period	Restrictions/Exclusions	Additional Information
Chickenpox	15-18 days	From 1-5 days after the appearance of the rash	Exclude for 5 days from the onset of the rash	If a pregnant woman has not had chickenpox and was exposed to the virus, she should contact their doctor immediately
Shingles	This is a re-activation of the chickenpox virus	Infectious only if lesions are exposed	Only people who have had chickenpox can get shingles	
Conjunctivitis (viral or bacterial)		Infectious period is when the eye is inflamed	Two days or until the eyes stop running	Good hygiene is needed to stop the spread
German Measles	14-21 days	From 7-14 days after initial contact	Until clinically well	Pregnant women should inform their doctor
Hand, Foot & Mouth Disease	3-7 days	1 day before to a few days after the onset of the symptoms	Until clinically well (The rash does not indicate infectivity)	
Hepatitis A	2-6 weeks	From 7-14 days before to 7 days after onset of symptoms	7 days from the onset of jaundice and when clinically well with no symptoms	
Influenza	1-5 days	Up to 7 days in children, 3 to 5 days in adults	Until clinically well	Some vulnerable groups may be immunised

 ALLIANCE SELECT FOODS INTERNATIONAL, INC.	ALLIANCE SELECT FOODS INTERNATIONAL, INC.		Document Code : HRM-ADM-0017
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Tuberculosis	Varies	While the organism is present	Need to consult with health care clinic or hospital on necessary steps for the treatment	
Ringworm (scalp)	10-14 days	As long as lesions are present	Not allowed in ASFII's premises until treatment has commenced. Treatment usually lasts for several weeks	
Ringworm Body	4 -10 days	As long as lesions are present	As long as lesions are present	
Scabies	2-6 weeks	Until treated	Not allowed in ASFII's premises until treatment has commenced	Skin to skin contact will transfer the mites



ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Document No.	HRM-ADM-POL-0001
Document Title	POLICY AND PROGRAM ON HEALTH AND SAFETY

DOCUMENT REVISION

Version No.	Date	Author	Signature
1	01 January 2018	Daniel O. Velasco	
2	01 January 2019	Ernel John E. Baro	

AMENDMENT LIST

Date	Description of Amendment
01 January 2018	New Issue
01 January 2019	Update Signatory Update Document Number

DOCUMENT APPROVAL

Version No.	Date	Approving Authority	Signature
1	01 January 2018	Annalee D. Durana	
2	01 January 2019	Ma. Kristina P. Ambrocio	

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I. POLICY STATEMENT

It is the objective of this policy to integrate total loss control management into the present system, so that people, equipment, materials and the environment are amply protected from accidents/incidents and that line managers take a direct hand in pursuing safety/loss control activities to enhance productivity and profitability of the Company.

II. SCOPE OF POLICY

This policy shall apply to all employees of Alliance Select Foods International, Inc.

III. GUIDELINE AND PROCEDURES

The company is pursuing safety control activities to increase productivity and profitability through the following standards:

1. Personal Injury Prevention

Alliance Select Foods International, Inc. upholds the dignity and importance of every individual employee and is determined to protect its employees by giving adequate training in the performance of his duties and providing safe working conditions, facilities and the necessary protective equipment. The employee, in turn is expected to conscientiously learn to follow prescribed standards.

2. Property Damage and Waste Control

The company provides the authority and available resources to line management to prescribe measures of remedial actions so that the physical plant, materials, supplies and equipment are adequately protected from any downgrading incident that results in a loss. The Company considers all incidents outside the standard established for fair wear and tear, including those that result in the wastage of resources, as reportable in the loss reporting system.

3. Environmental Protection

It is the policy of this company to avoid pollution and preserve the environment in as far as humanely possible by adhering to the standards it has promulgated, as well as those prescribed by regulatory agencies concerned.

4. Security of Persons and Property

It is the policy of this Company to ensure the security of its employees, its environment and the properties it own and is held responsible.

The Company, therefore, directs all levels of management to place ample emphasis on the protection of property, and facilities, and above all human lives at all times.

IV. COMPANY SAFETY RESPONSIBILITY

The Plant Manager of the Corporation exercises authority of the Company to carry out its safety and loss control programs and the provisions of the Labor Code which pertains to safety and loss control. The Human Resources Manager is the Company Safety Administrator who shall provide advice on program implementation and monitor, audit and analyze safety and loss control performances.

1. Staff Responsibility

Company Officers and Managers provide support to the implementation of the safety and loss control programs by actively participating in the prevention of downgrading incidents, especially when the causes fall within their area of functional responsibilities.

2. Line Safety Responsibility

Line Managers are directly responsible for the safety of employees and the protection of company assets.

The Line Managers has the responsibility to protect his men, company equipment and materials, and the environment against accidental

losses/damages, which includes advising his direct superior of operational failures that tend to produce loss, accepting his accountability for every loss and taking the appropriate precautionary measure(s) to prevent its recurrence.

3. Employee Responsibility

Individual employee shall follow all work directives and procedures, oral and written, required of his assigned task for the safety and protection of his own self, his fellow workers and the public that may be involved.

V. REPEALING CLAUSE

Any existing policies, rules and procedures, which are contrary to or inconsistent with the above provisions, are hereby superseded and/or repealed.

VI. EFFECTIVITY

This policy takes effect 01 January 2019.



