

COVER SHEET

C	S	2	0	0	3	1	9	1	3	8
---	---	---	---	---	---	---	---	---	---	---

S.E.C. Registration Number

A	L	L	I	A	N	C	E		S	E	L	E	C	T		F	O	O	D	S						
I	N	T	E	R	N	A	T	I	O	N	A	L		I	N	C	C									

(Company's Full Name)

S	U	I	T	E		3	1	0	4	A		W	E	S	T		T	O	W	E	R					
P	H	I	L	I	P	P	I	N	E		S	T	O	C	K		E	X	C	H	A	N	G	E		
C	E	N	T	E	R		E	X	C	H	A	N	G	E		R	D		O	R	T	I	G	A	S	
P	A	S	I	G		C	I	T	Y																	

(Business Address: No. Street City/Town Province)

Atty. Barbara Anne C. Migallos
Atty. Daneia Isabelle F. Palad

Contact Person

02 8896-9357 to 59

Telephone Number of the Contact Person

1	2
---	---

Fiscal Year

3	1
---	---

SEC Form 20- IS
Preliminary Information Statement

FORM TYPE

15th day of June each year

Annual Meeting

N/A

Secondary license Type, If Applicable

M	S	R	D
---	---	---	---

Dept. Requiring this Doc.

n/a

Amended Articles Number/Section

Total Amount of Borrowings

Total No. of Stockholders

Domestic

Foreign

To be accomplished by SEC Personnel concerned

--	--	--	--	--	--	--	--

File Number

LCU

--	--	--	--	--	--	--	--

Document I.D.

Cashier

STAMPS

SEC FORM – I-ACGR

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

1. For the fiscal year ended **31 December 2022**
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. **+63-8637 8800**
Issuer's telephone number, including area code
9. **NOT APPLICABLE**
Former name, former address, and former fiscal year, if changed since last report.

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, on the date and at the place indicated below.



MR. LORENZO SIXTO T. LICHAUCO
Chairman of the Board



MR. JEFFREY P. YULO
President and CEO



MR. DOBBIN A. TAN
Independent Director



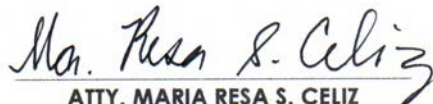
MR. DOMINGO C. GO
Independent Director



MR. FERNANDO L. GASPAR
Independent Director



ATTY. BARBARA ANNE C. MIGALLOS
Corporate Secretary




ATTY. MARIA RESA S. CELIZ
Assistant Corporate Secretary and Chief
Compliance Officer

SUBSCRIBED and SWORN TO before me at MAKATI CITY on 29 MAY 2023
Affiants exhibited to me the following:

<u>NAME</u>	<u>COMPLETE EVIDENCE OF IDENTITY</u>	
MR. LORENZO SIXTO T. LICHAUCO	[REDACTED]	Valid until 6 Aug. 2032
MR. JEOFFREY P. YULO	[REDACTED]	
MR. DOBBIN TAN	[REDACTED]	Valid until 30 July 2028
MR. DOMINGO C. GO	[REDACTED]	Valid until 5 June 2032
MR. FERNANDO L. GASPAR	[REDACTED]	Valid until 6 July 2031
ATTY. BARBARA ANNE C. MIGALLOS		
ATTY. MARIA RESA S. CELIZ	[REDACTED]	Valid until 26 June 2032

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. 16
Page No. 5
Book No. 11
Series of 2023.


BRYAN GEORGE M. MANZANO
NOTARY PUBLIC FOR AND IN THE CITY OF MAKATI
APPOINTMENT NO. M-291 (2022-2023)
COMMISSION EXPIRES ON DECEMBER 31, 2023
7th Floor, The PHINMA Plaza, 39 Plaza Drive
Rockwell Center, Makati City 1210
PTR No. 9566814; Makati City; 1/4/2023
IBP O.R. No. 260893; Zambales; 1/5/2023
TIN 607-109-916
Attorney's Roll No. 79205
Admitted to the Philippine Bar: 16 May 2022

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>The Board represents a diverse background of professionals equipped with the necessary competencies to properly discharge his/her duties judiciously and exercise independent judgment on various matters requiring Board ratification.</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 26-27: http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/17A_ASFI-Group-2022.pdf</p> <p>Definitive Information Statement, page 7-10: http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFI-2023-AGM-Definitive-Information-Statement-with-Attachments.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 6 Section 3.1, 3.2 and 3.4 provide for the Corporations policy on board diversity,</p>	

composition of the board and the required competence of the Board of directors:

<http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf>

Charter of the Board of Directors, page 4

Please see section 2.4 of the Charter of the Board of Directors,

(<http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-C-Charter-of-the-Board-of-Directors.pdf>)

which states:

“2.4. Qualifications and Disqualifications of Directors

Qualifications

All persons nominated and elected to the Board shall:

- 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;*
- b) Have a record of integrity and good repute;*
- c) Have sufficient time to carry out their responsibilities; and*
- d) Have the ability to promote a smooth interaction between board members.*

The Board, acting through the Corporate Governance Committee

		<p>may as practicable engage professional search firms or external sources when searching for candidates to the Board.</p> <p>Disqualifications</p> <p><i>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."</i></p> <p>Please refer to Annex F, Qualifications of Directors and Officers.</p>	
2. Board has an appropriate mix of competence and expertise.	Compliant	<p>The 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 Corporation's businesses. Each director has his/her own strengths that add value to the Corporations.</p> <p>The directors' profiles, such as academic qualifications, industry knowledge, professional experience, and expertise can be found in the Annual Report and Definitive Information Statement of the Corporation.</p> <p>LINKS:</p> <p>Annual Report (SEC Form 17-A), page 26-27: http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/17A_ASFI-Group-2022.pdf</p> <p>Definitive Information Statement, page 7-10: http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFI-2023-AGM-</p>	

		Definitive-Information-Statement-with-Attachments.pdf Please refer to Annex F , Qualifications of Directors and Officers.	
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	All members of the Board possess the necessary qualifications and none of the disqualifications to serve in the Board. LINKS: Annual Report (SEC Form 17-A), page 26-27: http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/17A_ASFII-Group-2022.pdf Definitive Information Statement, page 7-10: http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.pdf Please refer to Annex F , Qualifications of Directors and Officers.	
Recommendation 1.2			
1. Board is composed of a majority of non-executive directors.	Compliant	Only one member of the incumbent Board holds executive position, Mr. Raymond K.H. See (January to June 2022) and Mr. Geoffrey P. Yulo (July December 2022), as President and CEO of the Company. Article 3.2 of our Corporate Governance Manual states: <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</i>	

		<p>checks and balances towards the protection of the Company's interests over the interests of the individual shareholders.</p> <p>LINKS:</p> <p>Definitive Information Statement, page 11 http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.pdf</p> <p>Corporate Governance Manual of the Corporation, page 6 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
Recommendation 1.3			
<p>1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.</p>	Compliant	<p>Section 3.3 of the Corporation's Corporate Governance Manual provides for the Policy on Training for directors, which states:</p> <p>3.3. Policy on Training for Directors. <i>To promote effective board performance and continuing qualification of the 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</i></p> <p>a) <i>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</i></p>	

		<p>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 6: http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Please refer to Annex A for training certificates of the members of the Board.</p>	
2. Company has an orientation program for first time directors.	Compliant	<p>The Corporation's Corporate Governance Manual provides for the Policy on Training for directors, which states:</p> <p>3.3. Policy on Training for Directors. To promote effective board performance and continuing qualification of the 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-</p>	

		<p>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>LINK:</p> <p>Corporate Governance Manual, page 6: http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>The Company has an orientation program for first-time directors.</p> <p>In 2022, the Company welcomed its new directors: Mr. Lorenzo Sixto T. Lichauco, Chairman of the Board, and Mr. Jeoffrey P. Yulo, President and Chief Executive Officer. On Wednesday, June 29, 2022, Messrs. Lichauco and Yulo attended an Orientation and Training Program covering SEC-mandated topics on corporate governance, an introduction to the Company's business, Articles of Incorporation, and Code of Conduct. The program was conducted by the Company's Compliance Officer and Assistant Corporate Secretary, Atty. Phoebe S. Bayona. They also attended onboarding sessions with the Company's business units to orient them with business operations and support functions.</p>	
3. Company has relevant annual continuing training for all directors.	Compliant	Please see attached Corporate Governance Seminar Certificates of our Board of Directors as Annex A.	
Recommendation 1.4			
1. Board has a policy on board diversity.	Compliant	The Board implements a process of selection to ensure a mix of competent Directors and Officers and	

		<p>adopt a policy on Board diversity, as to age, ethnicity, culture, skills, competence, and knowledge.</p> <p>The Corporate Governance Manual of the Corporation under Section 3.4 provides the Policy on Board Diversity as follows:</p> <p>3.4. Policy on Board diversity</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 7 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-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.		The Board shall implement a process of selection to ensure a mix of competent directors and officers and adopt a policy on Board diversity, as to age, ethnicity, culture, skills, competence	

		and knowledge.	
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 refer to page 28 of 2022 Annual Report.</p> <p>LINK:</p> <p>Annual Report (SEC Form 17-A), page 28: http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/17A_ASFI-Group-2022.pdf</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>Corporate Secretary. <i>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> <p>a. <i>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></p>	

- | | | | |
|--|--|--|--|
| | | <ul style="list-style-type: none">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;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;d. Work fairly and objectively with the Board, 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.e. Advise on the establishment of Board committees and their terms of reference;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;g. Attend all Board meetings, except when justifiable causes, such as illness, death in the immediate family and serious accidents, prevent attendance;h. Perform required administrative functions;i. Oversee the drafting of the by-laws and | |
|--|--|--|--|

		<p><i>ensures that they conform with regulatory requirements; and</i></p> <p><i>j. Perform such other duties and responsibilities as may be provided by law or the appropriate regulatory authority.</i></p> <p>LINK:</p> <p>Corporate Governance Manual, page 7-8 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
2. Corporate Secretary is a separate individual from the Compliance Officer.	Compliant	The Corporate Secretary is a separate individual from the Compliance Officer.	
3. Corporate Secretary is not a member of the Board of Directors.	Compliant	The Corporate Secretary is independent and not a member of the Board of Directors.	
4. Corporate Secretary attends training/s on corporate governance.	Compliant	The Corporate Secretary attended the required corporate governance seminar, as shown in Annex B of this report.	
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><i>a. 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</i></p>	

		<p>decisions on matters that require their approval;</p> <p>LINK:</p> <p>Corporate Governance Manual, page 8 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Please see attached Notices as Annex B-1.</p>	
Recommendation 1.6			
1. Board is assisted by a Compliance Officer.	Compliant	<p>For 2022, the Board has appointed and is assisted by its Compliance Officer, Atty. Phoebe Anne S. Bayona.</p> <p>Article 3.6 of the Corporate Governance Manual provides for the duties and functions of the Compliance Officer:</p> <p><i>(1) 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>	

- | | | | |
|--|--|---|--|
| | | <ul style="list-style-type: none">a) <i>Ensure proper orientation of new directors as provided in this Manual;</i>b) <i>Monitor, review, evaluate and ensure the compliance by the Company, its officers and directors with the relevant laws, the Corporate Governance Manual, the rules and regulations and all governance issuances of regulatory agencies;</i>c) <i>Report to the Board if violations are found and recommends the imposition of appropriate disciplinary action;</i>d) <i>Ensure the integrity and accuracy of all documentary submissions to regulators;</i>e) <i>Appear before the SEC when summoned in relation to compliance with the Corporate Governance Code;</i>f) <i>Collaborate with other departments to properly address compliance issues, which may be subject to investigation;</i>g) <i>Identify possible areas of compliance issues and work towards the resolution of the same;</i>h) <i>Ensure the attendance of Board members and key officers to relevant trainings; and</i>i) <i>Perform such other duties and responsibilities as may be provided by the SEC and competent authority.</i> | |
|--|--|---|--|

LINK:

Corporate Governance Manual, page 8

		http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf	
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	Compliant	The Compliance Officer holds a senior rank in management with adequate stature and authority in the Company.	
3. Compliance Officer is not a member of the board.	Compliant	The Compliance Officer is not a member of the Board.	
4. Compliance Officer attends training/s on corporate governance.	Compliant	The Compliance Officer attended the required corporate governance training session in 2022. Please refer to Annex C .	

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 to ensure 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 9 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-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 prepared for 2022 reflect that the</p>	
---	------------------	--	--

		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.	
Recommendation 2.2			
1. Board oversees the development, review and approval of the company's business objectives and strategy.	Compliant	<p>In general, the Board shall oversee the development of and approve the Company's business objectives and strategy and monitor their implementation, in order to sustain the Company's long-term viability and strength.</p> <p>Corporate Governance Manual, B. ESTABLISHING CLEAR ROLES AND RESPONSIBILITIES OF THE BOARD page 9-10</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
2. Board oversees and monitors the implementation of the company's business objectives and strategy.	Compliant	<p>The Management reports to the Board, at least every quarter, on the development and performance of the Company and its subsidiaries. The Management likewise presents Budget and CAPEX as well as 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>Corporate Governance Manual, B. ESTABLISHING CLEAR ROLES AND RESPONSIBILITIES OF THE BOARD Page 9-10</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	

		.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf Please see attached Notices containing the agenda, which covers financial reports of the Corporation, as Annex E.	
Supplement to Recommendation 2.2			
1. Board has a clearly defined and updated vision, mission and core values.	Compliant	<p>The Board shall communicate and implement the Company's vision, mission, values and overall strategy and promote any organization or stakeholder change in relation to the same.</p> <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 3 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Website http://corporate.allianceselectfoods.com/</p>	
2. Board has a strategy execution process that facilitates effective management	Compliant	The Board of Directors reviews and approves the corporate strategies on an annual basis and monitors/oversees	

<p>performance and is attuned to the company's business environment, and culture.</p>	<p>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 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</p>	
---	---	--

		<p>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 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Corporate By-Laws, page 5 http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/Amended-By-Laws-September-18-2013.pdf</p>	
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, Mr. Lorenzo Sixto T. Lichauco, who is also a non-executive director.</p> <p>Mr. Lichauco has been Officer in Charge of Seawood Resources, Inc., an investment holding company, since September 2020. Prior to joining Seawood, he spent his career in stockbroking and more recently portfolio management. Mr. Lichauco headed or had senior positions in a number of brokerage firms such as Merrill Lynch Philippines, Sun Hung Kai Peregrine Securities, Crosby Securities, CLSA Securities, HSBC Securities, Philippine</p>	

		<p>Equity Partners and Maybank-ATR-Kim Eng Securities. He briefly headed the Asset Management Group at the GSIS, the state pensionfund and ran the equity portfolio investments for Security Bank.</p> <p>Mr. Lichauco is Chairman of Mizu Resources and a director of Resins Inc., Makati Sports Club, and is an independent director of SB Equities, Inc.</p> <p>He has an MBA from The George Washington University in Washington D.C. and a BA Economics degree from Westminster College, Pennsylvania.</p> <p>This information can also be found in the Company's Definitive Information Statement.</p> <p>LINK:</p> <p>Definitive Information Statement, page 26 http://corporate.alliancesellectfoods.com/wp-content/uploads/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.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.	

Under the Corporate Governance Committee Charter:

3.1. Corporate Governance

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:

xxx

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;

LINKS:

Corporate Governance Manual, page 8

<http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf>

Charter of the Corporate Governance Committee, page 4

<http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-E-CorpGov-Committee.pdf>

<p>2. Board adopts a policy on the retirement for directors and key officers.</p>	<p>Compliant</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>LINK:</p> <p>Corporate Governance Manual, page 9</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
<p>Recommendation 2.5</p>			
<p>1. Board aligns the remuneration of key officers and board members with long-term interests of the company.</p>	<p>Compliant</p>	<p>The Board shall adopt policies towards aligning the remuneration of key Officers and Board members with the long-term interests of the Company.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 9</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>The Corporation's Definitive Information Statement indicates the compensation policy for the Board of Directors.</p>	

<p>2. Board adopts a policy specifying the relationship between remuneration and performance.</p>	<p>Compliant</p>	<p>The Board shall align the remuneration of key officers and Board members with the long-term interests of the Company and formulate and adopt a policy specifying the relationship between remuneration and performance.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 9</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
<p>3. Directors do not participate in discussions or deliberations involving his/her own remuneration.</p>	<p>Compliant</p>	<p>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 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</i></p>	

		<p>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.</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 4 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>	
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.	Compliant		

		<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>For 2021, there were no changes to the remuneration of officers, hence, this matter was not taken up at the Board Level.</p> <p>LINK:</p> <p>Corporate Governance Committee Charter, page 6 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-E-CorpGov-Committee.pdf</p>	
Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	Compliant	The Company's nomination and election policies, including its process	

		<p>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> <p>The Qualifications and Disqualifications of Directors is indicated in section 2.4 of the Charter of the Board of Directors</p> <p>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.</p> <p>LINKS:</p> <p>Corporate Governance Manual, page 6 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Charter of the Corporate Governance Committee http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-E-CorpGov-Committee.pdf</p> <p>Charter of the Board of Directors http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-</p>	
--	--	--	--

		Annex-C-Charter-of-the-Board-of-Directors.pdf	
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	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> <p>The Qualifications and Disqualifications of Directors is indicated in section 2.4 of the Charter of the Board of Directors</p> <p>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.</p> <p>LINKS:</p> <p>Corporate Governance Manual, page 6 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Charter of the Corporate Governance Committee http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-E-CorpGov-Committee.pdf</p>	

		Charter of the Board of Directors http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-C-Charter-of-the-Board-of-Directors.pdf	
3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.	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> <p>The Qualifications and Disqualifications of Directors is indicated in section 2.4 of the Charter of the Board of Directors</p> <p>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.</p> <p>LINKS:</p> <p>Corporate Governance Manual, page 6 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	