Document No.	HRM-ADM-POL-0002
Document Title	POLICY ON DRUG FREE WORKPLACE

DOCUMENT REVISION

Version No.	Date	Reviewed	Signature
1	01 January 2018	Daniel O. Velasco	
2	01 January 2019	Ernel John E. Baro	

AMENDMENT LIST

Date	Description of Amendment
01 January 2018	New Issue
01 January 2019	Update Signatory Update Document Number

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Version No.	Date	Approving Authority	Signature
1	01 January 2018	Annalee D. Durana	
2	01 January 2019	Ma. Kristina P. Ambrocio	

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I. POLICY STATEMENT

Alliance Select Foods International, Inc. provides appropriate, accurate, updated information on Drug-free workplace. Alliance Select Foods extends advocacy, information, education and training activities to all employees.

II. SCOPE OF POLICY

This policy shall apply to all employees of Alliance Select Foods International, Inc.

III. GUIDELINE AND PROCEDURES

Occupational safety and health personnel, human resources manager and employee's representative are trained on prevention, clinical assessment, counseling of employees and other related activities. They shall address all aspects of drug abuse prevention, treatment and rehabilitation.

Alliance Select Foods is requiring all employees to undergo a random drug test in accordance with the company's rules and regulations for purposes of reducing the risk in the workplace. All screening results are strictly confidential. Drug testing shall consist of both the screening test and the confirmatory test. The employee concerned must be informed of their test results whether positive or negative. Where the confirmatory test turns positive, the Assessment Team shall evaluate the result and determine the level of care and administrative interventions that can be extended to the concerned employee. Drug testing is valid for one year; however, additional drug testing may be required for just cause.

Alliance Select Foods provides drug prevention and control programs include treatment, rehabilitation and referral procedure. And also include a provision for employee assistance and counseling programs for emotionally stressed employees. The Assessment Team shall determine whether or not an officer or employee found positive for drugs would need referral for treatment and or rehabilitation in DOH accredited center. Assessment Team shall give assistance to officer and employee who are diagnosed with drug dependence for the first time, who would benefit from the treatment and rehabilitation. For following rehabilitation, the Assessment Team, in consultation with the head of the rehabilitation center, shall evaluate the status of the drug dependent employee and recommend resumption of the employee's job if he/she poses no serious danger to his/her co-employees and or the workplace. Repeated drug use even ample opportunity for treatment and rehabilitation shall be dealt with the corresponding penalties under Act No. 9156 and its Implementing Rules and Regulations.

Alliance Select Foods implements the drug-free workplace policies and programs shall be monitored and evaluated periodically to ensure that the goal of a drug-free workplace is met.

Alliance Select Foods ensure that the workplace policies and programs on the prevention and control of dangerous drugs, including drug testing shall be disseminated to all officers and employees. All employees must sign a written acknowledgement that the policy has been read and understood. Alliance Select Foods maintain the confidentiality of all information relating to drug test or to the identification of drug users in the workplace. All officer and employees have the right to due process.

All employees have the right to due process, absence of which will render the referral procedure ineffective.

Any employees of Alliance Select Foods who uses, possesses, distributes, sell or attempts to sell, tolerates, or transfers dangerous drugs or otherwise commits under unlawful acts as defined under Article II of RA 9165 as its implementing rules and regulations shall be subject to the pertinent provisions of the said act. Employees who found positive for use of dangerous drugs shall be dealt with administratively in accordance with the provision of Article 282 of Book VI of the Labor Code and under RA 9165.

IV. REPEALING CLAUSE

Any existing policies, rules and procedures, which are contrary to or inconsistent with the above provisions, are hereby superseded and/or repealed.

V. EFFECTIVITY

This policy takes effect 01 January 2019.



ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Document No.	HRM-ADM-POL-0003
Document Title	POLICY ON TOBACCO-FREE WORKPLACE

DOCUMENT REVISION

Version No.	Date	Reviewed	Signature
1	01 January 2018	Daniel O. Velasco	
2	01 January 2019	Ernel John E. Baro	

AMENDMENT LIST

Date	Description of Amendment
01 January 2018	New Issue
01 January 2019	Update Signatory Update Document Number

DOCUMENT APPROVAL

Version No.	Date	Approving Authority	Signature
1	01 January 2018	Annalee D. Durana	
2	01 January 2019	Ma. Kristina P. Ambrocio	

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I. POLICY STATEMENT

This policy describes the company's commitment to maintaining a tobacco-free workplace by prohibiting the use of tobacco on company premises. A healthy lifestyle not only includes eating right and staying active, by also making other healthy choices. Tobacco use is the single most preventable cause of death and diseases in our society. By quitting smoking, you can greatly reduce chances of developing many chronic diseases such as heart disease, stroke and cancer.

II. SCOPE OF POLICY

This policy shall apply to all employees of Alliance Select Foods International, Inc. and contractors'

III. GUIDELINE AND PROCEDURES

Alliance Select Foods International, Inc. provide a workplace that is free of all tobacco use. All employees, contractors, vendors, and visitors are prohibited from using tobacco, including all smokeless tobacco products, on Alliance Select Foods premises. We are committed to helping people to lives. This tobacco-free policy furthers that commitment to our employees and all others who we interact with on our premises.

Alliance Select Foods employees who violate the Tobacco-Free Workplace policy will be subject to disciplinary action up to and including termination. If a non-employee violates this policy, Alliance Select Foods will take action appropriate to the circumstances to stop the conduct.

IV. REPEALING CLAUSE

Any existing policies, rules and procedures, which are contrary to or inconsistent with the above provisions, are hereby superseded and/or repealed.

V. EFFECTIVITY

This policy takes effect 01 January 2019.



ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Document No.	HRM-ADM-POL-0004
Document Title	WORK-RELATED MUSCULOSKELETAL DISORDER POLICY

DOCUMENT REVISION

Version No.	Date	Reviewed	Signature
1	01 January 2018	Daniel O. Velasco	
2	01 January 2019	Ernel John E. Baro	

AMENDMENT LIST

Date	Description of Amendment
01 January 2018	New Issue
01 January 2019	Update Signatory Update Document Number Basic exercise every two hours

DOCUMENT APPROVAL

Version No.	Date	Approving Authority	Signature
1	01 January 2018	Annalee D. Durana	
2	01 January 2019	Ma. Kristina P. Ambrocio	

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I. POLICY STATEMENT

Health problems resulting from ergonomic problems are usually seen in a workplace. Thus, a work related musculoskeletal disorder policy is established. Alliance Select Foods provides proper information to workers for them to be well educated on the importance of the preventive measures concerning it.

II. SCOPE OF POLICY

This policy shall apply to all employees of Alliance Select Foods International, Inc.

III. GUIDELINE AND PROCEDURES

Alliance Select Foods implement control measures such as job rotation, adjusting work schedules to minimize stressors when at work. Basic exercise every two hours is practice to further prevent musculoskeletal disorder.

Alliance Select Foods implement medical evaluation and its related concern is referred to the company physician so that untoward health problems will be avoided.

IV. REPEALING CLAUSE

Any existing policies, rules and procedures, which are contrary to or inconsistent with the above provisions, are hereby superseded and/or repealed.

V. EFFECTIVITY

This policy takes effect 01 January 2019



ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Document No.	HRM-ADM-POL-0005
Document Title	POLICY ON TUBERCULOSIS (TB) AND PREVENTION

DOCUMENT REVISION

Version No.	Date	Reviewed	Signature
1	01 January 2018	Daniel O. Velasco	
2	01 January 2019	Ernel John E. Baro	

AMENDMENT LIST

Date	Description of Amendment
01 January 2018	New Issue
01 January 2019	Update Signatory Update Document Number

DOCUMENT APPROVAL

Version No.	Date	Approving Authority	Signature
1	01 January 2018	Annalee D. Durana	
2	01 January 2019	Ma. Kristina P. Ambrocio	

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V.	EFFECTIVITY	4

I. POLICY STATEMENT

Alliance Select Foods International, Inc. provide programs on TB advocacy, education & training and measures to improve workplaces that shall be carried out in the workplace. TB awareness program shall be undertaken through information dissemination, such as awareness programs that shall deal with the nature, frequency and transmission, treatment with Directly Observed Treatment Short Course (DOTS), control and management of TB in the workplace.

II. SCOPE OF POLICY

This policy shall apply to all employees of Alliance Select Foods International, Inc.

III. GUIDELINE AND PROCEDURES

Employees of Alliance Select Foods provide proper information on ways of strengthening their immune responses against TB infection, i.e. information on good nutrition, adequate rest, avoidance of tobacco and alcohol, and good personal hygiene practices. However, it should be underscored that intensive efforts in the prevention of the spread of the disease must be geared towards accurate information on its etiology and complete treatment of cases. Alliance Select Foods improves workplace condition to ensure that contamination from TB airborne particles is controlled, workplaces must provide adequate and appropriate ventilation and there shall be adequate sanitary facilities for workers.

Alliance Select Foods adopt the DOST in the management of workers with Tuberculosis. TB case findings, case holding, reporting and recording of cases shall be in accordance with the CUP and the National Tuberculosis Control Program. Diagnostic and treatment criteria in the current NTP policy will be adopted as the basis for determining appropriate compensation for TB benefit from the ECC, SSS and Philhealth.

Alliance Select Foods comply the DOLE requirements for reporting of illnesses and injuries in the workplace, report all diagnosed cases of TB to the Department of Labor and Employment using an appropriate form.

Employees who have or had TB shall not be discriminated. Instead, the employee shall be supported with adequate diagnosis and treatment, and shall be entitled to work for as long as they are certified by the company's accredited health provider as medically fit and shall be restored to work as soon as their illness is controlled.

Through agreements made between Alliance Select Foods management and employees, work accommodation measures to accommodate and support workers with TB encourage through flexible leave arrangements, rescheduling of working times, and arrangements for return to work. The employee may be allowed to return to work with reasonable working arrangement as determine by the company Health Care provider.

Alliance Select Foods employees who have symptoms of TB shall seek immediate assistance from their health service provider. Once diagnosed, they shall avail of the DOTS and adhere to the prescribed course of treatment.

Alliance Select Foods is responsible of any contract in the workplace shall be traced and the contracts shall be clinically assessed. Alliance Select Foods encouraged extending the TB program to all employees' families and respective communities.

Occupational Safety and Health Center (OSHC) provide preventive and technical assistance in the implementation of the workplace TB program at the enterprise level.

IV. REPEALING CLAUSE

Any existing policies, rules and procedures, which are contrary to or inconsistent with the above provisions, are hereby superseded and/or repealed.

V. EFFECTIVITY

This policy takes effect 01 January 2019



ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Document No.	HRM-ADM-POL-0006
Document Title	RESPIRATORY PROTECTION POLICY

DOCUMENT REVISION

Version No.	Date	Reviewed	Signature
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I. POLICY STATEMENT

Alliance Select Foods International, Inc. and its employees who may be exposed to harmful dusts, fumes, mists, gases, smokes, spray, vapors, or airborne pathogens during routine and non-routine operations, where respiratory protection is required. Alliance Select Foods established respiratory protection program. The program is designed to minimize employee exposure to hazardous air contaminants in the workplace. Procedures for respiratory protection selection, medical evaluation, fit testing, use and maintenance, training, and policy evaluation.