		<p>Charter of the Corporate Governance Committee http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-E-CorpGov-Committee.pdf</p> <p>Charter of the Board of Directors http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-C-Charter-of-the-Board-of-Directors.pdf</p>	
4. Board nomination and election policy includes how the board shortlists candidates.	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> <p>The Qualifications and Disqualifications of Directors is indicated in section 2.4 of the Charter of the Board of Directors</p> <p>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.</p> <p>LINKS:</p> <p>Corporate Governance Manual, page 6</p>	

		http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf Charter of the Corporate Governance Committee http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-E-CorpGov-Committee.pdf Charter of the Board of Directors http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-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	<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> <p>The Qualifications and Disqualifications of Directors is indicated in section 2.4 of the Charter of the Board of Directors</p> <p>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.</p>	

		<p>LINKS:</p> <p>Corporate Governance Manual, page 6 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Charter of the Corporate Governance Committee http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-E-CorpGov-Committee.pdf</p> <p>Charter of the Board of Directors http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-C-Charter-of-the-Board-of-Directors.pdf</p>	
6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	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> <p>The Qualifications and Disqualifications of Directors is indicated in section 2.4 of the Charter of the Board of Directors</p> <p>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</p>	

		<p>Directors. This also adopts an assessment policy to determine the effectiveness of the Board's processes in the nomination, election and replacement of director.</p> <p>LINKS:</p> <p>Corporate Governance Manual, page 6 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Charter of the Corporate Governance Committee http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-E-CorpGov-Committee.pdf</p> <p>Charter of the Board of Directors http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-C-Charter-of-the-Board-of-Directors.pdf</p>	
--	--	--	--

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	The Company uses 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

<p>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.</p>	<p>Compliant</p>	<p>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.</p> <p>Section 3.14 of the Corporate Governance Manual also provides further details on the Corporation's Policy on Related Party Transactions.</p> <p>LINKS:</p> <p>Amended Policy on Related Party Transaction http://corporate.allianceselectfoods.com/wp-content/uploads/2019/10/2019-Amended-Policy-on-Related-Party-Transactions.pdf</p> <p>Corporate Governance Manual, page 10 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
<p>2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.</p>	<p>Compliant</p>	<p>The Board shall have the 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, particularly those which pass certain thresholds of materiality. The Company shall adopt a policy on related party transactions which shall: a) Include the appropriate review and approval of material or significant RPTs, which guarantee fairness and transparency of the</p>	

		<p>transactions; b) Encompass all entities within the group, taking into account their size, structure, risk profile and complexity of operations; and c) Include the definition of related parties; the coverage of the RPT policy; guidelines in ensuring arm's-length terms; identification and prevention or management of potential or actual conflicts of interest which arise; adoption of materiality thresholds; internal limits for individual and aggregate exposures; whistle</p> <p>LINKS:</p> <p>Amended Policy on Related Party Transaction http://corporate.allianceselectfoods.com/wp-content/uploads/2019/10/2019-Amended-Policy-on-Related-Party-Transactions.pdf</p> <p>Corporate Governance Manual, page 10 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	Compliant	<p>The Board shall have the 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, particularly those which pass certain thresholds of materiality. The Company shall adopt a policy on related party transactions which shall: a) Include the appropriate review and approval of material or</p>	

		<p>significant RPTs, which guarantee fairness and transparency of the transactions; b) Encompass all entities within the group, taking into account their size, structure, risk profile and complexity of operations; and c) Include the definition of related parties; the coverage of the RPT policy; guidelines in ensuring arm's-length terms; identification and prevention or management of potential or actual conflicts of interest which arise; adoption of materiality thresholds; internal limits for individual and aggregate exposures; whistle</p> <p>LINKS:</p> <p>Amended Policy on Related Party Transaction http://corporate.allianceselectfoods.com/wp-content/uploads/2019/10/2019-Amended-Policy-on-Related-Party-Transactions.pdf</p> <p>Corporate Governance Manual, page 10 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
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	Compliant	<p>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:</p> <p>B. COVERAGE</p> <p>1. For purposes of this Policy, a</p>	

<p>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.</p>		<p><i>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").</i></p> <p>2. The transactions enumerated in Annex "2" of this Policy on Related Transactions are Exempt Transactions.</p> <p>3. 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.</p> <p>Section C of the same Policy further states that:</p> <p>C. ADVISEMENT REPORT AND DISCLOSURE</p> <p><i>1. All Material and/or Significant RPT shall be reported by the Chief</i></p>	
---	--	---	--

		<p>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,</p> <p>2. 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.</p> <p>ANNEX “2”: EXEMPT RPT</p> <p>The following shall be considered as “Exempt RPT”:</p> <ol style="list-style-type: none">1. 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.2. Any transaction involving a Related Party wherein Company is a customer or client in the ordinary or regular course of business of consumer goods or consumer services, or fees are based on a fixed or graduated scale which is	
--	--	---	--

		<p><i>publicly quoted or applied consistently to all customers or class of customers.</i></p> <p>3. <i>Subject to the policy and/or guidelines as may be issued and approved by the Compensation Committee, any transaction that involves the providing of compensation to a director or an executive officer in connection with his or her duties to Company or any of its subsidiaries or affiliates, including the reimbursement of reasonable business and travel expenses incurred in the ordinary course of business.</i></p> <p><i>Exempt RPT are transactions which are no longer subject to review and/or endorsement by the CG Committee.</i></p> <p>LINK:</p> <p>Amended Policy on Related Party Transaction http://corporate.allianceselectfoods.com/wp-content/uploads/2019/10/2019-Amended-Policy-on-Related-Party-Transactions.pdf</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.	Compliant	Shareholders shall have the right to elect, remove and replace directors and vote on certain corporate acts in accordance with the Revised Corporation Code. Cumulative	

		individual voting by poll shall be used to approve specific items in the agenda. In case of absence or inability to attend, shareholders have the right to be represented and vote by submitting a proxy to the office of the Corporate Secretary at least five (5) days before the Annual Stockholders' meeting.	
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 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://corporate.allianceselectfoods.com/wp-</p>	

		<p>content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>The complete list of our Board of Directors and Executive Directors are provided in:</p> <p>Annual Report (SEC Form 17-A), page 26-27: http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/17A_ASFI-Group-2022.pdf</p> <p>Definitive Information Statement, page 7-12: http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFI-2023-AGM-Definitive-Information-Statement-with-Attachments.pdf</p> <p>Please see attached Annex F for complete list of our Board of Directors and Executive Directors, including other details relevant to them</p>	
<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).</p>	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</i></p>	

		<p>policies with the Management Team.</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>The complete list of our Board of Directors and Executive Directors are provided in:</p> <p>Annual Report (SEC Form 17-A), page 26-27: http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/17A_ASFII-Group-2022.pdf</p> <p>Definitive Information Statement, page 7-12: http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.pdf</p> <p>Please see attached Annex F for complete list of our Board of Directors and Executive Directors, including other details relevant to them.</p>	
Recommendation 2.9			
1. Board establishes an effective performance management framework that ensures that Management's	Compliant	The Company has a Goal Setting Performance Assessment (GSPA) program that ensures that the	

performance is at par with the standards set by the Board and Senior Management.		management's performance is at par with the standards set by the Board. Please refer to Annex G - GSPA Template.	
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 G.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 10 http://allianceselectfoods.com/wp-content/uploads/2017/06/</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 11 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII -2017-Corporate-Governance-Manual.pdf</p> <p>Internal Audit Charter: http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-B-Internal-Audit-Charter.pdf</p>	
2. The internal control system includes a mechanism for monitoring and managing	Compliant	<p>Section 3.17 of the Corporate Governance Manual provides:</p>	

potential conflict of interest of the Management, members and shareholders.		<p>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.</p> <p>The Board has adopted an Internal Audit Charter, which is an integral part of this Corporate Governance Manual.</p> <p>LINKS:</p> <p>Corporate Governance Manual, page 11 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p> <p>Internal Audit Charter: http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-B-Internal-Audit-Charter.pdf</p>	
3. Board approves the Internal Audit Charter.	Compliant	The Company's existing Internal Audit Charter was approved by the Board's Audit Committee.	
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>3.18. The Board shall oversee that a sound enterprise risk management (ERM) framework is</p>	

		<p><i>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>LINK:</p> <p>Corporate Governance Manual, page 11 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFIL-2017-Corporate-Governance-Manual.pdf</p> <p>Charter of the Board Risk Oversight Committee http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-F-Board-Risk-Oversight-Committee.pdf</p> <p>The Corporation has a Charter for the Board Risk Oversight Committee. Although the Board Risk Oversight Committee, in coordination with management, is yet to establish a regular schedule for meetings to discuss enterprise-level risk exposures and risk management strategies, it will</p>	
--	--	---	--

		endeavor to meet regularly in the future. For 2022, general business risks were discussed extensively at Board.	
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	<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>LINK:</p> <p>Corporate Governance Manual, page 11 http://allianceselectfoods.com/wp-content/uploads/2017/06/ASFII-2017-Corporate-Governance-Manual.pdf</p> <p>Charter of the Board Risk Oversight Committee http://corporate.allianceselectfoods.com/wp-content/uploads/2017/06/Board-Risk-Oversight-Charter.pdf</p>	

		content/uploads/2022/05/CGM-Annex-F-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	<p>Please see below link on the Corporation's Board Charter, which serves as a guide to the directors in the performance of their functions, available on the Corporate website:</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-C-Charter-of-the-Board-of-Directors.pdf</p>	
2. Board Charter serves as a guide to the directors in the performance of their functions.	Compliant	<p>Please see below link on the Corporation's Board Charter, which serves as a guide to the directors in the performance of their functions, available on the Corporate website:</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-C-Charter-of-the-Board-of-Directors.pdf</p>	
3. Board Charter is publicly available and posted on the company's website.	Compliant	<p>Please see below link on the Corporation's Board Charter, which serves as a guide to the directors in the performance of their functions, available on the Corporate website:</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-C-Charter-of-the-Board-of-Directors.pdf</p>	

Additional Recommendation to Principle 2

1. Board has a clear insider trading policy.

Compliant

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.

In addition, the Corporation's Code of Business Conduct and Ethics provide under Item V.D.3 that:

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:

- a. Ten trading days before and three trading days after the disclosure of quarterly or annual financial results; and*
- b. Three (3) full trading days before and three (3) full trading days after the disclosure of any material information other than the above.*

Please see link for the complete copy of the Policy on Reporting of Directors' and Officers' Dealings in Shares of the Company:

LINKS:

		<p>Policy on Reporting of Directors and Officers Dealing in Shares of the Company http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-H-Policy-Required-DandO-to-Report-Dealings-with-Company-Shares.pdf</p> <p><u>Code of Business Conduct and Ethics, page 6</u> http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/HRD-001-Code-of-Business-Conduct-and-Ethics.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

<p>1. Board establishes board committees that focus on specific board functions to aid in the optimal performance of its roles and responsibilities.</p>	<p>Compliant</p>	<p>The Company's Board Committees and their respective memberships may be accessed on 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>3.20. <i>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>3.25. <i>All established committees shall have Committee Charters stating in plain terms their respective purposes, memberships, structures, operations, reporting processes, resources and</i></p>	
--	------------------	---	--

		<p>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.</p> <p>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.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 11-16 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
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.3.(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 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	

		content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf Charter of the Audit Committee, page 5 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-D-Charter-of-the-Audit-Committee.pdf	
2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.	Compliant	<p>The Audit Committee as of September 2022 is composed of three non-executive directors, two of which are independent directors. They are:</p> <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 refer to Annex F for members of the Audit Committee.</p>	
3. All the members of the committee have relevant background, knowledge, skills and/or experience in the areas of accounting, auditing and finance.	Compliant	<p>The Audit Committee is composed of three non-executive directors, two of which are independent directors. They are:</p> <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 refer to Annex F for the qualifications of the members of the Audit Committee.</p>	
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	Compliant	The incumbent 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.	Compliant	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><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 2022, there was no non-audit work conducted by the External Auditors.</p> <p>LINK:</p> <p>Charter of the Audit Committee, page 4 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-D-Charter-of-the-Audit-Committee.pdf</p> <p>The Audit Committee had twelve (12) meetings during the year 2022 as shown in Annex F.</p>	
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	Non-Compliant		<p>The Audit Committee has not held a meeting with the external audit team in 2022 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.</p>

Optional: Recommendation 3.2			
1. Audit Committee meets at least four times during the year.	Compliant	The Audit Committee had twelve (12) meetings during the year 2022 as shown in Annex F .	
2. Audit Committee approves the appointment and removal of the internal auditor.	Compliant	Ms. Rona Silvestre, whose appointment was approved by the Audit Committee on November 9, 2021, continues as the Company's Internal Audit Head.	
Recommendation 3.3			
1. Board establishes a Corporate Governance Committee tasked to assist the Board in the performance of its corporate governance responsibilities, including the functions that were formerly assigned to a Nomination and Remuneration Committee.	Compliant	<p>Section 3.22 of the Corporate Governance manual provides for the establishment of the Corporate Governance Committee, its functions 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://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Charter of the Corporate Governance Committee</p>	

		http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-E-CorpGov-Committee.pdf	
2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	Non-Compliant	<p>The Incumbent Corporate Governance Committee is composed of three (3) members, two of whom are independent directors. The members are:</p> <ul style="list-style-type: none"> • Domingo C. Go - Chairman and Independent Director; • Dobbin A. Tan - Member and Independent Director; and • Lorenzo Sixto T. Lichauco - Member. <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>Please refer to Annex F for the members of the Corporate Governance Committee.</p>	<p>The Company had two (2) independent directors in 2022, consistent with Sec. 38 of the Securities and Regulation Code. Thus, it was unable to place three (3) independent directors as members of the Corporate Governance Committee.</p> <p>The Company intends to comply with the minimum three independent directors as members of the Corporate Governance Committee. On 13 April 2023, Fernando L. Gaspar – Independent Director, was appointed as additional independent director.</p>
3. Chairman of the Corporate Governance Committee is an independent director.	Compliant	The Chairman of the Corporate Governance Committee is Mr. Domingo C. Go, an independent director.	
Optional: Recommendation 3.3.			
1. Corporate Governance Committee meet at least twice during the year.	Compliant	The Corporate Governance Committee had six (6) meetings during the year 2022 as shown in Annex F .	
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	The Corporate Governance Manual under Section 3.23 establishes the Board Risk Oversight Committee and its functions and responsibilities.	

		<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://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Charter of the Board Risk Oversight Committee http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-F-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.	Compliant	<p>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.</p> <p>The members of the Committee are: -Joseph Peter Y. Roxas – Chairman -Dobbin A. Tan – Member, Independent Director -Domingo C. Go – Member, Independent Director</p> <p>LINK:</p> <p>Corporate Website http://corporate.allianceselectfoods.com/board-committees/</p>	<p>The Chairman is not an independent director of the Company.</p> <p>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.</p>
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Compliant	<p>Mr. Joseph Peter Y. Roxas is not a chairman of any other Board Committee, neither is he the Chairman of the Board.</p> <p>LINK:</p> <p>Corporate Website http://corporate.allianceselectfoods.com/board-committees/</p>	<p>The Chairman of the committee is a non-executive director. This makes him still independent from management control.</p>

<p>4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.</p>	<p>Compliant</p>	<p>Please see attached Annex F for the members of the Corporate Governance Committee, their qualifications and types 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>	<p>The Charter of the BROC states that the composition of the Committee shall be at least three members, the majority of whom shall as much as practicable be independent directors, including the Chairman. The Chairman shall not be the Chairman of the Board or of any other committee.</p> <p>In 2022, the Company only had two independent directors, 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 other Committee, the Chairman of the BROC 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://corporate.allianceselectfoods.com/wpcontent/uploads/2018/07/ASFI2017-CG-Manual-Annex-F-Charter-of-</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>	<p>Compliant</p>	<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 15 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Charter of Related Party Transactions: http://corporate.allianceselectfoods.com/wp-content/uploads/2019/10/2019-Amended-Policy-on-Related-Party-Transactions.pdf</p>	
<p>2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.</p>	<p>Compliant</p>	<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"> - Gabriel A. Dee – Chairman - Dobbin A. Tan – Independent Director, Member - Domingo C. Go – Independent Director, Member <p>Please see Annex F for the information on 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>	

		Corporate Website http://corporate.allianceselectfoods.com/board-committees/	
Recommendation 3.6			
<p>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.</p>	Compliant	<p>All established committees have their respective Committee Charters. Section 3.25 of the Corporate Governance Manual provides that:</p> <p>3.25 <i>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> <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><i>Annex C: Charter of the Board of Directors</i> <i>Annex D: Charter of the Audit Committee</i> <i>Annex E: Charter of the Corporate Governance Committee, which shall also have the duties and responsibilities of the Nominations Committee and the Remuneration Committee</i> <i>Annex F: Charter of the Board Risk Oversight Committee</i> <i>Annex G: Charter of the Related Party Transactions Committee</i></p> <p>LINK:</p>	

		<p>Corporate Governance Manual, page 16 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
<p>2. Committee Charters provide standards for evaluating the performance of the Committees.</p>	Compliant	<p>All established committees have their respective Committee Charters. Section 3.25 of the Corporate Governance Manual provides that:</p> <p>3.25 <i>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> <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><i>Annex C: Charter of the Board of Directors</i> <i>Annex D: Charter of the Audit Committee</i> <i>Annex E: Charter of the Corporate Governance Committee, which shall also have the duties and responsibilities of the Nominations Committee and the Remuneration Committee</i> <i>Annex F: Charter of the Board Risk Oversight Committee</i> <i>Annex G: Charter of the Related Party Transactions Committee</i></p> <p>LINK:</p>	