II. SCOPE OF POLICY

This policy shall apply to all employees of Alliance Select Foods International, Inc.

III. GUIDELINE AND PROCEDURES

Alliance Select Foods implement medical evaluation to all employees. Employee health shall report whether the employee has any medical condition which would place the employees' health at increase risk of impairment from respirator use and any limitations upon the use of respirators for each employee required to wear a respirator, as appropriate. In the case of new employees, employee health may accept a pre-existing medical examination or written opinion from a physician stating whether the employee has any detected medical condition which would place the employee's health at increased risk of adverse health effects from respirator use and any recommended limitations upon the use of respirators provided it was conducted within a year of the date of Alliance Select Foods employment. Medical status of employee must review by the company physician.

Fit testing must occur prior to initial use of the respirator and annually thereafter. The employee shall be refitted when visual observations are noted regarding an employee's condition which could affect respirator fit. Conditions to look for include facial scarring, cosmetic surgery, or an obvious change in body weight. Employees shall be given the opportunity to repeat fit testing at any time to ensure their comfort and protection.

Employees must worn respirators when required for a given task or by the work area. If an employee must wear corrective glasses or goggles while wearing respiratory protection, the supervising department shall ensure that they are worn

in such a manner that they do not interfere with the seal of the face piece to the face of the wearer.

Respirators are an effective method of protection against designated hazards when properly selected and worn. Respirator use is encouraged, even when exposures are below the exposure limit, to provide an additional level of comfort and protection for employees.

IV. REPEALING CLAUSE

Any existing policies, rules and procedures, which are contrary to or inconsistent with the above provisions, are hereby superseded and/or repealed.

V. EFFECTIVITY

This policy takes effect 01 January 2019



ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Document No.	HRM-ADM-POL-0007
Document Title	POLICY ON OCCUPATIONAL VISION PROTECTION PROGRAM

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I. POLICY STATEMENT

Alliance Select Foods International, Inc. is committed to provide information on the preventive measures to protect employees from untoward eye injury. Thus, an occupational vision protection policy is established. This program is designed to minimize eye injury to employees in the workplace.

II. SCOPE OF POLICY

This policy shall apply to all employees of Alliance Select Foods International, Inc.

III. GUIDELINE AND PROCEDURES

Medical evaluation is done on pre-employment and an eye check up is included to make sure that workers are fit to work.

PPE are important tool to be use and implemented to have a safer working place. Daily inspection of the PPE is observed to workers using eye protector.

Alliance Select Foods will strictly implement the above mentioned policy to avoid untoward incident on eye injury.

IV. REPEALING CLAUSE

Any existing policies, rules and procedures, which are contrary to or inconsistent with the above provisions, are hereby superseded and/or repealed.

V. EFFECTIVITY

This policy takes effect 01 January 2019



ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Document No.	HRM-ADM-POL-0008
Document Title	POLICY ON HEPATITIS B

DOCUMENT REVISION

Version No.	Date	Reviewed	Signature
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I. POLICY STATEMENT

Alliance Select Foods International, Inc. covers all employees regardless of their employment status on Hepatitis B. Alliance Select Foods provide appropriate, accurate and updated information and education on Hepatitis B.

II. SCOPE OF POLICY

This policy shall apply to all employees of Alliance Select Foods International, Inc.

III. GUIDELINE AND PROCEDURES

Alliance Select Foods implements preventive strategies for Hepatitis B infection in the workplace. Measures to improve working condition, such as adequate hygiene facilities, containment and proper disposal of infectious and potentially contaminate materials shall be provided. Alliance Select Foods provide personal protective equipment to all employees in high risk occupations at all times. Alliance Select Foods give proper training and information on adherence to standard or universal precautions in the workplace.

Alliance Select Foods does not discriminate against, from pre to post-employment, including hiring, promotion or assignments, because of their Hepatitis B status. Employee who found positive on Hepatitis B shall not be declared unfit to work without appropriate medical evaluation and counseling. Alliance Select Foods will not terminate the employee on the basis of the actual, perceived or suspected Hepatitis B status.

Alliance Select Foods strictly implements confidentiality of personal data relating to a worker's Hepatitis B status. Alliance Select Foods employees and job applicants will not be compelled to disclose their Hepatitis B status and other related medical information. Co-employees shall not be obliged to reveal any personal information about fellow employees. Access to personal data relating to a worker's Hepatitis B status shall be bound by the rules of confidentiality and shall be strictly limited to medical personnel or if legally required.

Alliance Select Foods shall take measures to reasonably accommodate employees who are Hepatitis B positive or with Hepatitis B related illnesses. Alliance Select Foods management and employees representatives, measures to support workers with Hepatitis B are encouraged through flexible leave arrangements, rescheduling of working time and arrangement for return to work.

Alliance Select Foods establish a referral system and provide access to diagnostic and treatment services for its workers for appropriate medical evaluation/monitoring and management. Adherence to the guidelines for health care providers on the evaluation of Hepatitis B positive employees is highly encouraged.

Alliance Select Foods employees who contracts Hepatitis B infection in the performance of his/her duty is entitle to sickness benefit under the Social Security System and employee's compensation benefit.

Alliance Select Foods implements proper monitoring and evaluation periodically to be conducted by the safety and health committee.

IV. REPEALING CLAUSE

Any existing policies, rules and procedures, which are contrary to or inconsistent with the above provisions, are hereby superseded and/or repealed.

V. EFFECTIVITY

This policy takes effect 01 January 2019



ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Document No.	HRM-ADM-POL-0009
Document Title	POLICY ON HEAT STRESS CONTROL AND HEAT CASUALTY MANAGEMENT

DOCUMENT REVISION

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I. POLICY STATEMENT

Heat is everywhere in our surroundings. Thus, Alliance Select Foods International, Inc. established a policy on heat stress control and casualty management. This is designed to minimize employees exposure to heat in the workplace.

II. SCOPE OF POLICY

This policy shall apply to all employees of Alliance Select Foods International, Inc.

III. GUIDELINE AND PROCEDURES

Alliance Select Foods conduct medical evaluation prior to employment. Employees are given orientation on the preventive measures and its management to further educate them and apply in their work area.

Alliance Select Foods will give a well ventilated surroundings so that a good and comfortable working condition is met. Control measures such as job rotation, adjusting work schedules are implemented. Source of drinking water are made available to hydrate workers. Proper clothing enough to shield workers from heat source.

Proper use of the PPE should be worn at all times when at work to protect workers from any eye injury. Supervisors and its subordinates under each department should follow the above mentioned policy.

Alliance Select Foods protect employees from potential adverse effects of overexposure to heat.

IV. REPEALING CLAUSE

Any existing policies, rules and procedures, which are contrary to or inconsistent with the above provisions, are hereby superseded and/or repealed.

V. EFFECTIVITY

This policy takes effect 01 January 2019



ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Document No.	HRM-ADM-POL-0010
Document Title	HEARING CONSERVATION POLICY

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I. POLICY STATEMENT

Alliance Select Foods International, Inc. and its employees establish the following procedures, requirements, organizational responsibilities, guidance, safety and health precautions governing tasks involving personal and/or occupational exposure to noise.

II. SCOPE OF POLICY

This policy shall apply to all employees of Alliance Select Foods International, Inc.

III. GUIDELINE AND PROCEDURES

It is the policy of Alliance Select Foods to reduce noise exposure in the workplace to the extent that it is reasonably practicable. In those situations where it is not feasible to reduce noise exposure by suitable engineering means, during exposure evaluation periods, and during implementation of engineering controls, either administrative controls or personal hearing protectors shall be used to ensure the protection of employees.

Alliance Select Foods employees whose exposure is equal to or exceeds an 8-hour TWA of 85 dBA shall be included in an audiometric examination program. Annual audiometric testing shall be performed for each employee exposed to or above an 8-hour TWA of 85 dBA. Each employee, whose noise exposure is monitored, shall be notified of the result of the monitoring.

Hearing protector attenuation must be evaluated for specific noise environments. Hearing protectors must attenuate employee noise exposures at least to a TWA of 85 decibels and to 85 decibels or below for employees who have experienced a standard threshold shift (STS). Hearing protection must be worn by all employees who are exposed to noise above 85 dBA. The hearing protector should reduce the noise level below an 8-hr TWA of 85 dBA.

Alliance Select Foods provides appropriate information, education and training activities to all employees who are exposed to noise at or above an 8-hour time weighted average of 85 decibels. Training program must be repeated annually for each employee included in the hearing conservation program. Areas where the noise exceeds 85 dBA, must be posted with a warning and a requirement for the use of hearing protection.

IV. REPEALING CLAUSE

Any existing policies, rules and procedures, which are contrary to or inconsistent with the above provisions, are hereby superseded and/or repealed.

V. EFFECTIVITY

This policy takes effect 01 January 2019



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

Document No.	PRD-HSSE-GUI-0001
Document Title	Environmental Monitoring and Compliance

DOCUMENT REVISION

Version No.	Date	Author	Purpose of Revision
1	March 29, 2019	RJCordero	New

DOCUMENT APPROVAL


Version No.	Date	Approving Authority	Signature
1	March 29, 2019	Plant Manager	

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I. PURPOSE

This procedure describes the overall requirements for monitoring and measurement as part of Alliance Select Foods International, Inc., and its subsidiaries' requirements to ensure that there is adequate control on significant environmental aspects, compliance with legal and other requirements, and to achieve objectives and targets.

II. SCOPE

This procedure applies to all significant environmental aspects, instructions and programs established by the Company.

III. POLICY

The Company is committed in minimizing the harmful impacts of our manufacturing operations on the environment. With full support of all function groups and top management, the Company is dedicated to ensure the following objectives:

1. To monitor the impact of our operations on the environment and provide preventive measures for these impacts
2. To comply with all relevant environmental legislation
3. To provide support to the Pollution Control Officer and implement training programs to raise awareness against pollution
4. To encourage the adaption of similar principles to the Company's customers and suppliers

IV. RESPONSIBLE OFFICERS

1. *Plant Manager* –shall ensure that the operational control procedures and instructions relevant to the Company are followed by all, that all monitoring requirements are implemented properly, and that all nonconformities are reported.
2. *Pollution Control Officer* – shall work with the Engineering and relevant function groups to define the monitoring requirements and evaluation of compliance, and have the overall responsibility for ensuring that the requirements of this procedure are implemented.
3. *HSSE Committee* – will work as the central committee for environmental concerns. Updating and improving of procedures shall be the main responsibility of this Committee.
4. *Department Heads and Supervisors* – shall be responsible to report any environmental nonconformities.