		<p>Corporate Governance Manual, page 16 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
<p>3. Committee Charters were fully disclosed on the company's website.</p>	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><u>Internal Audit Charter:</u> http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-B-Internal-Audit-Charter.pdf</p> <p><u>Charter of the Board of Directors:</u> http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-C-Charter-of-the-Board-of-Directors.pdf</p> <p><u>Charter of the Audit Committee:</u> http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-D-Charter-of-the-Audit-Committee.pdf</p> <p><u>Charter of the Corporate Governance Committee:</u> http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-E-CorpGov-Committee.pdf</p> <p><u>Charter of the Board Risk Oversight Committee:</u> http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-F-Board-Risk-Oversight-Committee.pdf</p> <p><u>Charter of the Related Party Transactions Committee:</u> http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-G-Related-Party-Transactions-Committee.pdf</p>	

		content/uploads/2022/05/CGM-Annex-G-Related-Party-Transactions-Committee.pdf	

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

<p>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.</p>	<p>Compliant</p>	<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 2022. 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 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 H for the information on the attendance of the directors to the mentioned meetings.</p> <p>LINKS:</p> <p>Corporate Governance Manual, page 16 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
--	------------------	---	--

		Management Report attached to the Definitive Information Statement (page 30) http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.pdf	
2. The directors review meeting materials for all Board and Committee meetings.	Compliant	<p>Materials are distributed to all members of the Board and Board Committees at least five (5) business days for their review prior to the meeting.</p> <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>LINK:</p> <p>Corporate Governance Manual, page 16 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Please refer to Annex B-1 for notices distributed by the Company for 2022.</p>	
3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	Compliant	During Board and Board Committee meetings, the Directors render active participation in discussions which include asking appropriate questions,	

		<p>seeking clarifications and additional explanations.</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>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>LINK:</p> <p>Corporate Governance Manual, page 16 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-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</i></p>	

		<p>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.</p> <p>3.28. A director shall notify the Board where he/she is an incumbent director before accepting a directorship in another company.</p> <p>Please refer to the 2022 Annual Report for the list of incumbent directors of the Company.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 17 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
Recommendation 4.3			
1. The directors notify the company's board before accepting a directorship in another company.	Compliant	While there is no formal policy, as a matter of courtesy, directors notify the Board verbally and in writing before accepting a directorship in another publicly-listed company. Independent Directors submit annual certifications detailing various directorship positions.	
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 as of June 2022 is Mr. Jeoffrey P. Yulo. 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	The Board had eight (8) meetings for 2022 as reflected in the 2022 Annual Report.	
4. Company requires as minimum quorum of at least 2/3 for board decisions.	Non-Compliant		<p>The Company complies with the Revised Corporation Code in that a majority of all of the members of the Board of Directors constitutes a quorum.</p> <p>Attendance at Board meetings was generally 100% in 2022, 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>

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.	Compliant	<p>The Company had two (2) Independent Directors, Mr. - Domingo C. Go, Jr. and Mr. - Dobbin A. Tan, serving on the Board, as of 2022.</p> <p>On 13 April 2023, the Company appointed Mr. Fernando L. Gaspar as additional independent director of the Board.</p> <p>Please see attached Annex I for the appointment of Mr. Gaspar filed in PSE Edge.</p>	
--	-----------	---	--

Recommendation 5.2

1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.	Compliant	<p>The independent directors possess all the qualifications and none of the disqualifications to hold their positions.</p> <p>Section 3.30 of the Corporate Governance Manual provides:</p> <p><i>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:</i></p> <p>a) <i>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;</i></p> <p>b) <i>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</i></p>	
--	-----------	--	--

		<p>substantial shareholders and its related companies;</p> <p>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;</p> <p>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;</p> <p>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> <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) <i>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;</i></p> <p>i) <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;</i></p> <p>j) <i>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</i></p> <p>k) <i>Is not employed as an executive officer of another company where any of the Company's executives serve as directors.</i></p> <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 17 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-</p>	
--	--	--	--

		Governance-Manual.pdf Please refer to Annex F for the qualifications of the members of the Board.	
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>A Director's office is one of trust and confidence. He/She shall act in a manner characterized by transparency, accountability and fairness. Directors shall act on a fully informed basis, in good faith, with due diligence and care, and in the best of Company and all shareholders. There are no arrangements that constrain the directors' ability to vote independently.</p> <p>Directors are free to vote independently without restrictions. Section 4.2 and 4.4.D of the Board Charter as follows:</p> <p>4.2. <i>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"> a. <i>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> b. <i>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> c. <i>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>4.4. <i>Specific Duties and Responsibilities of a Director</i></p> <p><i>A Director should act in a manner characterized</i></p>	

		<p>by integrity, transparency, accountability and fairness. Consistent with this, a Director shall:</p> <p>xxx</p> <p>a) Exercise independent judgment;</p> <p>LINK:</p> <p>Charter of the Board of Directors http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-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 2022 are Mr. Dobbin A. Tan, Mr. Domingo C. Go, who were elected as independent directors on 1 March 2016 and 11 September 2020, respectively.</p> <p>On 13 April 2023, a third independent director, Mr. Fernando L. Gaspar, was elected.</p> <p>Please refer to 2022 Annual Report which would show the number of years served by the Independent directors.</p> <p>LINK:</p> <p>2022 Annual Report, page 26 http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/17A_ASFI-Group-2022.pdf</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>3.31. <i>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</i></p>	

		<p>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.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 18 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-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>	Compliant	<p>The Corporate Governance Manual provides on Section 3.31 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 18 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>The current Independent Directors of the Company have not served for more than nine years.</p>	.
Recommendation 5.4			
<p>1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.</p>	Compliant	<p>The Chairman of the Board of Directors is Mr. Lorenzo Sixto T. Lichauco and the Chief Executive Officer is Mr. Jeoffrey P. Yulo .</p>	
<p>2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.</p>	Compliant	<p>Section 3.32 of the Corporate Governance Manual provides:</p> <p>3.32. <i>The positions of Chairman of the Board and Chief Executive Officer shall be held by separate</i></p>	

		<p><i>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>a) Ensure that the meeting agenda focuses on strategic matters, including enterprise risks, considering the developments in the business and regulatory environments, key governance concerns, and important issues that could significantly impact operations;</i> <i>b) Ensure that the Board receives accurate, timely, relevant, concise and clear information to enable it to make sound decisions;</i> <i>c) Facilitate discussions on key issues and encourage discussion and debate;</i> <i>d) Encourage the Board to inquire on reports submitted and representations made by Management;</i> <i>e) Assure the availability of proper orientation for first-time directors and continuing training opportunities for all directors; and</i> <i>f) Make sure that the performance of the Board is evaluated at least once a year and there is discussion/follow up on such evaluation.</i> <p><i>b. The Chief Executive Officer shall have the roles and responsibilities, among others:</i></p> <ul style="list-style-type: none"> <i>i. Determine the Company's strategic direction and formulate and implement its strategic plan on the direction of the business;</i> <i>ii. Communicate and implement the Company's vision, mission, values and overall strategy and promote any</i> 	
--	--	---	--

		<p>organization or stakeholder change in relation to the same;</p> <ul style="list-style-type: none"> 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 ix. Serve as the link between internal operations and external stakeholders. <p>The Chairman and the CEO are not related to each other.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 9 and 18 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-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.	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. <i>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</i></p>	

		<p>Board and Chief Executive Officer are held by one person.</p> <p>The functions of the lead shall include, among others, the following:</p> <ul style="list-style-type: none"> a. Serves as an intermediary between the Chairman and the other Directors when necessary; b. Convenes and chairs meetings of the Non-Executive Directors; and c. Contributes to the performance of the Chairman, as required. <p>The Lead Independent Director is Mr. Domingo C. Go.</p> <p>The Chairman of the Board is not an independent director.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 19 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-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>4.4. A Director should act in a manner characterized by integrity, transparency, accountability and fairness. Consistent with this, a Director shall:</p> <p>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.</p>	

		LINK: Corporate Governance Manual http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-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		Although not exclusive to non-executive directors, during meetings with the external auditor, heads of the internal audit, compliance and risk functions, non-executive directors are able to readily and freely ask questions on matters for discussed.
2. The meetings are chaired by the lead independent director.	Non-Compliant		<p>The Committees, as a group, have not had a meeting with the external or internal audit team without anyone from management present. However, members of the Committees have unobstructed access to the Company's external and internal auditors as well as compliance officer, and may meet and dialogue with them, at their option, without anyone from management present.</p> <p>All of the Committees except the Executive Committee are chaired and composed of non-executive directors.</p>

Optional: Principle 5

1. None of the directors is a former CEO of the company in the past 2 years.	Compliant	Mr. Jeffrey P. Yulo has been the CEO of the Company since June 2022.	
--	-----------	--	--

Recommendation 6.1

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.	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,</p> <p>The Company is currently implementing the Board Self-Assessment evaluation process to increase effectiveness, maximize strength and improve the performance of the board. The self-assessment for the Chairman, individual members and Committees will be conducted as soon as practicable.</p> <p>Attached as Annex J is the Board Self-Assessment Questionnaire.</p> <p>LINK:</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	

		Corporate Governance Manual, page 19 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf	
5. Every three years, the assessments are supported by an external facilitator.	Non-Compliant	The Board is institutionalizing a formal annual self-assessment exercise based on a defined set of criteria and standards of key Board functions. The program was delayed because of business exigencies brought on by the pandemic. 2021 was the third year of the implementation of the Company's Corporate Governance Manual. The Board shall engage an external facilitator to conduct the self-assessment exercise every three (3) years.	
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	Section F of the Corporate Governance Manual outlines the system for assessing board performance:	
2. The system allows for a feedback mechanism from the shareholders.	Compliant	<p><i>F. ASSESSING BOARD PERFORMANCE.</i></p> <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><i>3.36 The Board shall conduct an</i></p>	

		<p>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 19 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
--	--	--	--

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	<p>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.</p> <p>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.</p> <p>LINK:</p> <p>Code of Business Conduct and Ethics</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/HRD-001-Code-of-Business-Conduct-and-Ethics.pdf</p>	
2. The Code is properly disseminated to the Board, senior management and employees.	Compliant	<p>The Company disseminates the Code of Conduct through the following:</p> <ol style="list-style-type: none">1. Internal cascades and announcements (email and small-group or departmental discussions)2. Code of Conduct is posted in the Company's website3. Code of Conduct is explained during onboarding orientation for new employees	

3. The Code is disclosed and made available to the public through the company website.	Compliant	LINK: Code of Business Conduct and Ethics http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/HRD-001-Code-of-Business-Conduct-and-Ethics.pdf	
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	The Company has an Anti-Bribery and Corruption Policy disseminated to all its employees, which took effect in May 2019. LINK: Anti-Bribery and Corruption Policy http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/HRD-002-Anti-Bribery-and-Corruption-Policy.pdf	
Recommendation 7.2			

<p>1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.</p>	<p>Compliant</p>	<p>The Company undergoes multiple audits annually by third parties, customers, stakeholders as well as its external auditors and internal auditor to ensure compliance.</p> <p>Internally, the Human Resources Department (HRD) of the Company ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics. The Board, Senior Management and all other employees are covered by the provisions stated in the Code of Conduct. Human Resources Business Partners are deployed to each department to oversee strict compliance to the Code of Conduct. In cases of breach or violations, HRD may request the assistance of Internal Audit for fact-finding purposes.</p> <p>Code of Business Conduct and Ethics http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-H-Policy-Required-DandO-to-Report-Dealings-with-Company-Shares.pdf</p>	
--	------------------	---	--

<p>2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.</p>	<p>Compliant</p>	<p>The Board of Directors and its Board Committees undertake regular reviews of the implementation and compliance with the Company's internal policies.</p> <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>Code of Business Conduct and Ethics http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/HRD-001-Code-of-Business-Conduct-and-Ethics.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

<p>1. Board establishes 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.</p>	<p>Compliant</p>	<p>The Company is guided by its Corporate Governance Manual and disclosure rules set forth by the Securities and Exchange Commission and the Philippine Stock Exchange.</p> <p>Part IV of the Corporate Governance Manual is "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><i>4.1. 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><i>4.2. All directors and officers of the Company are required to, and must, disclose/report all their dealings in the shares of</i></p>	
---	------------------	---	--

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."

4.3. 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.

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.

4.4. The Company shall provide a clear disclosure of its policies and procedure for setting Board 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.

LINKS:

Corporate Governance Manual, page 20

<http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf>

Corporate Website – SEC Filings

<http://corporate.allianceselectfoods.com/sec-filings/>

Philippine Stock Exchange

https://edge.pse.com.ph/company/Dislosures/form.do?cmpy_id=602

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	The Company's financial reports were all filed within the reglementary period in accordance with the Securities Regulation Code and the Revised Disclosure Rules of the Philippine Stock Exchange.	
2.			
3. Company discloses in its annual report the principal risks associated with the identity of the company's controlling shareholders; 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.	Compliant	Please see below link for the Corporation's 2022 Annual Report: http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/17A_ASFI-Group-2022.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://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-H-Policy-Required-DandO-to-Report-Dealings-with-Company-Shares.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	Compliant	As disclosed through: Public Ownership Report https://edge.pse.com.ph/openDiscViewer.do?edge_no=5e7181d7c0d9a0bf9e4dc6f6c9b65995	

shares from the market (e.g. share buy-back program).		<p>List of Top 100 Stockholders https://edge.pse.com.ph/openDiscViewer.do?edge_no=8b6af3b72c9d57689e4dc6f6c9b65995</p> <p>Please refer to Annex F for Security Ownership of Directors and Officers</p> <p>Please see attached Annex H, the conglomerate Map of the Corporation.</p>	
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 potential conflicts of interest that might affect their judgment.	Compliant	Please refer to Annex F for the Academic Qualifications, Directorships and Professional Experiences of our Board.	
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		
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.	Non-Compliant	The Corporation's Definitive Information Statement Indicates the compensation policy for the Board of Directors.	
2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.	Non-Compliant	<p>On January 21, 2016, the Company's Board of Directors adopted a policy, effective immediately, setting directors' 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</p>	

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.

The Corporate Governance Committee Charter also provides for the guidelines on how the Compensation Committee should arrive at appropriate compensations for the Board and officers.

LINKS:

By-laws, page 9

<http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/Amended-By-Laws-September-18-2013.pdf>

Definitive Information Statement, page 19

<http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.pdf>

Corporate Governance Manual, page 20

<http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017->

		Corporate-Governance-Manual.pdf Charter of the Corporate Governance Committee http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-E-CorpGov-Committee.pdf	
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Compliant	<p>Please refer to page 19 of 2023 Definitive Information Statement for the breakdown of director remuneration and executive compensation.</p> <p>LINK:</p> <p>Definitive Information Statement, page 19 http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.pdf</p>	
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 of the Corporate Governance Manual.</p> <p>LINK:</p> <p>Amended Policy on Related Party Transactions http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-A-Related-Party-Transactions-Policy.pdf</p>	

<p>2. Company discloses material or significant RPTs reviewed and approved during the year.</p>	<p>Compliant</p>	<p>Material or significant RPTs, if any, are disclosed in the Company's Audited Financial Statements. There are no material related party transactions for the year 2022. The other related party transactions can be found in 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>LINKS:</p> <p>Philippine Stock Exchange (PSE) Edge: https://edge.pse.com.ph/companyDisclosures/form.do?cmpy_id=602</p> <p>Audited Financial Statement as of 31 December 2022 was attached to the 2022 Annual Report. http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/17A_ASFI-Group-2022.pdf</p>	
Supplement to Recommendation 8.5			
<p>1. Company requires directors to disclose their interests in transactions or any other conflict of interests.</p>	<p>Compliant</p>	<p>Please see Conflict of Interest Policy, 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</i></p>	

		<p>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 one time during the year.</p> <p>LINK:</p> <p>Conflict-of-Interest Policy http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/HRD-003-Conflict-of-Interest.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><i>2. In the review and approval of RPTs, the Company shall at all times abide by the following standards:</i></p> <p><i>2.1. That the RPT is "fair and at arm's length"</i></p> <p>LINK:</p> <p>Amended Policy on Related Party Transactions, page 1 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-A-Related-Party-Transactions-</p>	

Recommendation 8.6

1. Company makes 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.	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,</p> <p>LINKS:</p> <p>Philippine Stock Exchange (PSE) Edge: https://edge.pse.com.ph/company/Dislosures/form.do?cmpy_id=602</p> <p>Audited Financial Statement as of 31 December 2022 attached in 2022 Annual Report: http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/17A_ASFII-Group-2022.pdf</p>	
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>In November 2021, the Company sold its shares in Akaroa Salmon New Zealand and a third-party valuation was conducted on the shares. The price at which the Company sold its shares in Akaroa Salmon was within such valuation.</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,	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.	

ownership, and strategic direction 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	The Company's Manual on Corporate Governance was submitted to the Securities Exchange Commission on May 31, 2017 and to the Philippine Stock Exchange on June 1, 2017. The Manual is still effective and unchanged.	
3. Company's MCG is posted on its company website.	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>	
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	<p>The Company shall submit to the Securities Exchange Commission and Philippine Stock Exchange an updated Manual on Corporate Governance should there be changes in its corporate governance practices.</p> <p>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 is still effective and unchanged.</p>	

Optional: Principle 8			
1. Does the company's Annual Report disclose the following information:			
a. Corporate Objectives	Compliant	<p>Please see link to the 2022 Annual Report:</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/17A_ASFII-Group-2022.pdf</p> <p>Kindly refer to Note 1 of Audited Consolidated Financial Statements (pg. 58 of 17A)</p>	
b. Financial performance indicators	Compliant	Please see Item V - Key Performance Indicators (pg. 24).	
c. Non-financial performance indicators	Compliant	<p>No mention of non-financial performance indicators in the 2022 Annual Report.</p> <p>Please refer instead to the Sustainability Report with link:</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/April-17-2023-ASFII-Sustainability-Report-2022.pdf</p>	
d. Dividend Policy	Compliant	Please refer to Note 15 of the Separate Financial Statement (pg.177 of 17A).	
e. Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and other directorships in listed companies) of all directors	Compliant	Please see Part III: Control and Compensation Information, Item 10: Directors and Executive 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 page 40.	
g. Total remuneration of each member of the board of directors	Non-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	Kindly refer to the last sentence of Item 14: Corporate Governance (pg. 40) where a statement is included that the Company has fully complied with the requirements of the Manual on Corporate Governance.	
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 40)	
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 40)	
5. The company discloses in the Annual Report the key risks to which the company is materially exposed to (i.e. financial, operational including IT, environmental, social, economic).	Compliant	Please see Major Risk Factor (pg. 12) of the 2022 Annual Report.	
6.			