V. GUIDELINES, PROCEDURE AND RELATED INFORMATION

1. The PCO, in consultation with the HSSE Committee and the relevant function groups shall establish monitoring criteria in the following areas:

- a. The achievement of environmental objectives and targets and the progress of programs.
 - b. The effectiveness of operational control procedures for controlling the significant environmental aspects of project activities including the control and monitoring of contractors' environmental performance.
 - c. The conformity of environmental legislation and other requirements related to Company's environmental aspects.
2. Monitoring data shall include the frequency, methods, responsibilities and records or reports. The monitoring criteria shall be documented or integrated into the respective operational control procedures. The responsible Department Head shall ensure that the monitoring requirements are carried out and report any environmental nonconformities to the PCO.
3. The HSSE Committee shall hold regular meetings and maintain records to:
 - a. Discuss and review the achievement of the objectives and targets and the progress of relevant programs.
 - b. Review the monitoring data to check whether the monitoring and operational control procedures are implemented properly.
 - c. Review information to evaluate whether the Company's activities comply with applicable environmental legislation and other requirements.
 - d. Review any environmental nonconformities, and the corresponding corrective action and preventive action.
4. In case of nonconformities, the relevant Department Head shall investigate the causes of nonconformities and establish appropriate corrective and preventive actions. The corrective and preventive actions shall be verified by the PCO and endorsed to the Plant Manager.
5. The monitoring data shall be reviewed and revised according to changes in legislative requirements and the practical situations of the Company as a result of continual improvement of environmental performance.
6. The PCO shall record and maintain the records and results and shall be considered at the management review.
7. The Company shall adapt to the improvements and updates to ensure all possible impacts in land, water and air are identified controlled.
8. *Pollution Sources Control and Monitoring* - the Company shall conform with all permits and certificates as mandated by the Philippine Government and Local Government Units.
 - a. Sources of Land Pollution – sources such as oil and hazardous wastes

Oil leaks shall be controlled using bund walls and catch pans. An Oil Spill Response Team is established to deal with oil leaks more than 100 kilograms.

Solid wastes are properly monitored and disposed in the City Sanitary Landfill.

Hazardous wastes are disposed by hiring a service provider who transports and treats the kind of wastes. Necessary papers are secured and submitted to the DENR-EMB as proof of compliance.

- b. Sources of Air Pollution – necessary permits and licenses required by DENR-EMB shall be secured to ensure compliance. Periodic testing of emissions of sources shall be done to ensure pollutants are within the standards of the law.
- c. Sources of Water Pollution – necessary permits and licenses required by DENR-EMB shall be secured to ensure compliance. The Company's wastewater treatment facility shall be maintained regularly to only treated waster are discharged in the Saranggani Bay. Monitoring shall be done by the facility tenders and reviewed regularly by the PCO, and presented to the HSSE Committee.

VI. DEFINITION

Terminology	Definition
PCO	Pollution Control Officer
Company	Alliance Select Foods International, Inc.
HSSE	Health, Safety, Security and Environment

VII. REFERENCES

1. REPUBLIC ACT 9275: PHILIPPINE CLEAN WATER ACT OF 2004
2. Ordinance 12 Series of 2008: An Ordinance Providing for an Ecological Solid Waste Management
3. REPUBLIC ACT 9275 PHILIPPINE CLEAN WATER ACT OF 2004
4. REPUBLIC ACT 8749 PHILIPPINE CLEAN AIR ACT OF 1999
5. OCCUPATIONAL SAFETY AND HEALTH STANDARDS (As Amended, 1989)
6. Republic Act No. 11058 - An Act Strengthening Compliance with Occupational Safety and Health Standards (OSHS) and Providing Penalties for Violations Thereof



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

Document No.	PRD-HSSE-GUI-0005
Document Title	Health, Safety, Security and Environment Plan

DOCUMENT REVISION

Version No.	Date	Author	Purpose of Revision
1	March 26, 2019	RJCordero	New

DOCUMENT APPROVAL


Version No.	Date	Approving Authority	Signature
1	March 26, 2019	Plant Manager	

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I. PURPOSE

The purpose of this Health & Safety (H&S), Security (S) and Environment (E) Policy is to outline how Alliance Select Foods International, Inc. and its subsidiaries achieve its commitment in establishing and maintaining safe and secure working conditions that respect the physical environment they occupy, and follow the principles of sustainable development in accordance with its Core Values and Code of Conduct.

II. SCOPE

The purpose of this document is to define, in outline, the Health, Safety, Security and Environmental standards that are to be complied with by all Contractors and Third-Party personnel working within the confines of Alliance Select Foods International, Inc. and its subsidiaries.

III. POLICY

The Company's HSSE policy, as simply stated,

"NO accidents, NO harm to people and NO damage to the environment"

As part of the implementation of this policy the Company has established a Zero Tolerance policy which aims to raise the understanding of all personnel who work in ASFII to ensure they operate and behave in a way that seeks to achieve zero accidents, injuries and environmental harm.