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

<p>1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.</p>	<p>Compliant</p>	<p>The Charter of the Audit Committee under Part III: Functions of the Committee, Section B.3(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 2022 is PHP1,674,400.</p> <p>LINK:</p> <p>Charter of the Audit Committee, page 5 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	
<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.</p>	<p>Compliant</p>	<p>As disclosed in the 2022 Annual Report, 25</p> <p>LINK:</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/17A_ASFI-Group-2022.pdf</p>	

<p>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.</p>	<p>Compliant</p>	<p>The external auditor, Reyes Tacandong & Co., has been reappointed for 2022.</p> <p>LINK:</p> <p>Charter of the Audit Committee http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	
<p>Supplement to Recommendation 9.1</p>			
<p>1. Company has a policy of rotating the lead audit partner every five years.</p>	<p>Compliant</p>	<p>Mr. Cedric Caterio is the lead audit partner of Reyes and Tacandong beginning fiscal year 2022. The previous lead audit partner, Mr. Wilson Teo, served for five (5) years as lead engagement partner (2015 – 2019) and two (2) years as signing partner (2020 – 2021). Mr. Emmanuel V. Clarino served as signing partner covering 2015 until 2019.</p> <p>LINK:</p> <p>Charter of the Audit Committee http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-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; andiii. exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.	Compliant	<p>Please see link below to the Corporation's Audit Committee Charter:</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	
<p>2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.</p>	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</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	

Supplement to Recommendations 9.2

<p>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.</p>	<p>Compliant</p>	<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 http://corporate.allianceselectfoods.com/wp-content/uploads/2018/07/ASFII-2017-CG-Manual-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	
<p>2. Audit Committee ensures that the external auditor has adequate quality control procedures.</p>	<p>Compliant</p>	<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/2022/05/CGM-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	

Recommendation 9.3

<p>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.</p>	<p>Compliant</p>	<p>There have been no non-audit services for the year 2022.</p> <p>Please see Section III.B.2 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 4 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	
--	------------------	--	--

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 4 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-D-Charter-of-the-Audit-Committee.pdf</p>							
Supplement to Recommendation 9.3									
Fees paid for non-audit services do not outweigh the fees paid for audit services.	Compliant	<p>Audit and Related Fees in 2022 are:</p> <table><tr><td>Regular Audit</td><td>₱1,674,400</td></tr><tr><td>Other Fees</td><td>100,000</td></tr><tr><td>Total Audit and Audit-Related Fees</td><td>₱1,774,400</td></tr></table> <p>There have been no non-audit services for the year.</p>	Regular Audit	₱1,674,400	Other Fees	100,000	Total Audit and Audit-Related Fees	₱1,774,400	
Regular Audit	₱1,674,400								
Other Fees	100,000								
Total Audit and Audit-Related Fees	₱1,774,400								

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: Cedric M. Caterio2. CPA Certification No. 873223. Tax Identification No. 102-083-647-0004. BOA Accreditation No. 4782, valid until April 13, 20245. SEC Accreditation No. 87322-SEC Group A issued on April 20, 2022 Valid for Financial Period 2021 to 20256. BIR Accreditation No. 19-005765-001-2022 Valid until December 13, 20257. PTR No. 9564563 Issued on January 3, 2023, Makati City8. Name, address, contact number of the audit firm — REYES, TACANDONG & CO. SEC Accreditation No.: 4782 Group A; issued 11 Aug 2022 Valid for Financial Periods 2021 to 2025 BDO Towers Valero (formerly Citibank Tower) 8741 Paseo De Roxas Makati City 1226 Philippines +632 8 982 9100	
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	<p>Our external auditor for 2022, Reyes Tacandong & Co., was subjected to SOAR Inspection in November 2020.</p> <p>The next inspection will be held on November 2023.</p>	

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 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-D-Charter-of-the-Audit-Committee.pdf</p>	
---	-----------	---	--

<p>2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.</p>	<p>Compliant</p>	<p>The Company filed its Sustainability Report for 2022 following the standards provided under SEC Memorandum Circular No. 4, Series of 2019.</p> <p>LINK:</p> <p>Sustainability Report 2022 http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/April-17-2023-ASFI-Sustainability-Report-2022.pdf</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.

Recommendation 11.1

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><u>As announced through the PSE's Edge Portal</u></p> <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 http://corporate.allianceselectfoods.com/</p> <p>Philippine Stock Exchange > FOOD Company Disclosures https://edge.pse.com.ph/companyDisclosures/form.do?cmpy_id=602</p>	
---	-----------	--	--

Supplemental to Principle 11

1. Company has a website disclosing up-to-date information on the following:	Compliant	<p>Here is the link to the Corporate Website: http://corporate.allianceselectfoods.com/</p>	
a. Financial statements/reports (latest quarterly)	Compliant	<p>Here is the link to the Corporation's 1st Quarter 2023 Report: http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/10-17Q_ASFI-Group-Q1-2023.pdf</p>	
b. Materials provided in briefings to analysts and media	Compliant	<p>Here is the link to the Corporation's Press Release http://corporate.allianceselectfoods.com/press-release/</p>	

c. Downloadable annual report	Compliant	Here is the link to the downloadable Annual Report: http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/17A_ASFI-Group-2022.pdf	
d. Notice of ASM and/or SSM	Compliant	Here is the link to the Definitive Information Statement containing the notice to the 2022 Annual Stockholders' Meeting http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/ASFI-2022-Definitive-Information-Statement.pdf	
e. Minutes of ASM and/or SSM	Compliant	Here is the link to the Minutes of the 2022 Annual Stockholders' Meeting http://corporate.allianceselectfoods.com/wp-content/uploads/2022/06/ASFI-Minutes-ASM-on-15-June-2022-FIN.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	<p>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 2022 and the previous years.</p> <p>The Company also has an internal auditor in the person of Ms. Maria Rona Silvestre.</p> <p>The Company likewise has financial controls in place and employs the SAP system to ensure rigorous financial compliance.</p>	
--	-----------	---	--

<p>2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.</p>	<p>Compliant</p>	<p>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 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 attached in 2022 Annual Report Annual Report: http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/Alliance-Select-Foods-International-Inc.-Form-17A-Annual-Report-2021-16May2022.FIN .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/2022/05/HRD-001-Code-of-Business-Conduct-and-Ethics.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.	Compliant	<p>The Company has a Data Privacy Policy which was finalized and disseminated to employees in 2022. This Policy includes procedures and protocols in addressing data breaches especially of personal information that the Company process. This in compliance with the Data Privacy Act of 2012.</p>	
---	-----------	--	--

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 Ms. Maria Rona Silvestre. 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	Art. VII of the Internal Audit Charter provides for the responsibilities of the CAE as follows: <i>1. Periodically review the Internal Audit Charter and present it to senior management and the Board Audit Committee for approval;</i> <i>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;</i> <i>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;</i> <i>4. Spearhead the performance of the internal audit activity to ensure it adds value to the organization;</i>	The Chief Audit Executive (CAE), Ms. Nimpa Reyes, resigned from her post effective December 9, 2020. The CAE position is currently vacant. The Company is still searching for a talent that can fill this position.
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		

		<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 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-B-Internal-Audit-Charter.pdf</p>	
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	<p>In January 2021, 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.</p> <p>The Internal Auditor was the management personnel who was tasked to manage this third-party auditor, and both of them reported to the management and the Audit Committee.</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</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-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.	
Recommendation 12.5			

<p>1. In managing the company's Risk Management System, the company has a Chief Risk Officer (CRO), who is the ultimate champion of Enterprise Risk Management (ERM).</p>	<p>Compliant</p>	<p>The Company has interim Chief Risk Officer, Ms. Maria Rona Silvestre.</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> 	
---	------------------	--	--

		LINK: Corporate Governance Manual, page 24 http://corporate.allianceselecffoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf	
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	Compliant	Ms. Maria Rona Silvestre is a member of the Company's Management Committee and heads the Internal Audit Department. 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		<p>The position of CAE is currently vacant.</p> <p>Please see attached CEO and Internal Auditor's attestation as Annex L.</p>

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: "Cultivating Synergic Relationship with Shareholders" provides for our shareholder's rights. LINK: Corporate Governance Manual, page 25 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-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	

<p>2. Board ensures that all shareholders of the same class are treated equally with respect to voting rights, subscription rights and transfer rights.</p>	<p>Compliant</p>	<p>treatment of shareholders with respect to its voting rights, subscription rights, and transfer rights.</p> <p>The Company only has common shares. The Definitive Information Statement for the 2022 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 4, among others. http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.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 ballot.</p> <p>LINK:</p> <p>Definitive Information Statement, page 26</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.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 26</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.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> <p>Corporate Governance Manual, page 28</p> <p>http://corporate.allianceselectfoods</p>	
---	------------------	---	--

		.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf	
6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	Compliant	<p>Section 6.1.b (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 25 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
7. Company has a transparent and specific dividend policy.	Non-Compliant		The Company has not yet adopted a specific dividend policy. The Company has not declared dividends for the past four most recent fiscal years.
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			

<p>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.</p>	<p>Compliant</p>	<p>The Notice and Agenda to the 2022 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 2022 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/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.pdf</p>	
<p>Supplemental to Recommendation 13.2</p>			
<p>1. Company's Notice of Annual Stockholders' Meeting contains the following information:</p>	<p>Compliant</p>	<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/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.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 7 http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.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 21 http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.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 26 http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.pdf</p>	

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 Annex A to the Notice to the Annual Stockholders' Meeting –</p> <p>LINK:</p> <p>Definitive Information Statement http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.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 2022 Annual Stockholders' Meeting was made available on the Corporate website within 24 hours from the time the meeting ended.</p> <p>Please see attached Annex I.</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 I for the voting results for all agenda items on the 2022 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 2022 Annual Stockholders' Meeting minutes available on the Company's website: http://corporate.allianceselectfoods.com/wp-content/uploads/2022/06/ASFII-Minutes-ASM-on-15-June-2022-FIN.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 2022 Annual Stockholders' meeting.</p> <p>LINK:</p> <p>ASM 2022 Meeting Minutes http://corporate.allianceselectfoods.com/wp-content/uploads/2022/06/ASFII-Minutes-ASM-on-15-June-2022-FIN.pdf</p>	
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	<p>Section 6.4 of the Corporate Governance Manual provides as follows:</p> <p>6.4. <i>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></p> <p>LINK:</p> <p>Corporate Governance Manual, page 29 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Compliant		
Recommendation 13.5			

1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.	Compliant	<p>The Corporation's IRO is</p> <p>Maria Resa S. Celiz</p> <p>Telephone number: +632 8637 8800</p> <p>E-mail address:</p> <p>msceliz@allianceselectfoods.com</p>	
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, 2022 is 30.67%	
Optional: Principle 13			
1. Company has policies and practices to encourage shareholders to engage with the company beyond the Annual Stockholders' Meeting	Compliant	<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 2022 Annual Shareholders' Meeting.</p>	

<p>2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.</p>	<p>Compliant</p>	<p>Please see link to Notice and Agenda to the 2022 Annual Stockholders' Meeting showing online voting for the year's meeting –</p> <p>LINK:</p> <p>Definitive Information Statement, page 4, among others.</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/ASFII-2023-AGM-Definitive-Information-Statement-with-Attachments.pdf</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 between them and the company in creating wealth, growth and sustainability.	Compliant	<p>The Board identifies the Corporation's stakeholders and promote cooperation between them. Part VII: Duties to Stakeholders under the Manual of Corporate Governance provides:</p> <p>A. RESPECTING RIGHTS OF STAKEHOLDERS AND EFFECTIVE REDRESS FOR VIOLATION OF STAKEHOLDER RIGHTS</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>(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</i></p>	
---	-----------	---	--

		<p>are not limited to shareholders, employees, suppliers, investors, creditors, the community in which the Company operates, etc.</p> <p>The Corporate Governance Manual provides information pertaining to shareholders' rights, duties and programs.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 27 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p>	
Recommendation 14.2			
<p>1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.</p>	<p>Compliant</p>	<p>The Board is enjoined by the Corporate Governance Manual to provide a mechanism on fair treatment and protection of stakeholders. It states:</p> <p><i>(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 and related-party transactions that provide safeguards and therefore protects stakeholders of the Company.</p> <p>LINKS:</p>	

		<p>Corporate Governance Manual, page 27 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Related Party Transaction http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-A-Related-Party-Transactions-Policy.pdf</p> <p>Code of Business Ethics and Conduct http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/HRD-001-Code-of-Business-Conduct-and-Ethics.pdf</p> <p>Whistleblowing Policy http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/HRD-004-Whistleblowing-Policy.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:</p> <p>7.5. <i>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.</i></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.

For concerns of violations, please contact:

Maria Resa S. Celiz

Telephone number: +632 8637 8800

E-mail address:

msceliz@allianceselectfoods.com

LINKS:

**Corporate Governance Manual,
page 30**

<http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf>

Code of Business Ethics and Conduct

<http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-H-Policy-Required-DandO-to-Report-Dealings-with-Company-Shares.pdf>

Whistleblowing Policy

<http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/HRD-004-Whistleblowing-Policy.pdf>

Supplement to Recommendation 14.3

1. Company establishes an alternative dispute resolution system so that conflicts and differences with key stakeholders is settled in a fair and expeditious manner.

Compliant

Section 6.4 of the Corporate Governance Manual provides as follows:

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.*

LINK:

Corporate Governance Manual, page 29

<http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf>

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>The Company only uses trademarks registered under its name or its subsidiaries. It makes sure that its registered trademarks are well maintained by the filing of the marks' declarations of actual use, and timely renewals.</p>	
Optional: Principle 14			
1. Company discloses its policies and practices that address customers' welfare	Compliant	<p>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> <p>LINK:</p> <p>Code of Business Ethics and Conduct http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/CGM-Annex-H-Policy-Required-DandO-to-Report-Dealings-with-Company-Shares.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 following link:</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2020/04/FINAL-PUR-03-Tuna-Procurement-Policy Alliance-rev-v5.pdf</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.

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</i></p>	
--	-----------	---	--

		<p><i>corporate governance. The employees' viewpoint in certain key decisions may also be councils or employee representation in the board.</i></p> <p>LINK:</p> <p>Corporate Governance Manual, page 27 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Please see attached as Annex G the Goal Setting Performance Assessment Form which allows the employees to participate in policies and programs and voice their 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 G 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 bonus of employees.</p>	
2. Company has policies and practices on health, safety and welfare of its employees.	Compliant	The Company has policies and practices on health, safety and welfare of its employees as well as policies and practices on training and development	

3. Company has policies and practices on training and development of its employees.	Compliant	of its employees. Attached as Annex M for the trainings conducted in relation to health, safety and welfare of employees.	
Recommendation 15.2			
1. Board sets the tone and makes a stand against corrupt practices by adopting an anti-corruption policy and program in its Code of Conduct.	Compliant	<p>Section 7.5 of the Corporate Governance Manual of the Corporation states:</p> <p><i>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.</i></p> <p>The Company also has an Anti-Bribery and Corruption Policy as well as Code of Business Ethics and Conduct.</p> <p>LINK:</p> <p>Corporate Governance Manual, page 30 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Anti-Bribery and Corruption Policy http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/HRD-002-Anti-Bribery-and-Corruption-Policy.pdf</p>	
2. Board disseminates the policy and program to employees across the	Compliant	Please see attached trainings conducted and participated by	

organization through trainings to embed them in the company's culture.		employees as of December 31, 2022 as Annex M.	
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 unauthorized commission or in return for preferential treatment given to suppliers, students, parents or guardians</i></p> <p><i>Penalties:</i></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</i></p>	

		<p>we operate with appropriate transparency in all our business dealings.</p> <p>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.</p> <p>LINK:</p> <p>Anti-Bribery and Corruption Policy http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/HRD-002-Anti-Bribery-and-Corruption-Policy.pdf</p>	
Recommendation 15.3			
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	Compliant	<p>Section 7.6 of the Corporate Governance Manual provides:</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</p>	

		<p><i>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, anyone may contact the Compliance Officer</p> <p>Maria Resa S. Celiz</p> <p>Telephone number: +632 8637 8800</p> <p>E-mail address: msceliz@allianceselectfoods.com</p> <p>LINKS:</p> <p>Corporate Governance Manual, page 28 http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/2017-Corporate-Governance-Manual.pdf</p> <p>Whistleblowing Policy http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/HRD-004-Whistleblowing-Policy.pdf</p>	
2. Board establishes a suitable framework for whistleblowing that allows employees to	Compliant	The Company's Whistleblowing Policy, which allows employees to have	

have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.		<p>access to an independent member of the Board or a unit created to handle whistleblowing concerns, is accessible in the link below:</p> <p>Whistleblowing Policy > Reporting Channels, page 5</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/HRD-004-Whistleblowing-Policy.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 is available in the link below:</p> <p>Whistleblowing Policy</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2022/05/HRD-004-Whistleblowing-Policy.pdf</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.

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 sustainable programs that benefit not only the Company but its stakeholders as well.</p> <p>LINK:</p> <p>Sustainability Report 2022 http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/April-17-2023-ASFII-Sustainability-Report-2022.pdf</p>	
--	-----------	--	--

Optional: Principle 16

1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development	Compliant	<p>The Company discloses its environment-friendly and sustainable procurement practices and procedures in the link below:</p> <p>http://corporate.allianceselectfoods.com/wp-content/uploads/2020/04/FINAL-PUR-03-Tuna-Procurement-Policy_Alliance-rev-v5.pdf</p>	
---	-----------	--	--

<p>2. Company exerts effort to interact positively with the communities in which it operates</p>	<p>Compliant</p>	<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 2022 http://corporate.allianceselectfoods.com/wp-content/uploads/2023/05/April-17-2023-ASFII-Sustainability-Report-2022.pdf</p>	
--	------------------	---	--

Control No.: 2022-040-0020



Institute of Corporate Directors

presents this

Certificate of Participation

to

Lorenzo Sixto T. Lichauco

Alliance Select Foods International, Inc.

for participating in the webinar

Masterclass: Diversity and Inclusion

held on

October 28, 2022 | 4:00:00 PM – 6:00:00 PM
through ZOOM Meetings

Carlos Jose P. Gatmaitan
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Jeffrey P. Yulo

Alliance Select Foods International, Inc.

for participating in the webinar

Masterclass: Diversity and Inclusion

held on

October 28, 2022 | 4:00:00 PM – 6:00:00 PM
through ZOOM Meetings

Carlos Jose P. Gatmaitan
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Lorenzo Sixto T. Lichauco

Alliance Select Foods International, Inc.

for participating in the webinar

ICD Masterclass: Disruptive Strategy

held on

November 25, 2022 | 2:00:00 PM – 4:00:00 PM
through ZOOM Meetings

Carlos Jose P. Gatmaitan
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Joseph Peter Y. Roxas

Alliance Select Foods International, Inc.

for participating in the webinar

ICD Masterclass: Disruptive Strategy

held on

November 25, 2022 | 2:00:00 PM – 4:00:00 PM
through ZOOM Meetings

Carlos Jose P. Gatmaitan
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Gabriel A. Dee

Alliance Select Foods International, Inc.

for participating in the webinar

ICD Masterclass: Disruptive Strategy

held on

November 25, 2022 | 2:00:00 PM – 4:00:00 PM
through ZOOM Meetings

Carlos Jose P. Gatmaitan
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Dobbin A. Tan

Alliance Select Foods International, Inc.

for participating in the webinar

ICD Masterclass: Disruptive Strategy

held on

November 25, 2022 | 2:00:00 PM – 4:00:00 PM
through ZOOM Meetings

Carlos Jose P. Gatmaitan
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Joseph Peter Y. Roxas

Alliance Select Foods International, Inc.

for participating in the webinar

ICD Masterclass: ESG Strategy: A Boardroom Topic for Directors

held on

December 9, 2022 | 4:00:00 PM - 6:00:00 PM
through ZOOM Meetings

Carlos Jose P. Gatmaitan
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Jeffrey P. Yulo

Alliance Select Foods International, Inc.

for participating in the webinar

ICD Masterclass: ESG Strategy: A Boardroom Topic for Directors

held on

December 9, 2022 | 4:19:00 PM - 6:00:00 PM
through ZOOM Meetings

Carlos Jose P. Gatmaitan
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Gabriel A. Dee

Alliance Select Foods International, Inc.

for participating in the webinar

ICD Masterclass: ESG Strategy: A Boardroom Topic for Directors

held on

December 9, 2022 | 4:00:00 PM - 6:00:00 PM
through ZOOM Meetings

Carlos Jose P. Gatmaitan
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Dobbin A. Tan

Alliance Select Foods International, Inc.

for participating in the webinar

ICD Masterclass: ESG Strategy: A Boardroom Topic for Directors

held on

December 9, 2022 | 4:00:00 PM - 6:00:00 PM
through ZOOM Meetings

Carlos Jose P. Gatmaitan
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Domingo C. Go

Alliance Select Foods International, Inc.

for having participated in the hybrid course

Chat GPT Navigating AI Ethics for a Responsible Future

held on

April 18, 2023 | 8:30 AM - 10:30 AM

at Discovery Primea, Makati City
& through Zoom Meetings

Carlos Jose P. Gatmaitan
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Domingo C. Go

for participating in the webinar

**Risk Management in the Age of
COVID-19**

held on

28 April 2022 | 8:10 AM - 12:00 PM
through ZOOM Meetings

Carlos Jose P. Gatmaitan
Chief Executive Officer



Certificate of Attendance

This Certificate is presented to

Barbara Anne C. Migallos

for participating in the
NAC Group Annual Corporate Governance Seminar
held on 06 October 2022, 8:30 AM to 12:30 PM
through Microsoft Teams

IAC NAC NAC NAC NAC NAC
IAC NAC NAC NAC NAC NAC
IAC NAC NAC NAC NAC NAC
IAC NAC NAC NAC NAC NAC

GEORGINA CAROLINA Y. MARTINEZ

Senior Vice President – Compliance and Corporate Support Services
Chief Compliance Officer and Chief Governance Officer
NICKEL ASIA CORPORATION

GGAPP GGAPP GGAPP GGAPP
GGAPP GGAPP GGAPP GGAPP
GGAPP GGAPP GGAPP GGAPP
GGAPP GGAPP GGAPP GGAPP

VINCENT EDWARD R. FESTIN

Chairman
GOOD GOVERNANCE ADVOCATES &
PRACTITIONERS OF THE PHILIPPINES



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

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

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

Mr. Domingo C. Go	Chairman (Independent Director)
Mr. Dobbin A. Tan	Member (Independent Director)
Ms. Rena M. Rico-Pamfilo	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 **23 February 2022 (Wednesday) at 2:30PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Approval of Minutes of Corporate Governance Meeting dated 3 May 2021;
4. Company's Current Compensation Structure;
5. Goal Setting and Performance Appraisal (GSPA) of employees;
6. Incentive Structure;
7. Other matters;
8. 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

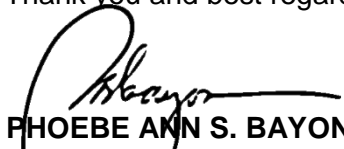
<https://us06web.zoom.us/j/81269861993>

Meeting ID: 812 6986 1993

Pre-read materials are attached. For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com, and mobile number +639176373012.

City of Pasig, Metro Manila. 18 February 2022.

Thank you and best regards,


PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

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

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

Mr. Domingo C. Go	Chairman (Independent Director)
Mr. Dobbin A. Tan	Member (Independent Director)
Ms. Rena M. Rico-Pamfilo	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 **11 March 2022 (Friday) at 3PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Key Performance Indicators (KPIs) of the Chief Executive Officer;
4. Other matters; and
5. Adjournment.

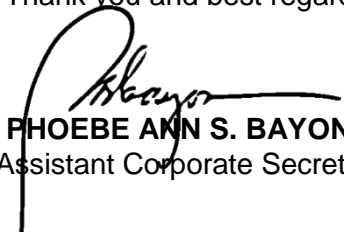
You may join the meeting via video conferencing. Videoconferencing will be coursed through the ZOOM cloud platform. Kindly allow for download and/or upgrade lead time when accessing the link.

The ZOOM link is sent separately.

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com, and mobile number +639176373012.

City of Pasig, Metro Manila. 8 March 2022.

Thank you and best regards,


PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

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

**Notice of the Joint Meeting of the Audit and
Corporate Governance Committees**

Mr. Dobbin A. Tan	Chairman of the Audit Committee (Independent Director)
Mr. Domingo C. Go	Chairman of Corporate Governance Committee (Independent Director)
Ms. Rena M. Rico-Pamfilo	Members
Mr. Joseph Peter Y. Roxas	Members

NOTICE IS HEREBY GIVEN that a Joint Meeting of the Audit and Corporate Governance Committees of Alliance Select Foods International, Inc. (ASFII) will be held on **6 April 2022 (Wednesday) at 3PM (immediately after the Audit Committee meeting)** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Revised Business Plan and Budget for 2022;
4. Other matters; and
5. Adjournment.

You may join the meeting via video conferencing. Videoconferencing will be coursed through the ZOOM cloud platform. Kindly allow for download and/or upgrade lead time when accessing the link.


Join Zoom Meeting: <https://us06web.zoom.us/j/88666557991>

Meeting ID: 886 6655 7991

Pre-read materials will be sent closer to the meeting. For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com, and mobile number +639176373012.

City of Pasig, Metro Manila. 23 March 2022.

Thank you and best regards,


PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

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

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

Mr. Domingo C. Go	Chairman (Independent Director)
Mr. Dobbin A. Tan	Member (Independent Director)
Ms. Rena M. Rico-Pamfilo	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 **11 May 2022 (Wednesday) at 3 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Approval of Minutes of Corporate Governance Meeting dated 6 April 2022;
4. Nomination of Directors for voting during the Annual Stockholders' Meeting scheduled to be held on 15 June 2022;
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

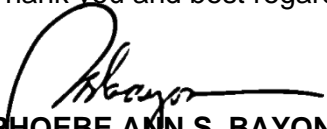
<https://us06web.zoom.us/j/89031345410>

Meeting ID: 890 3134 5410

Pre-read materials are attached. For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com, and mobile number +639176373012.

City of Pasig, Metro Manila. 6 May 2022.

Thank you and best regards,


PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

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

**Notice of the Meeting of the
Corporate Governance Committee**

Mr. Domingo C. Go	Chairman (Independent Director)
Mr. Dobbin A. Tan	Member (Independent Director)
Ms. Rena M. Rico-Pamfilo	Member
Mr. Joseph Peter Y. Roxas	Member

NOTICE IS HEREBY GIVEN that a Meeting of the Corporate Governance Committee of Alliance Select Foods International, Inc. (ASFII) will be held on **2 June 2022 (Thursday) at 2PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Approval of Minutes of Corporate Governance Meeting dated 11 May 2022;
4. Updates on Goal Setting and Performance Appraisal (GSPA) of employees;
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/83177122190?pwd=cFVjM0cxWUM1eGh4dWM2KzVvQlIFdz09>

Meeting ID: 831 7712 2190

Passcode: 693674

Additional pre-read materials will be sent separately to the Committee members. For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com, and mobile number +639176373012.

City of Pasig, Metro Manila. 30 May 2022.

Thank you and best regards,

PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

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

**Notice of the Meeting of the
Corporate Governance Committee**

Mr. Domingo C. Go	Chairman (Independent Director)
Mr. Lorenzo Sixto T. Lichauco	Member
Mr. Dobbin A. Tan	Member (Independent Director)
Ms. Rena M. Rico-Pamfilo	Member

NOTICE IS HEREBY GIVEN that a Meeting of the Corporate Governance Committee of Alliance Select Foods International, Inc. (ASFII) will be held on **4 August 2022 (Thursday) at 3:15 PM (right after the Audit Committee Meeting)** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Approval of Minutes of Corporate Governance Meeting dated 2 June 2022;
4. Second Half of 2022 Employee Rewards Program;
5. Updates on Goal Setting and Performance Appraisal (GSPA) of employees;
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://us06web.zoom.us/j/83520527847>

Meeting ID: 835 2052 7847

Pre-read materials are attached. For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com, and mobile number +639176373012.

City of Pasig, Metro Manila. 01 August 2022.

Thank you and best regards,

PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Mr. Domingo C. Go
Ms. Rena M. Rico-Pamfilo

Chairman (Independent Director)
Member (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 **8 February 2022 (Tuesday) at 2 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Approval of Meeting Minutes for Audit Committee Meeting dated 14 December 2021;
4. Audit Planning Presentation from Reyes Tacandong & Co.;
5. Internal Auditor Presentation and Updates;
6. Other matters; and
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://us06web.zoom.us/j/86115428501>

Meeting ID: 861 1542 8501

One tap mobile

+13017158592,,86115428501# US (Washington DC)

+13126266799,,86115428501# US (Chicago)

Pre-read materials are attached. For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917.637.3012.

City of Pasig, Metro Manila. 4 February 2022.

Thank you and best regards,


PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Mr. Domingo C. Go
Ms. Rena M. Rico-Pamfilo

Chairman (Independent Director)
Member (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 **24 February 2022 (Thursday) at 3:30 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Internal Auditor Performance Evaluation;
4. Other matters; and
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://us06web.zoom.us/j/81474178130>

Meeting ID: 814 7417 8130

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917.637.3012.

City of Pasig, Metro Manila. 24 February 2022.

Thank you and best regards,


PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Mr. Domingo C. Go
Ms. Rena M. Rico-Pamfilo

Chairman (Independent Director)
Member (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 **1 March 2022 (Tuesday) at 11 AM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Internal Audit Three-Year Strategic and Operational Plan;
4. 2021 Key Audit Issues;
5. Other matters; and
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://us06web.zoom.us/j/86505566567>

Meeting ID: 865 0556 6567

Attached is the pre-read material. For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917.637.3012.

City of Pasig, Metro Manila. 24 February 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Mr. Domingo C. Go
Ms. Rena M. Rico-Pamfilo

Chairman (Independent Director)
Member (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 **9 March 2022 (Wednesday) at 3 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Key Performance Indicators (KPIs) of the Internal Auditor;
4. Other matters; and
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://us06web.zoom.us/j/86322699002>

Meeting ID: 863 2269 9002

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917.637.3012.

City of Pasig, Metro Manila. 4 March 2022.

Thank you and best regards,


PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan	Chairman (Independent Director)
Ms. Rena M. Rico-Pamilo	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 **6 May 2022 (Friday) at 1:30PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Approval of Minutes of the Meetings dated April 6 and 13, 2022;
4. First Quarter 2022 Performance Report;
5. Internal Auditor Report;
 - a. 2022 Internal Audit Plan Percentage of Completion – Target v. Actual
 - b. Status of Ongoing Audit Engagements
 - c. Status of 2021 Management Action Plan Implementation
 - d. Status of ASFII Policy Documentation
 - e. Others
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://us06web.zoom.us/j/89031345410>

Meeting ID: 890 3134 5410

Pre-read materials are attached. For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +639176373012.

City of Pasig, Metro Manila. 2 May 2022.

Thank you and best regards,


PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Ms. Rena M. Rico-Pamfilo
Mr. Domingo C. Go

Chairman (Independent Director)
Member
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 **4 August 2022 (Thursday) at 1:30 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Approval of Minutes of the Meeting dated May 6, 2022;
4. Financial and Management Report for Q2 Report;
5. Internal Auditor Report;
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://us06web.zoom.us/j/89031345410>

Meeting ID: 890 3134 5410

Pre-read materials are attached. For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917-637-3012.

City of Pasig, Metro Manila. 28 July 2022.

Thank you and best regards,


PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Ms. Rena M. Rico-Pamfilo
Mr. Domingo C. Go

Chairman (Independent Director)
Member
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 **5 September 2022 (Monday) at 4 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Internal Auditor's GSPA;
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/89655444872?pwd=WnQzcHdFVjR2SDNWci9SbFIINHU4QT09>

Meeting ID: 896 5544 4872

Passcode: 120206

Pre-read materials are attached. For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917-637-3012.

City of Pasig, Metro Manila. 02 September 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Ms. Rena M. Rico-Pamfilo
Mr. Domingo C. Go

Chairman (Independent Director)
Member
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 **19 September 2022 (Monday) at 11AM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Internal Auditor GSPA;
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/89655444872?pwd=WnQzcHdFVjR2SDNWci9SbFIINHU4QT09>

Meeting ID: 896 5544 4872

Passcode: 120206

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917-637-3012.

City of Pasig, Metro Manila. 15 September 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Mr. Domingo C. Go

Chairman (Independent Director)
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 **10 November 2022 (Thursday) at 3 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Approval of Minutes of Previous Audit Committee Meetings dated:
 - August 4, 2022
 - September 5, 2022
 - September 19, 2022
4. Introduction of new partner-in-charge from Reyes Tacandong and his team;
5. Third Quarter Performance and Management Report;
6. Third Quarter Internal Audit Report;
7. Other matters;
8. 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://us06web.zoom.us/j/89031345410>
Meeting ID: 890 3134 5410

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917-637-3012.

City of Pasig, Metro Manila. 4 November 2022.

Thank you and best regards,


PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Mr. Domingo C. Go

Chairman (Independent Director)
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 **15 December 2022 (Thursday) at 3 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Approval of Minutes dated 10 November 2022;
4. Audit Plan Presentation c/o Reyes Tacandong;
5. Budget and CAPEX for 2023;
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://us06web.zoom.us/j/89031345410>
Meeting ID: 890 3134 5410

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917-637-3012.

City of Pasig, Metro Manila. 12 December 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Executive Committee

Mr. Lorenzo Sixto T. Lichauco
Mr. Domingo C. Go
Mr. Jeoffrey P. Yulo

Chairman
Member (Independent Director)
Director, President and CEO

NOTICE IS HEREBY GIVEN that a Meeting of the Executive Committee of Alliance Select Foods International, Inc. (ASFII) will be held on **12 July 2022 (Tuesday) at 3:30PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Organizational alignment
4. Key business priorities
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://us06web.zoom.us/j/89031345410>

Meeting ID: 890 3134 5410

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +639176373012.

City of Pasig, Metro Manila. July 7, 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Executive Committee

Mr. Lorenzo Sixto T. Lichauco
Mr. Domingo C. Go
Mr. Jeoffrey P. Yulo

Chairman
Member (Independent Director)
Director, President and CEO

NOTICE IS HEREBY GIVEN that a Meeting of the Executive Committee of Alliance Select Foods International, Inc. (ASFII) will be held on **30 August 2022 (Tuesday) at 2PM** via video conferencing, with the following agenda:

1. Call to Order;
2. Proof of Notice and Quorum;
3. Second Half Monthly Outlook;
4. Organizational Updates;
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://us06web.zoom.us/j/89031345410>

Meeting ID: 890 3134 5410

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +639176373012.

City of Pasig, Metro Manila. 25 August 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Executive Committee

Mr. Lorenzo Sixto T. Lichauco
Mr. Domingo C. Go
Mr. Jeoffrey P. Yulo

Chairman
Member (Independent Director)
Director, President and CEO

NOTICE IS HEREBY GIVEN that a Meeting of the Executive Committee of Alliance Select Foods International, Inc. (ASFII) will be held on **13 December 2022 (Tuesday) at 4PM** via video conferencing, with the following agenda:

1. Call to Order;
2. Proof of Notice and Quorum;
3. 2023 Budget and Plans;
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://us06web.zoom.us/j/89031345410>

Meeting ID: 890 3134 5410

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +639176373012.

City of Pasig, Metro Manila. 9 December 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

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

**Notice of the Meeting of the
Related Party Transactions Committee**

Mr. Antonio C. Pacis
Mr. Dobbin A. Tan
Mr. Domingo C. Go

Chairman
Member (Independent Director)
Member (Independent Director)

NOTICE IS HEREBY GIVEN that a Meeting of the Related Party Transactions Committee of Alliance Select Foods International, Inc. (ASFII) will be held on **24 May 2022 (Tuesday) at 4PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Extension of the Strongoak Revolving Loan Facility;
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://us06web.zoom.us/j/89031345410>

Meeting ID: 890 3134 5410

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com, and mobile number +639176373012.