IV. RESPONSIBLE OFFICERS

1. *Plant Manager and Department Heads* – responsible for overseeing and ensuring that all forms of safety measures on their respective areas are compliant and as practicable as possible. These officers shall:
 - a. Communicate to subordinates the safety values of the plant
 - b. Ensure safety performance and accountability of subordinates
 - c. Visibly demonstrates to the organization that personal commitment to safety is a priority
 - d. Review and respond to safety reports and accident investigation reports
 - e. Include safety as part of each meeting
 - f. Ensure the effectiveness and sufficiency of the Health and Safety orientation, training and continuous information and education campaign provided for every employee working on the Company
2. *Safety Officer* – the Company Safety Officer shall:
 - a. Developing, implementing and administering all aspects of accident prevention; fire protection and prevention; first aid policies, procedure and programs on projects; offices and facilities.
 - b. Liaise with Plant Manager, Department Managers and Supervisors on all safety related subjects and advise management to ensure compliance.

- c. Administering appropriate safe work practices / procedures for the project.
- d. Promoting a high level of safety awareness on the project through new employee orientation.
- e. Maintaining all safety related records and files associated with the Company.
- f. Lead and assist in accident / incident investigations. Ensure that all procedures for the reporting, assessment and when necessary the investigation of accidents and near misses to all staff are being operated.
- g. Initiate safety memorandum or Job Safety Bulletins concerning safety issues

3. *Nurse/Health Practitioner* – he/she shall:

- a. Shall maintain a record of all cases attended to
- b. Keep an inventory of medicines dispensed and all equipment and supplies of the Plant
- c. Shall accompany all patients referred to the hospital
- d. He/she shall keep the medical clinic/facility in a hygienically sound condition and at the cleanest level at all times. Paper bed covers shall be changed for each patient seen

4. *Frontliners* – each individual shall:

- a. Ensure personal safety and ensures safety of co-workers
- b. Observe all necessary precautionary measures applicable to his work or work area
- c. Report any accident/incident whether major or minor including near misses to prevent recurrence

V. PROGRAMS, PROCEDURE AND RELATED INFORMATION

1. *Trainings* - plant employees will attend different training courses presented by the Committee to equip them with knowledge and skills with regards to their safety roles, duties and responsibilities.

Database for attendance shall be developed and maintained to track employee training.

2. *Personal Protective Equipment* - personal protective equipment (PPE) shall be worn by all employees working in the Company as required by law and ASFII.

Alliance Select Foods International, Inc., and its subsidiaries, together with contracts and service providers shall be responsible for providing all PPE like uniforms, laboratory gowns, hand gloves, hats, and boots as compulsory and minimum requirements and all others as required.

In addition to the above, other PPEs must be worn depending on the nature of hazard associated with the task to be performed as well as the hazards present at the work area.

3. *Emergency Response* - the purpose of this plan is to provide clear and concise communication of the Emergency Response for Alliance Select Foods International,

Inc., subsidiaries and its employees. It identifies the response, action and responsibilities of all plant personnel for effective management and recovery from emergencies such as medical, severe weather condition, fire, and earthquake, event of civil unrest or terrorism.

4. *Fire Prevention and Evacuation* - this guide covers the organizational, individual roles and activities of personnel tasked with specific responsibilities with regard to the establishment and maintenance of a Fire Prevention / Protection and Fire Fighting Plan and Evacuation Plan.
5. *Waste Management* - it is the policy of this company to avoid pollution and preserve the environment in as far as humanely possible by adhering to the standards it has promulgated, as well as those prescribed by regulatory agencies concerned.
6. *Security of the Company* - it is the policy of this Company to ensure the security of its employees, its environment and the properties it own and is held responsible.

The Company, therefore, directs all levels of management to place ample emphasis on the protection of property, and facilities, and above all human lives at all times. This plan includes installation of closed circuit televisions in identified critical areas.

7. *Incident Management* - records such as incident and accident logs, training records, first aid injury logs, medical records, plant audit reports, equipment maintenance reports, firefighting equipment inspection reports and other records and reports required by the National or Local Government Agencies shall be kept and maintained.

Proper reporting and investigation shall be followed as written in the procedure.

8. *HSSE Committee* - in order to realize the objectives, an independent Committee shall be established comprising of members hereunder enumerated. They shall jointly act for the plant control and maintenance.

Updated: 26-Mar-19

HEALTH, SAFETY, SECURITY AND ENVIRONMENT COMMITTEE				
CHAIRPERSON	JOSEPHINE ZAMBRA		DENNIS ENERIO	
	ASFII PLANT MANAGER		BGB PLANT MANAGER	
MEMBERS	ANTHONY CANDA	JIM LLUISMA (ALTERNATE)	NORIS DINGLASA	SHIELA CORONA
	PHYSICIAN	BGB ENG'G HEAD	ASFII ENG'G HEAD	NURSE
	ROWEL FLORES		JAIRUS GUTIERREZ	CARLITO ACUNA
	TEMPCO		TEMPCO	SOCOPA
	JOHNNY DELGADO	BOBBY LIPIO JR.	ANABELLE GRECIA	JOLINA KUSAIN
	BGB SO	BON SECOURS	SABRINA	TIGER GEN
SECRETARY	RAQUEL CORDERO			
	SO/PCO			
Prepared By: Raquel J. Cordero Safety Officer			Approved By: Dennis Enerio Josephine I. Zambra BGB Plant Manager ASFII Plant Manager	

The duties responsibilities and functions of the HSSE Committee are:

- Help evaluate the effectiveness of control measures used to protect employees from the hazards in the workplace
 - Help review and update the workplace's Safety and Health Programs by evaluating employee injury and accident records, identifying trends and patterns, accident investigation finding, inspection findings, and employee reports of unsafe conditions and work practices
 - Accept and address anonymous complaints and suggestions from employees
 - Help formulate corrective measures to prevent recurrence of injuries, near misses, accidents and property damage
 - Promote Safety and Health awareness and co-worker participation through continuous improvements to the safety programs
 - Assist in monitoring safety and training to ensure that it is in place, effective, and documented
 - Review HSSE Programs established by the Company
 - Conduct interviews with employees in conjunction with inspections of the worksite
 - Observe the measurement of employee exposure to toxic materials and harmful physical agents
 - Establish procedures for exercising the rights and responsibilities of the committee
9. *Stop Work Authority* - everybody has the right to stop unsafe activities immediately. All employees, regardless of position, shall have the right to remove himself from danger when he has good reason to believe that there is an imminent and serious danger to his safety or health, even without seeking authority.