City of Pasig, Metro Manila. 23 May 2022.

Thank you and best regards,


PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



(SEC Provider Accreditation Number CG2021-002)

presents this

CERTIFICATE OF ATTENDANCE

to

Atty. Phoebe Ann S. Bayona

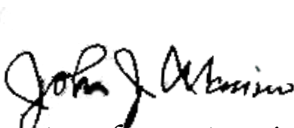
for participating in the 6-hour SEC-Accredited webinar

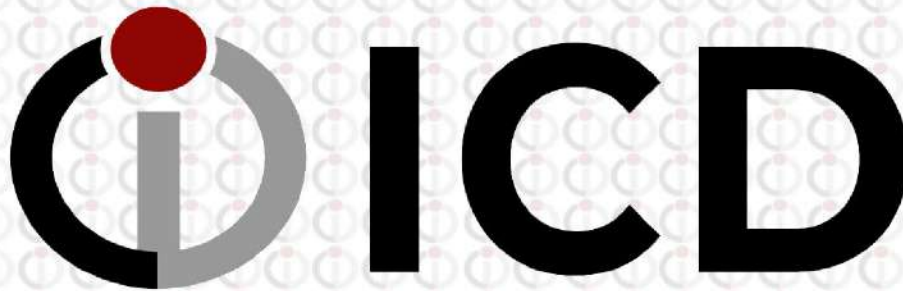
BEST PRACTICES IN PROJECT GOVERNANCE FOR GOVERNING BOARDS

held at 1:30pm to 4:30pm

on Thursday & Friday, February 10 & 11, 2022 via [zoom](#)


Henry Bellesza Aquende, MBM, Hon. DPA
Founder & President
Center for Global Best Practices


Mr. John J. Macasio
Course Director & Lecturer
Center for Global Best Practices



Institute of Corporate Directors

presents this

Certificate of Participation

to

Phoebe Ann S. Bayona

Alliance Select Foods International, Inc.

for participating in the webinar

ICD Masterclass: Disruptive Strategy

held on

November 25, 2022 | 2:00:00 PM – 4:00:00 PM
through ZOOM Meetings

A stylized, handwritten signature in black ink, appearing to read 'Carlos P. Gatmaitan'.

Carlos Jose P. Gatmaitan
Chief Executive Officer



Institute of Corporate Directors

presents this

Certificate of Participation

to

Phoebe Ann S. Bayona

Alliance Select Foods International, Inc.

for participating in the webinar

Masterclass: Diversity and Inclusion

held on

October 28, 2022 | 4:00:00 PM - 6:00:00 PM
through ZOOM Meetings

Carlos Jose P. Gatmaitan
Chief Executive Officer

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

CERTIFICATION

I, **BARBARA ANNE C. MIGALLOS**, Filipino, of legal age, with office address at 7th Floor, The PHINMA Plaza, Rockwell Center, Makati City, Philippines, 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 2022:

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 2022 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 2022 ("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 meetings 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)

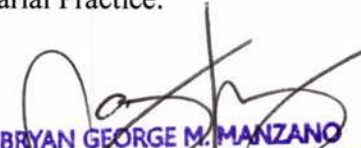
4. In accordance with the Company's Manual on Corporate Governance, Directors who were invited or nominated for directorship in other corporations disclosed or notified the Board, through the Chairman, of such invitation/ nomination before accepting the directorship in other corporations (Principle 4,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

IN WITNESS WHEREOF, I have hereunto set my hand this 24th day of May 2023 at Makati City, Metro Manila, Philippines.


BARBARA ANNE C. MIGALLOS
Corporate Secretary

SUBSCRIBED AND SWORN to before me this 24th day of May 2023, affiant exhibiting to me 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. 3 ;
Page No. 2 ;
Book No. 11 ;
Series of 2023.


BRYAN GEORGE M. MANZANO
NOTARY PUBLIC FOR AND IN THE CITY OF MAKATI
APPOINTMENT NO. M-291 (2022-2023)
COMMISSION EXPIRES ON DECEMBER 31, 2023
7th Floor, The PHINMA Plaza, 39 Plaza Drive
Rockwell Center, Makati City 1210
PTR No. 9566814; Makati City; 1/4/2023
IBP O.R. No. 260893; Zambales; 1/5/2023
TIN 607-109-916
Attorney's Roll No. 79205
Admitted to the Philippine Bar: 16 May 2022

15 June 2022

SECURITIES AND EXCHANGE COMMISSION

Secretariat Building, PICC Complex,
Roxas Boulevard, Pasay City, 1307

Attention: **DIRECTOR VICENTE GRACIANO P. FELIZMENIO, JR.**
Director, Markets and Securities Regulation Department

Re: 2022 Annual General Stockholders Meeting of
Alliance Select Foods International, Inc.

Gentlemen:

Please be informed that at the 2022 Annual Stockholders Meeting of **Alliance Select Foods International, Inc.** (the "**Company**") held at 2:00 p.m. today, 15 June 2022 (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 29 April 2022 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 representing 82.39% of the Company's total outstanding capital stock.

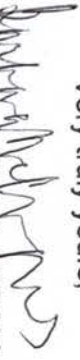
For the Meeting, stockholders were given the following voting options:

1. Proxy forms were made available as part of the Definitive Information Statement and on the Company website. The deadline for submission of proxies was on 6 June 2022;
2. Shareholders could cast their votes on or before 12 noon on 13 June 2022 through an online ballot provided to stockholders who registered attendance.

The voting results, which were announced to the body after each item on the Agenda was taken up, are as follows:

AGENDA ITEM	IN FAVOR		AGAINST		ABSTAIN	
	NO. OF SHARES	%	NO. OF SHARES	%	NO. OF SHARES	%
ITEM 1 – APPROVAL OF MINUTES OF THE 15 JUNE 2021 MEETING	1,728,272,924	69.14%	0	0.00%	331,364,351	13.26%
ITEM 2 – APPROVAL OF ANNUAL REPORTS AND AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021	1,728,272,924	69.14%	331,364,351	13.26%	0	0.00%
ITEM 3 – RATIFICATION AND APPROVAL OF THE ACTS	1,728,272,924	69.14%	331,364,351	13.26%	0	0.00%
ITEM 4 – APPOINTMENT OF REYES TACANDONG & CO. AS INDEPENDENT AUDITORS	1,728,272,924	69.14%	331,364,351	13.26%	0	0.00%
ITEM 6 – ELECTION OF DIRECTORS						
GABRIEL A. DEE	1,728,290,365	69.14%	331,364,351	13.26%	0	0.00%
RENA M. RICO-PAMFILO	1,728,262,227	69.14%	331,364,351	13.26%	0	0.00%
JOSEPH PETER Y. ROXAS	1,728,290,365	69.14%	331,364,351	13.26%	0	0.00%
LORENZO SIXTO T. LICHAUCO	1,728,251,787	69.14%	331,364,351	13.26%	0	0.00%
JEOFFREY P. YULO	1,728,283,557	69.14%	331,364,351	13.26%	0	0.00%
DOBBIN A. TAN (INDEPENDENT)	1,728,269,034	69.14%	331,364,351	13.26%	0	0.00%
DOMINGO CU GO (INDEPENDENT)	1,728,263,134	69.14%	331,364,351	13.26%	0	0.00%

Very truly yours,


BARBARA ANNE C. MIGALLOS
 Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Mr. Domingo C. Go
Ms. Rena M. Rico-Pamfilo

Chairman (Independent Director)
Member (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 **8 February 2022 (Tuesday) at 2 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Approval of Meeting Minutes for Audit Committee Meeting dated 14 December 2021;
4. Audit Planning Presentation from Reyes Tacandong & Co.;
5. Internal Auditor Presentation and Updates;
6. Other matters; and
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://us06web.zoom.us/j/86115428501>

Meeting ID: 861 1542 8501

One tap mobile

+13017158592,,86115428501# US (Washington DC)

+13126266799,,86115428501# US (Chicago)

Pre-read materials are attached. For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917.637.3012.

City of Pasig, Metro Manila. 4 February 2022.

Thank you and best regards,


PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Executive Committee

Mr. Lorenzo Sixto T. Lichauco
Mr. Domingo C. Go
Mr. Jeoffrey P. Yulo

Chairman
Member (Independent Director)
Director, President and CEO

NOTICE IS HEREBY GIVEN that a Meeting of the Executive Committee of Alliance Select Foods International, Inc. (ASFII) will be held on **12 July 2022 (Tuesday) at 3:30PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Organizational alignment
4. Key business priorities
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://us06web.zoom.us/j/89031345410>

Meeting ID: 890 3134 5410

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +639176373012.

City of Pasig, Metro Manila. July 7, 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Executive Committee

Mr. Lorenzo Sixto T. Lichauco
Mr. Domingo C. Go
Mr. Jeoffrey P. Yulo

Chairman
Member (Independent Director)
Director, President and CEO

NOTICE IS HEREBY GIVEN that a Meeting of the Executive Committee of Alliance Select Foods International, Inc. (ASFII) will be held on **30 August 2022 (Tuesday) at 2PM** via video conferencing, with the following agenda:

1. Call to Order;
2. Proof of Notice and Quorum;
3. Second Half Monthly Outlook;
4. Organizational Updates;
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://us06web.zoom.us/j/89031345410>

Meeting ID: 890 3134 5410

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +639176373012.

City of Pasig, Metro Manila. 25 August 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Executive Committee

Mr. Lorenzo Sixto T. Lichauco
Mr. Domingo C. Go
Mr. Jeoffrey P. Yulo

Chairman
Member (Independent Director)
Director, President and CEO

NOTICE IS HEREBY GIVEN that a Meeting of the Executive Committee of Alliance Select Foods International, Inc. (ASFII) will be held on **13 December 2022 (Tuesday) at 4PM** via video conferencing, with the following agenda:

1. Call to Order;
2. Proof of Notice and Quorum;
3. 2023 Budget and Plans;
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://us06web.zoom.us/j/89031345410>

Meeting ID: 890 3134 5410

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +639176373012.

City of Pasig, Metro Manila. 9 December 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Mr. Domingo C. Go
Ms. Rena M. Rico-Pamilo

Chairman (Independent Director)
Member (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 **24 February 2022 (Thursday) at 3:30 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Internal Auditor Performance Evaluation;
4. Other matters; and
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://us06web.zoom.us/j/81474178130>

Meeting ID: 814 7417 8130

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917.637.3012.

City of Pasig, Metro Manila. 24 February 2022.

Thank you and best regards,


PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Mr. Domingo C. Go
Ms. Rena M. Rico-Pamfilo

Chairman (Independent Director)
Member (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 **1 March 2022 (Tuesday) at 11 AM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Internal Audit Three-Year Strategic and Operational Plan;
4. 2021 Key Audit Issues;
5. Other matters; and
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://us06web.zoom.us/j/86505566567>

Meeting ID: 865 0556 6567

Attached is the pre-read material. For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917.637.3012.

City of Pasig, Metro Manila. 24 February 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Mr. Domingo C. Go
Ms. Rena M. Rico-Pamfilo

Chairman (Independent Director)
Member (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 **9 March 2022 (Wednesday) at 3 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Key Performance Indicators (KPIs) of the Internal Auditor;
4. Other matters; and
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://us06web.zoom.us/j/86322699002>

Meeting ID: 863 2269 9002

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917.637.3012.

City of Pasig, Metro Manila. 4 March 2022.

Thank you and best regards,


PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Ms. Rena M. Rico-Pamilo
Mr. Domingo C. Go

Chairman (Independent Director)
Member
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 **6 May 2022 (Friday) at 1:30PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Approval of Minutes of the Meetings dated April 6 and 13, 2022;
4. First Quarter 2022 Performance Report;
5. Internal Auditor Report;
 - a. 2022 Internal Audit Plan Percentage of Completion – Target v. Actual
 - b. Status of Ongoing Audit Engagements
 - c. Status of 2021 Management Action Plan Implementation
 - d. Status of ASFII Policy Documentation
 - e. Others
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://us06web.zoom.us/j/89031345410>

Meeting ID: 890 3134 5410

Pre-read materials are attached. For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +639176373012.

City of Pasig, Metro Manila. 2 May 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Ms. Rena M. Rico-Pamfilo
Mr. Domingo C. Go

Chairman (Independent Director)
Member
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 **4 August 2022 (Thursday) at 1:30 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Approval of Minutes of the Meeting dated May 6, 2022;
4. Financial and Management Report for Q2 Report;
5. Internal Auditor Report;
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://us06web.zoom.us/j/89031345410>

Meeting ID: 890 3134 5410

Pre-read materials are attached. For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917-637-3012.

City of Pasig, Metro Manila. 28 July 2022.

Thank you and best regards,


PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Ms. Rena M. Rico-Pamfilo
Mr. Domingo C. Go

Chairman (Independent Director)
Member
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 **5 September 2022 (Monday) at 4 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Internal Auditor's GSPA;
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/89655444872?pwd=WnQzcHdFVjR2SDNWci9SbFIINHU4QT09>

Meeting ID: 896 5544 4872

Passcode: 120206

Pre-read materials are attached. For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917-637-3012.

City of Pasig, Metro Manila. 02 September 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Ms. Rena M. Rico-Pamfilo
Mr. Domingo C. Go

Chairman (Independent Director)
Member
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 **19 September 2022 (Monday) at 11AM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Internal Auditor GSPA;
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/89655444872?pwd=WnQzcHdFVjR2SDNWci9SbFIINHU4QT09>

Meeting ID: 896 5544 4872

Passcode: 120206

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917-637-3012.

City of Pasig, Metro Manila. 15 September 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Mr. Domingo C. Go

Chairman (Independent Director)
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 **10 November 2022 (Thursday) at 3 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Approval of Minutes of Previous Audit Committee Meetings dated:
 - August 4, 2022
 - September 5, 2022
 - September 19, 2022
4. Introduction of new partner-in-charge from Reyes Tacandong and his team;
5. Third Quarter Performance and Management Report;
6. Third Quarter Internal Audit Report;
7. Other matters;
8. 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://us06web.zoom.us/j/89031345410>
Meeting ID: 890 3134 5410

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917-637-3012.

City of Pasig, Metro Manila. 4 November 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary



ALLIANCE SELECT FOODS
INTERNATIONAL, INC.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Notice of the Meeting of the Audit Committee

Mr. Dobbin A. Tan
Mr. Domingo C. Go

Chairman (Independent Director)
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 **15 December 2022 (Thursday) at 3 PM** via video conferencing, with the following agenda:

1. Call to order;
2. Proof of notice and quorum;
3. Approval of Minutes dated 10 November 2022;
4. Audit Plan Presentation c/o Reyes Tacandong;
5. Budget and CAPEX for 2023;
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://us06web.zoom.us/j/89031345410>
Meeting ID: 890 3134 5410

For questions or clarifications, you may inform the undersigned at psbayona@allianceselectfoods.com and mobile number +63917-637-3012.

City of Pasig, Metro Manila. 12 December 2022.

Thank you and best regards,



PHOEBE ANN S. BAYONA
Assistant Corporate Secretary

Annex F - Relevant information about Board of Directors and Executive Officers

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

DIRECTORS AND EXECUTIVE OFFICERS

The names of the incumbent directors of the Company, their respective ages, citizenship, period of service, directorships in other companies and positions held for the last five (5) years are as follows **as of 30 May 2023**

Director	Nationality	Position	Age	Period of Service (as of 30 May 2023)
Lorenzo Sixto T. Lichauco	Filipino	Chairman of the Board	66	1 year First elected on June 15, 2022
Gabriel A. Dee	Filipino	Vice Chairman	58	5 years and 10 months First elected on 4 July 2018
Jeoffrey P. Yulo	Filipino	Director, President & CEO	52	11 Months First elected on June 15, 2022
Joseph Peter Y. Roxas	Filipino	Director	61	7 years and 2 months First elected on 1 March 2016
Domingo C. Go	Filipino	Independent Director	62	3 years and 8 months First elected on 11 September 2020
Dobbin A. Tan	Filipino	Independent Director	59	7 years and 2 months First elected on 1 March 2016
Fernando L. Gaspar	Filipino	Independent Director	71	More than 1 month First elected on 13 April 2023

LORENZO SIXTO T. LICHAUCO - 66, Filipino citizen; Chairman of the Board

Mr. Lichauco has been Officer in Charge of Seawood Resources, Inc., an investment holding company, since September 2020. Prior to joining Seawood, he spent his career in stockbroking and more recently portfolio management. Mr. Lichauco headed or had senior positions in a number of brokerage firms such as Merrill Lynch Philippines, Sun Hung Kai Peregrine Securities, Crosby Securities, CLSA Securities, HSBC Securities, Philippine Equity Partners and Maybank-ATR-Kim Eng Securities. He briefly headed the Asset Management Group at the GSIS, the state pension fund and ran the equity portfolio investments for Security Bank.

Mr. Lichauco is Chairman of Mizu Resources and a director of Resins Inc., Makati Sports Club, and is an independent director of SB Equities, Inc.

He has an MBA from The George Washington University in Washington D.C. and a BA Economics degree from Westminister College, Pennsylvania.

GABRIEL A. DEE - 58, Filipino citizen; Vice-Chairman

Mr. Dee obtained his law degree from the University of the Philippines College of Law and his Master of Laws degree from the University of California Berkeley School of Law.

He is the currently the Managing Partner of Picazo Buyco Tan Fider & Santos Law Offices. 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 Initial Public Offering, Listings and Estate Planning.

Mr. Dee has been practicing law since 1989. He is a professor of law teaching Corporation Law at the UP College of Law and the Tanada-Diokno College of Law (DLSU).

JEOFFREY P. YULO - 52, Filipino citizen; Director, President & CEO

Mr. Yulo graduated from the Colegio de San Agustin in 1993 with a Bachelor's s degree in Marketing Management.

Mr. Yulo was the Chief Operating Officer of Goldilocks Bakeshop Incorporated Philippines from January 2020 to October 2021, and was the Chief Operating Officer and Assistant Country Director - Philippines for Cargill - Joy Meats Production, Inc. from June 2018 to April 2019. He served as the Commercial Projects Director in Latin America, and the Project Management Director - Philippines for Coca-Cola FEMSA from 2015 to 2018. Mr. Yulo was a General Manager for Glaxo SmithKline Philippines-Consumer healthcare from 2013 to 2015, and Country General Manager for Reckitt Benckiser Philippines, Inc. from 2010 to 2013. From 2000 to 2010, Mr. Yulo was with Masterfoods Philippines, Inc. / Wrigley Phils. Inc. where he served in various capacities until he was appointed as National Sales Director in 2004. Mr. Yulo started his career with Unilever Philippines, Inc., where he was the National Merchandising Manager.

JOSEPH PETER Y. ROXAS - 60, 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. Mr. Roxas was also a member of the Board of Governors of the Philippines Stock Exchange. Mr. Roxas was with R. Coyuito Securities as Assistant Vice President for Research from 1993 to 1995, and Investment Officer from 1987 to 1992. Mr. Roxas is also a certified acupuncturist.

DOBBIN A. TAN - 59, 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 the Chief Executive Officer of Red Rock IT Security. 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.

DOMINGO C. GO - 62, Filipino Citizen, Lead Independent Director

Mr. Go is an alumnus of the Ateneo de Manila University where he graduated with the degree of Bachelor of Science in Management (Honors Program), and undertook special studies as the recipient of a one-year exchange scholarship program at the International Christian University in Tokyo, Japan. He obtained his Master of Business Administration from the University of the Philippines-Diliman.

Mr. Go is presently a Director of the Financial Executives Institute of the Philippines (FINEX) since 2020, and was also a Director of the FINEX Academy from 2020-2021. He has been a Trustee of the Philippine Federation of Japan Alumni, Inc. since July 2015, and has served as its President since July 2022.

Previously, he served as the First Vice President/Head of the Equity Investments Department at the Metropolitan Bank & Trust Company (Metrobank), where he also formerly held positions at the Merchant Banking Division and the Account Management Group as well as concurrent positions in various investee companies of the Metrobank Group. He was a Director of Northpine Land, Inc., Toyota Manila Bay Corporation, Sumisho Motor Finance Corporation, and Sagara Metro Plastics Industrial Corporation, among others.

Mr. Go is a Fellow of the Institute of Corporate Directors (ICD).

FERNANDO L. GASPAR – 71, Filipino Citizen, Independent Director

Mr. Fernando Gaspar is concurrently the President and CEO of Falconer Aircraft Management, Inc. (FAMI) and Aviation Concepts Technical Services, Inc. (ACTSI). He is the Chairman of the Board of the Ortoll Group of Companies.

He has over 49 years of experience in a wide range of industries including manufacturing, marketing, real estate, container terminals, agribusiness and general aviation. He has developed and managed

businesses and organizations, both publicly- and privately-owned in the ASEAN region, Australia, Hong Kong, China, Japan, Europe, Latin America and Africa.

Executive Officers

The following persons are the executive officers of the Company as of **30 May 2023**:

Officer	Nationality	Position	Age	Year Position was Assumed
Jeoffrey P. Yulo	Filipino	President & CEO	52	2022
Eldwin S. Umusig	Filipino	VP-Operations	50	2022
Barbara Anne C. Migallos	Filipino	Corporate Secretary	67	2015
Maria Carolyn C. Angeles	Filipino	Treasurer	51	2021
Jackson G. Lumaban	Filipino	VP for Sales	38	2023
Maria Resa S. Celiz	Filipino	Head of Legal, Chief Compliance Officer, Asst. Corporate Secretary	57	2023

JEOFFREY P. YULO - 52, Filipino citizen; Director, President & CEO

Mr. Yulo graduated from the Colegio de San Agustin in 1993 with a Bachelor's s degree in Marketing Management.

Mr. Yulo was the Chief Operating Officer of Goldilocks Bakeshop Incorporated Philippines from January 2020 to October 2021, and was the Chief Operating Officer and Assistant Country Director - Philippines for Cargill - Joy Meats Production, Inc. from June 2018 to April 2019. He served as the Commercial Projects Director in Latin America, and the Project Management Director - Philippines for Coca-Cola FEMSA from 2015 to 2018. Mr. Yulo was a General Manager for Glaxo SmithKline Philippines-Consumer healthcare from 2013 to 2015, and Country General Manager for Reckitt Benckiser Philippines, Inc. from 2010 to 2013. From 2000 to 2010, Mr. Yulo was with Masterfoods Philippines, Inc. / Wrigley Phils. Inc. where he served in various capacities until he was appointed as National Sales Director in 2004. Mr. Yulo started his career with Unilever Philippines, Inc., where he was the National Merchandising Manager.

ELDWIN S. UMUSIG – 49, Filipino citizen; Vice President for Operations

Engr. Umusig graduated cum laude from the Ateneo de Davao University with a degree in Bachelor of Science in Chemical Engineering in 1994 and secured his Professional Chemical Engineering License the following year.

Engr. Umusig is a licensed Chemical Engineer with expertise in operating food processing facilities, with 25 years of supervisory and managerial experience in food manufacturing operations. He has

extensive knowledge in logistics operations in the tuna industry covering forecasting, purchasing, inventory, production planning, warehouse management, export and import shipping and distribution, and in technical services covering legal and regulatory compliance and adherence to quality requirements. He held leadership roles both locally and internationally, such as in Mega Global Corporation and Starkist Co., USA.

BARBARA ANNE C. MIGALLOS – 67, 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.

MARIA CAROLYN C. ANGELES – 51, Filipino citizen, Treasurer

Ms. Angeles graduated cum laude from Polytechnic University of the Philippines in 1992 with a degree in Bachelor in Accountancy. She received her CPA License in the same year.

Ms. Angeles is a seasoned Certified Public Accountant with more than 30 years of experience. Prior to joining Alliance Select Foods International, Inc., Ms. Angeles worked for the Max's Group of Companies for eight years, where she rose from being an Accounting Head to Senior Finance Business Partner. Ms. Angeles is a member of the Philippine Institute of Certified Public Accountants and is accredited by the Bureau of Internal Revenue and Board of Accountancy.

JACKSON EMIL G. LUMABAN -38, Filipino Citizen, VP for Sales

Mr. Jackson Emil Lumaban has 14 years of experience in business and customer development, and sales management roles at Century Pacific Food, Inc. and San Miguel Foods, Inc.

He graduated from the University of the Philippines Diliman with a Bachelor of Science in Business Economics.

MARIA RESA S. CELIZ – 57, Filipino Citizen, Head of Legal, Chief Compliance Officer, Assistant Corporate Secretary

Atty. Maria Resa S. Celiz has 23 years of experience advising a group of companies engaged in food manufacturing, retail and franchising. For two years, she was Legal Counsel and Chief of Staff to the head of a government agency. She currently teaches at the Lyceum of the Philippines College of Law and is certified by the International Association of Privacy Professionals as an Information Privacy Manager.

Atty. Celiz obtained her Juris Doctor degree from the Ateneo de Manila University - College of Law.

She has a Master's Degree in International Relations from Boston University and finished her undergraduate studies at the University of the Philippines - Diliman where she majored in Political Science.

Board Committees

The following persons are the members of the committee of the Company as of **30 May 2023**:

Audit Committee

Mr. Dobbin A. Tan	Chairman, Independent Director
Mr. Domingo C. Go	Member, Independent Director
Mr. Fernando L. Gaspar	Member, Independent Director

Board Risk Oversight Committee

Mr. Joseph Peter Y. Roxas	Chairman, Non-executive Director
Mr. Dobbin A. Tan	Member, Independent Director
Mr. Domingo C. Go	Member, Independent Director

Related Party Transactions Committee

Mr. Gabriel A. Dee	Chairman, Non-executive Director
Mr. Dobbin A. Tan	Member, Independent Director
Mr. Domingo C. Go	Member, Independent Director

Corporate Governance Committee

Mr. Domingo C. Go	Chairman, Independent Director
Mr. Dobbin A. Tan	Member, Independent Director
Mr. Lorenzo Sixto T. Lichauco	Member, Non-executive Director

Executive Committee

Mr. Lorenzo Sixto T. Lichauco	Chairman, Non-executive Director
Mr. Jeoffrey P. Yulo	Member, Executive Director
Mr. Domingo C. Go	Member, Independent Director

Attendance of the Board

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. Details on the Directors' attendance at Board meetings and Committee meetings are as follows:

2022 Board Meetings:

Name	04/13	05/12	05/26	06/15	08/11	10/05	11/11	12/16
Antonio C. Pacis	✓		✓		N/A	N/A	N/A	N/A

<i>Chairman</i>								
Gabriel A. Dee <i>Vice Chairman</i>	✓	✓	✓	✓	✓	✓	✓	✓
Raymond K.H. See, <i>Director, President and CEO</i>	✓	✓	✓		N/A	N/A	N/A	N/A
Rena M. Rico-Pamfilo <i>Director</i>	✓	✓	✓	✓	✓	✓	✓	✓
Domingo C. Go <i>Independent Director</i>	✓	✓	✓	✓	✓	✓	✓	✓
Joseph Peter Y. Roxas <i>Director</i>	✓	✓	✓	✓	✓	✓	✓	✓
Dobbin A. Tan <i>Independent Director</i>	✓	✓			✓	✓	✓	✓
<u>Lorenzo Sixto T. Lichauco</u>	N/A	N/A	N/A	✓	✓	✓	✓	✓
<u>Jeffrey P. Yulo</u> <i>Director, President and CEO</i>	N/A	N/A	N/A	✓	✓	✓	✓	✓

*Messrs. Antonio C. Pacis and Raymond K. H. See, and Ms. Rena M. Rico-Pamfilo, are no longer with the Company.

2022 Audit Committee:

Name	02/8	02/24	03/01	03/09	04/06	04/13	05/06	08/04	9/05	09/19	11/10	12/15
Rena M. Rico-Pamfilo <i>Director</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Domingo C. Go <i>Independent Director</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Dobbin A. Tan <i>Independent Director</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

2022 Corporate Governance Committee:

Name	02/18	03/11	04/06	05/11	06/02	08/04
Rena M. Rico-Pamfilo <i>Director</i>	✓	✓	✓	✓	✓	✓
Domingo C. Go <i>Independent Director</i>	✓	✓	✓	✓	✓	✓
Joseph Peter Y. Roxas <i>Director</i>	✓	✓	✓	✓	✓	✓
Dobbin A. Tan	✓	✓				

<i>Independent Director</i>			✓	✓	✓	✓
-----------------------------	--	--	---	---	---	---

2022 Related Party Transactions Committee:

Name	05/24
Antonio C. Pacis <i>Director</i>	✓
Domingo C. Go <i>Independent Director</i>	✓
Dobbin A. Tan <i>Independent Director</i>	✓

2022 Executive Committee:

Name	07/12	08/30	12/13
Lorenzo Sixto T. Lichauco <i>Director</i>	✓	✓	✓
Jeoffrey P. Yulo <i>Independent Director</i>	✓	✓	✓
Domingo C. Go <i>Lead Independent Director</i>	✓	✓	

Total compensation received by each of the Directors on a per diem basis for 2022, is as follows:

Name	Total Compensation (per diem) for 2022 (PhP)
Antonio C. Pacis <i>Chairman</i>	₱ 25,000
Gabriel A. Dee <i>Vice Chairman</i>	₱ 90,000
Raymond K.H. See, <i>Director, President and CEO</i>	₱ 40,000
Rena M. Rico-Pamfilo <i>Director</i>	₱ 170,000
Domingo C. Go <i>Independent Director</i>	₱ 195,000
Joseph Peter Y. Roxas <i>Director</i>	₱ 75,000
Dobbin A. Tan <i>Independent Director</i>	₱ 155,000
<u>Lorenzo Sixto T. Lichauco</u> <i>Chairman</i>	₱ 70,000
<u>Jeoffrey P. Yulo</u> <i>Director, President and CEO</i>	₱ 65,000

The Company has adopted a policy on Board self-assessment as a body, and as individual committees, to assess if it possesses the right mix of experience and backgrounds. It also conducts a performance assessment of the CEO to evaluate performance and overall compliance with laws, regulations and best practices.

The Charter of the Board of Directors likewise include a policy on the training of Directors, including an orientation program for first-time Directors and relevant annual continuing training for all Directors.

Compensation of Directors and Executive Officers

The following summarizes the executive compensation received by the CEO and the top four (4) most highly compensated officers of the Company for 2021, 2022, and the estimate for 2023:

	Year	Salaries Amounts in P'000	Bonuses/Other Income Amounts in P'000
CEO and the four most highly compensated officers named above	2021	P 16,802	P 313
	2022	P 17,529	P 336
	2023 (est)	P 24,614	P 303
Aggregate compensation paid to all officers and directors as a group unnamed	2021	P 24,639	P 1,324
	2022	P 25,091	P 1,436
	2023 (est)	P 33,129	P 1,399

The following are the Company's top five (5) compensated executive officers as of 30 April 2023 (in no particular order):¹

Jeoffrey P. Yulo	President and CEO
Eldwin Umusig	Senior Vice President for Operations
Jackson Lumaban	Vice President for Sales and Business Development
Maria Carolyn C. Angeles	Treasurer
Maria Resa Celiz	Asst. Corporate Secretary and Chief Compliance Officer

Compensation of Directors

On 21 January 2016, the Company's Board of Directors adopted a policy, effective immediately, setting directors' per diems at P10,000 per attendance at Board meetings, and P5,000 per attendance at Committee meetings.

Under the amended By-Laws, as compensation, the Board shall receive and allocate an amount of

¹ Top compensated executives and officers for 2022 are Jeoffrey Yulo, Lisa Angela Dejadina, Ma. Berniefel Sarmiento, Maria Carolyn Angeles and Phoebe Ann Bayona. In 2021 Raymond KH See, Lisa Angela Dejadina, Ma. Berniefel Sarmiento, Maria Carolyn Angeles and Phoebe Ann Bayona

not more than ten percent (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 shareholders representing at least a majority of the outstanding capital stock at a regular or special meeting of the shareholders.

Security Ownership of Directors and Officers

To the best knowledge of the Company, the beneficial ownership of the Company's directors and officers as of 30 April 2023 is as follows:

Title of Class	Name of Beneficial Owner	Amount and Nature of Beneficial Ownership		Citizenship	%
		Direct	Indirect		
Directors					
Common Shares	Lorenzo Sixto T. Lichauco	30,000	29,983,000	Filipino	1.2%
Common Shares	Gabriel A. Dee	1,000	-	Filipino	0.00%
Common Shares	Jeoffrey P. Yulo	10,000	2,000,000	Filipino	0.00%
Common Shares	Domingo C. Go	1,000	-	Filipino	0.00%
Common Shares	Joseph Peter Y. Roxas	100,000	2,041,000	Filipino	0.08%
Common Shares	Dobbin A. Tan	10,000	-	Filipino	0.00%
Common Shares	Fernando L. Gaspar	10,000	-	Filipino	0.00%

Key Officers					
Common Shares	Barbara Anne C. Migallos	-	-	Filipino	-
Common Shares	Eldwin S. Umusig	-	-	Filipino	-
Common Shares	Maria Carolyn C. Angeles	-	-	Filipino	-
Common Shares	Jackson G. Lumaban	-	-	Filipino	-
Common Shares	Maria Resa S. Celiz	-	-	Filipino	-
All Directors and Officers as a Group		34,186,000			1.28%

Audit and Audit-Related Fees

The following table sets out the aggregate fees billed for professional services rendered by the Company's independent auditors for each of the last three (3) fiscal years:

Audit and Audit-Related Fees	2022	2021	2020
Regular Audit	₱1,500,000	₱1,674,400	₱1,506,400
Review of proposed equity restructuring			
Long Form Audit			
Review of Forecast			
All Other Fees	₱62,272	₱100,000	₱150,640
Total Audit and Audit-Related Fees	₱1,562,272	₱1,774,400	₱1,657,040

Annex G - Goal Setting Performance Assessment (GSPA) Form

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



Setting Goals and Targets for the year:

Goal Setting

Key Performance Indicators (KPIs)
Deliverables



A 6 month catchup for leaders and employees

Midyear Review

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



Final performance review against targets and goals and your development plan

Annual Review

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:



Annex H - Attendance of Directors on Meetings

Board Attendance

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. Details on the Directors' attendance at Board meetings and Committee meetings are as follows:

2022 Board Meetings:

Name	04/13	05/12	05/26	06/15	08/11	10/05	11/11	12/16
Antonio C. Pacis <i>Chairman</i>	✓		✓		N/A	N/A	N/A	N/A
Gabriel A. Dee <i>Vice Chairman</i>	✓	✓	✓	✓	✓	✓	✓	✓
Raymond K.H. See, <i>Director, President and CEO</i>	✓	✓	✓		N/A	N/A	N/A	N/A
Rena M. Rico-Pamfilo <i>Director</i>	✓	✓	✓	✓	✓	✓	✓	✓
Domingo C. Go <i>Independent Director</i>	✓	✓	✓	✓	✓	✓	✓	✓
Joseph Peter Y. Roxas <i>Director</i>	✓	✓	✓	✓	✓	✓	✓	✓
Dobbin A. Tan <i>Independent Director</i>	✓	✓			✓	✓	✓	✓
<u>Lorenzo Sixto T. Lichauco</u>	N/A	N/A	N/A	✓	✓	✓	✓	✓
<u>Jeoffrey P. Yulo</u> <i>Director, President and CEO</i>	<u>N/A</u>	<u>N/A</u>	<u>N/A</u>	✓	✓	✓	✓	✓

Audit Committee:

Name	02/8	02/24	03/01	03/09	04/06	04/13	05/06	08/04	9/05	09/19	11/10	12/15
Rena M. Rico-Pamfilo <i>Director</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Domingo C. Go <i>Independent Director</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Dobbin A. Tan <i>Independent Director</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Corporate Governance Committee:

Name	02/18	03/11	04/06	05/11	06/02	08/04
Rena M. Rico-Pamfilo <i>Director</i>	✓	✓	✓	✓	✓	✓

Domingo C. Go <i>Independent Director</i>	✓	✓	✓	✓	✓	✓
Joseph Peter Y. Roxas <i>Director</i>	✓	✓	✓	✓	✓	✓
Dobbin A. Tan <i>Independent Director</i>	✓	✓	✓	✓	✓	✓

Related Party Transactions Committee:

Name	05/24
Antonio C. Pacis <i>Director</i>	✓
Domingo C. Go <i>Independent Director</i>	✓
Dobbin A. Tan <i>Independent Director</i>	✓

Executive Committee:

Name	07/12	08/30	12/13
Lorenzo Sixto T. Lichauco <i>Director</i>	✓	✓	✓
Jeoffrey P. Yulo <i>Independent Director</i>	✓	✓	✓
Domingo C. Go <i>Lead Independent Director</i>	✓	✓	

COVER SHEET

SEC Registration Number: **CS200319138**

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

Company's Full Name

**Suite 3104 A West Tower PSEC Exchange Rd.,
Ortigas Business District, Pasig City, Metro Manila, Philippines**

Business Address

Maria Resa S. Celiz

Contact Person

(02) 8637-8800

Company Telephone Number

1 2 3 1

Month Day
Fiscal Year

1 7 - C

FORM TYPE

0 6 1 5

Month Day
Annual Meeting

N/A

Secondary License Type, if Applicable

SEC

Dept. Requiring this Doc

N/A

Amended Articles Number/Section

Total No. of Stockholders

x

Domestic

Foreign

To be accomplished by SEC Personnel concerned

File Number

LCU

Document I.D.