VI. DEFINITION

Terminology	Definition
Company	Alliance Select Foods International, Inc.

VII. REFERENCES

1. OCCUPATIONAL SAFETY AND HEALTH STANDARDS (As Amended, 1989)
2. Republic Act No. 11058 - An Act Strengthening Compliance with Occupational Safety and Health Standards (OSHS) and Providing Penalties for Violations Thereof



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

Document No.	PRD-HSSE-GUI-0006
Document Title	Waste Management

DOCUMENT REVISION

Version No.	Date	Author	Purpose of Revision
1	March 19, 2019	RJCordero	New

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I. PURPOSE

This procedure sets out the steps in administering proper disposal of waste from activities conducted by or overseen by Alliance Select Foods International, Inc. and its subsidiaries.

II. SCOPE

This standard operating procedure applies to all waste disposal activities by ASFII and its subsidiaries or contractors working for ASFII and its subsidiaries.

III. RESPONSIBLE OFFICERS

1. *Plant Manager* – responsible for working with staff to keep this policy up to date and revised as needed. Plant Manager will coordinate efforts to respond to any illicit discharges that may occur.
2. *Pollution Control Officer* – ensures the company is compliant with this procedure. He/she will be responsible for securing permits and/or licenses as mandated by the law. The PCO shall assure that proper disposal of waste materials is done to prevent spills of potential pollutants and harm the environment.
3. *Personnel Performing the Job* – must follow the procedures in accordance with this SOP. They are responsible for determining the type of waste they need to dispose of and following the procedure to ensure it is disposed of properly. Personnel are also responsible for reporting if instances of leakage, missing covers, or misuse of material receptacles.

IV. PROCEDURE AND RELATED INFORMATION

1. *Residual Waste* - solid waste materials that are non-compostable and non-recyclable. Examples: sanitary napkins, worn-out rugs, plastic bags, fruit peels
 - a. Wastes generated should be collected in the Material Recovery Facility (MRF) of ASFII
 - b. Personnel assigned should check if wastes disposed are residual wastes
 - c. PCO shall spot check MRF if procedures relating to residual waste disposal are complied
 - d. Weekly collection of residual waste shall be done by sanitation personnel and these shall be disposed in the General Santos City Sanitary Landfill
 - e. Transporter of wastes should only be ASFII's canter truck with plate number LDV-230 and secured by a certifying document (Waste Transporter Certificate) from City Waste Management Office
 - f. The PCO shall keep and monitor waste disposal and secure a record on a monthly basis
2. *Recyclable Waste* - Recyclable materials refer to any waste material retrieved from the waste stream and free from contamination that can still be converted into suitable

beneficial use. These may be transformed into new products in such a manner that the original products may lose their identity.

Examples: newspapers, scrap metal, tin cans, glass, scrap cartons, plastic bottles

- a. Wastes generated should be collected in the Material Recovery Facility (MRF) of ASFII
- b. Personnel assigned should check if wastes disposed are recyclable wastes
- c. PCO shall spot check MRF if procedures relating to recyclable waste disposal are complied
- d. Weekly collection of recyclable waste shall be done by sanitation personnel and these shall be disposed in the General Santos City Sanitary Landfill
- e. Transporter of wastes should only be ASFII's canter truck with plate number LDV-230 and secured by a certifying document (Waste Transporter Certificate) from City Waste Management Office
- f. The PCO shall keep and monitor waste disposal and secure a record on a monthly basis

3. *Hazardous Waste* – used batteries, fluorescent lamps and used oil

- a. Wastes shall be stored in the designated area, properly labelled and secured
- b. A third-party transporter and treater shall dispose the company's hazardous wastes
- c. Transporter and treater shall be certified and authorized by the local government unit
- d. The PCO shall keep and monitor waste disposal and secure a record on a monthly basis

4. *Other Waste* – for wastewater treatment facility

- a. Wastes which can go to the main drainage line such as fish blood, fish oil, water used from production, are treated through ASFII's treatment facility
- b. Upon treatment, sediments collected at the final sedimentation tank are used as fertilizer or landfill
- c. Treated water is discharged to the Sarangani Bay

V. DEFINITION

Terminology	Definition
ASFII	Alliance Select Foods International, Inc.
PCO	Pollution Control Officer
Company	Alliance Select Foods International, Inc.
SOP	Standard operating procedure

VI. REFERENCES

1. Republic Act (RA) 9003: Ecological Solid Waste Management Act of 2000
2. Ordinance 12 Series of 2008: An Ordinance Providing for an Ecological Solid Waste Management

3. OCCUPATIONAL SAFETY AND HEALTH STANDARDS (As Amended, 1989)
4. Republic Act No. 11058 - An Act Strengthening Compliance with Occupational Safety and Health Standards (OSHS) and Providing Penalties for Violations Thereof

Annex "L"

[illegible]