Cashier

STAMPS

Remarks = Pls. use black ink for scanning purposes

SECURITIES & EXCHANGE COMMISSION


SEC FORM 17-C

CURRENT REPORT UNDER SECTION 17 OF
THE SECURITIES REGULATION CODE (SRC)
AND SRC RULE 17.2(c) THEREUNDER

1. April 13, 2023
Date of Report (Date of earliest event reported)

2. SEC Identification Number CS200319138 3. BIR TIN 227-409-243-000

4. ALLIANCE SELECT FOODS INTERNATIONAL, INC.
Exact name of registrant as specified in its charter

5. Pasig City, NCR, Philippines 6. 
Province, country or other jurisdiction of incorporation Industry Classification Code

6. Suite 3104 A West Tower PSEC Exchange Rd., Ortigas Business District, Pasig City, Philippines
Address of principal office
Postal Code: 1605

8. (02) 8637 8800
Registrant's telephone number, including area code

9. N.A.
Former name or former address, if changed since last report

10. Securities registered pursuant to Sections 4 and 8 of the RSA

Title of Each Class	Number of Shares of Common Stock Outstanding and Amount of Debt Outstanding
<u>Common Stock</u>	<u>2,499,712,463</u>
<u>Amount of Debt Outstanding (As of December 31, 2022)</u>	<u>US\$14,827,795</u>

11. Indicate the item numbers reported herein:
Item No. 4: Appointment of Officers

Appointment of Officers

The Board of Directors of Alliance Select Foods International, Inc. ("ASFII" or the "Company; PSE: FOOD) is pleased to announce that Mr. Fernando "Nando" L. Gaspar has been elected to the Company's Board of Directors as an Independent Director, and Atty. Maria Resa "Sam" S. Celiz has been appointed as the Company's Assistant Corporate Secretary.

Mr. Fernando "Nando" L. Gaspar – Independent Board Director

Mr. Fernando Gaspar is concurrently the President and CEO of Falconer Aircraft Management, Inc. (FAMI) and Aviation Concepts Technical Services, Inc. (ACTSI). He is the Chairman of the Board of the Ortoll Group of Companies.

He has over 49 years of experience in a wide range of industries including manufacturing, marketing, real estate, container terminals, agribusiness and general aviation. He has developed and managed businesses and organizations, both publicly- and privately-owned in the ASEAN region, Australia, Hong Kong, China, Japan, Europe, Latin America and Africa.

Atty. Maria Resa "Sam" S. Celiz – Assistant Corporate Secretary

Atty. Celiz is ASFII's Head of Legal and Chief Compliance Officer. She has 23 years of experience advising a group of companies engaged in food manufacturing, retail and franchising. For 2 years, she was Legal Counsel and Chief of Staff to the head of a government agency. She teaches at the Lyceum of the Philippines College of Law and is certified by the International Association of Privacy Professionals as an Information Privacy Manager.

Atty. Celiz graduated from the Ateneo de Manila College of Law. She has a Master's Degree in International Relations from Boston University and finished her undergraduate studies at the University of the Philippines – Diliman, majoring in Political Science.

SIGNATURE

Pursuant to the requirements of the Securities Regulation Code, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

ALLIANCE SELECT FOODS INTERNATIONAL, INC.

By:


MARIA RESA S. CELIZ
Assistant Corporate Secretary

Date: April 13, 2023

**ALLIANCE SELECT FOODS INTERNATIONAL, INC.
BOARD OF DIRECTORS
2023 BOARD SELF-ASSESSMENT QUESTIONNAIRE**

The following series of statements is designed to obtain your comments regarding the performance of the board as a group. It is intended to enhance the board's overall effectiveness. Please indicate your opinion about these statements by encircling one of the numbers using the scale below. We also encourage you to state what improvements you like to see; you can use the last column for this.

- 1 – Strongly Disagree
- 2 – Disagree
- 3 – Undecided
- 4 – Agree
- 5 – Strongly Agree
- Don't know

Please complete this Evaluation Form, and send back via email or hard copy in a sealed envelope marked “CONFIDENTIAL” on/before **April 30, 2023** to:

Alliance Select Foods International, Inc.

Suite 3104 A West Tower, Tektite Towers (formerly Philippine Stock Exchange Centre), Exchange Rd., Ortigas Business District, Pasig City 1605

Attention: Atty. Maria Resa S. Celiz, Chief Compliance Officer

Email: msceliz@allianceselectfoods.com

You may opt to not indicate your name on the form.

	Evaluation Questions	Rating (Encircle One, or Check "Don't Know" Column)					Don't know	Recommendations for Improvement
A. Overall								
1	The Board is knowledgeable about ASFII business.	1	2	3	4	5		
2	The Board regularly reviews its oversight / fiduciary functions as regards ASFII's capital budget, business and strategic plans.	1	2	3	4	5		
3	The Board has adequate systems in place for succession planning for the CEO and other managerial positions.	1	2	3	4	5		
4	Board members stay abreast of trends and issues affecting ASFII performance.	1	2	3	4	5		
5	The Board is firmly committed to being held accountable to ASFII's shareholders and stakeholders.	1	2	3	4	5		
6	The Board focuses properly on operational, financial and other challenges that ASFII faces.	1	2	3	4	5		
B. The Right Board Structure								
7	The Board has the right number of Directors.	1	2	3	4	5		
8	The process for selecting Directors is appropriate.	1	2	3	4	5		

	Evaluation Questions	Rating (Encircle One, or Check "Don't Know" Column)					Don't know	Recommendations for Improvement
9	The Board reviews the Committee structure, memberships and Chairmanships.	1	2	3	4	5		
10	The Directors have an adequate range of talents, expertise, and occupational and personal backgrounds.	1	2	3	4	5		
11	The Directors are independent-minded in dealing with issues.	1	2	3	4	5		
C. The Right Culture and Conduct								
12.	The Board members ask appropriate and timely questions to management	1	2	3	4	5		
13.	The Directors disclose personal interests in transactions and abstain from voting where appropriate.	1	2	3	4	5		
14.	The Board promotes a culture of candid communication and rigorous decision making.	1	2	3	4	5		
15.	Directors and Management work together to maintain the culture of ASFII, based on ASFII's mission and vision.	1	2	3	4	5		
D. The Right Issues								

	Evaluation Questions	Rating (Encircle One, or Check "Don't Know" Column)					Don't know	Recommendations for Improvement
16	The Board regularly reviews ASFII's financial condition and strategic plans.	1	2	3	4	5		
17	The Board devotes time to evaluate ASFII's past performance and the lessons learned.	1	2	3	4	5		
18	The Board regularly reviews the adequacy of ASFII's human and financial resources.	1	2	3	4	5		
E. The Right Information and Resources								
19	There are sufficient on-boarding procedures in place for new Directors.	1	2	3	4	5		
20	The information provided for Board meetings is adequate and timely, enabling Directors to fully understand and participate in discussions.	1	2	3	4	5		
21	The Board recognizes that visits to the ASFII GenSan plant to observe ASFII's operational activities, are essential to understand the business.	1	2	3	4	5		
22	Directors study and understand relevant information in order to spend their time effectively and make informed decisions.	1	2	3	4	5		

	Evaluation Questions	Rating (Encircle One, or Check "Don't Know" Column)					Don't know	Recommendations for Improvement
F. The Right Process								
23	The Board has the appropriate number of meetings per year.	1	2	3	4	5		
24	The agenda given to the Board include what is important.	1	2	3	4	5		
25	The time spent in Board meetings is utilized effectively.	1	2	3	4	5		
26	The Board has open and constructive deliberations.	1	2	3	4	5		
27	Certain business now handled by the full Board should be delegated to a Committee, or vice versa (specify).	1	2	3	4	5		
28	Committee reports give the appropriate amount of information to the Board.	1	2	3	4	5		
29	There is sufficient time/ opportunity for Directors to meet independently if they wish to do so.	1	2	3	4	5		
30	The Board has composed a description of specific duties, goals, and objectives, and measures its performance against those responsibilities.	1	2	3	4	5		
31	The Board is effective in reviewing annual business plans.	1	2	3	4	5		

	Evaluation Questions	Rating <i>(Encircle One, or Check "Don't Know" Column)</i>					Don't know	Recommendations for Improvement
32	The Board effectively follows through on its recommendations.	1	2	3	4	5		
G. Future Challenges								
33	What do you believe are the three most important challenges for ASFII to address in the next two years?	1. 2. 3.						
H. Additional Comments								
Are there any topics not covered in this questionnaire that you feel should be addressed to evaluate the Board's performance?								

(Optional) _____
Director's Name

_____ Date

Thank you for completing this questionnaire.

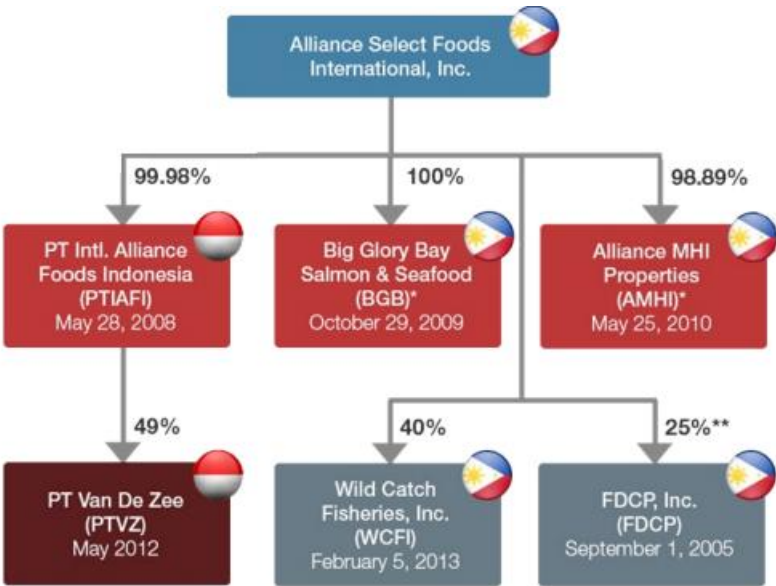
Please complete this Evaluation Form by hand, and send the hard copy in a sealed envelope, marked "CONFIDENTIAL" on/before **April 30, 2023** to:

Alliance Select Foods International, Inc.

Suite 3104 A West Tower, Tektite Towers (formerly Philippine Stock Exchange Centre), Exchange Rd., Ortigas Business District,
Pasig City 1605

Attention: Atty. Maria Resa S. Celiz, Chief Compliance Officer

CONGLOMERATE MAP OF
ALLIANCE SELECT FOODS INTERNATIONAL, INC.
(as of 31 DECEMBER 2022)



LEGEND

Ultimate Parent	 Philippines
Subsidiary	 Indonesia
PTIAFI Subsidiary	
Joint Venture	

Annex L - CEO and Internal Auditor Attestation



24 May 2023

**Alliance Select Foods International, Inc.
Suite 3104A West Tower, Philippine Stock Exchange
Centre Exchange Road, Ortigas Center, Pasig City Metro
Manila 1605 Philippines**

**Attention: 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 process in governance, risk and compliance; budgeting; production; inventory accounting; and inventory management. We also reviewed the risks and controls within the process until 31 December 2022.

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


JEFFREY P. YULO
President and CEO


MARIA RONA SILVESTRE
Head of Internal Audit



Annex M - 2022 Training Calendar

2022 TRAINING CALENDAR												
CATEGORY	COURSE TITLE	CLASSIFICATION	PRIORITY	MONTH	VENUE	DURATION (HRS)	SPEAKER / FACILITATOR	PARTICIPANTS	PURPOSE	STATUS	DATE	COST
QA/QC	Frozen Loins Refresher	Mandatory	1	Jan	Training Room	2	Roni Mabanglo	Production and QA/QC	BRC	Done	3-Jan-22	
QA/QC	USFDA Standard	Mandatory	1	Jan	Training Room	2	Sierwin Salmon	Operations & QA	BRC	Done	3-Jan-22	
QA/QC	Sensory Evaluation	Mandatory	1	Jan	Training Room	2	Jerlyn Aspiras	Operations & QA	BRC	Done	21-Jan-22	
QA/QC	MSC	Mandatory	1	Jan	Training Room	1	Sierwin Salmon	EMD, QA/QC and Production	MSC Certification	Done	Jan 19 and 21	
Finance	Credit and Payment Terms Refresher	Knowledge	2	Feb	MSTeams	2	Zea, Sheng and Jes	Finance, Procurement, Logistics and Sales		Done	4-Feb-22	
HR	Liver Health - Webinar	Knowledge	3	Feb	Zoom	1	Dr. Canda	All Employees	Awareness	Done	16-Feb-22	
QA/QC	Pest Control Management	Mandatory	1	Feb	Training Room	1	Gesan Pest	Production, Logistics, QA/QC and	BRC	Done	23-Feb-22	
QA/QC	Internal Quality Audit	Mandatory	1	Mar	Training Room	2	Josie and Sierwin	Internal Auditors	BRC	Done	5-Mar-22	
HR	Bounce forward with resilience	Knowledge	1	Mar	Zoom	1	Intellicare	All employees	Awareness	Done	22-Mar-22	
HR	Financial wellness	Knowledge	1	Apr	Zoom	1	Intellicare	All employees	Awareness	Done	19-Apr-22	
QA/QC	ASFII Food Defense	Mandatory	1	Apr	Training Room	2	Sierwin Salmon	Production, Logistics and QA/QC	BRC	Done	2-May-22	
HR	Mental Health - Webinar	Knowledge	1	May	Zoom	1	Dr. Angie	All employees	Awareness	Done	30-May-22	
QA/QC	Halal Orientation	Mandatory	1	May	Training Room	2	IDCP Halal	All officers	Halal	Done	4-Jun-22	
HR	ZUMBA	Skills	3	Jul	Zoom	1	Intellicare	All employees	Awareness	Done	1-Jul-22	
HR	Drug Free Workplace - Webinar	Knowledge	3	Aug	Zoom	1	PDEA	All employees	Awareness	Done	8-Aug-22	
EMD	10th PSME Conference	Knowledge	3	Aug	KCC Convention	48		Godfrey Saloria	Additional Knowledge	Done	Aug. 18-19,22	3,000.00
HR	BSCI and ICS COC	Mandatory	1	Aug	Training Room	1	EJ Baro	All Employees	BSCI and ICS Audit	Done	19-Aug-22	
QA/QC	Chemical Handling, Good Laboratory Practices	Mandatory	1	Aug	Training	2	Chona, Gina	QA/QC, Logistics, Engg	BRC	Done	23-Aug-22	
Finance	TAX – SEC Updates	Knowledge	3	Aug	Virtual		PICPA	Maria Carolyn Angeles Mildred Cristobal Alex Racines Jr.		Done	Aug. 18-23,22	
Finance	People Handling Skills	Knowledge	3	Aug	Virtual		PICPA	Zea Abao		Done	25-Aug-22	
HR	HMO Orientation	Knowledge	1	Aug	Virtual	1	Intellicare	All Employees		Done	26-Aug-22	
Finance	On Receipts & Invoices: What are valid & invalid in the light of the most recent developments	Knowledge	3	Aug	Virtual		PICPA	Mary Zea Abao Rocaya Acmad		Done	24-Aug-22	
HR	Mandatory BOSH for all employees (Module 1 to 4)	Mandatory	1	Aug	Training Room & via Zoom	4	Sherwin Lagutin	All Employees	DOLE	Done	30-Aug-22	
HR	First Aid Training	Mandatory	1	Sep	Training Room	24	RED CROSS	Saclot, Gavilo, Lerongan, Torres		Done	Sep. 14-16,22	2,500 each
HR	HEALTH WEBINAR: Monkey Pox and HIV Aids	Knowledge	3	Sep	Training	1	Dr. Canda	All Employees		Done	21-Sep-22	
HR	Mandatory BOSH for all employees (Module 5 to 6)	Mandatory	1	Sep	Training Room & via Zoom	4	Sherwin Lagutin	All Employees	DOLE	Done	23-Sep-22	
HR	Fire Fighting Trainig	Mandatory	1	Sep	Training Room	40	BFP	Selected employees	DOLE	Done	Sep. 26-30,22	13,000.00
HR	ASFII Code of Business Conduct and Behavior (CBCE) Cascade	Mandatory	1	Oct	Training Room & via Zoom	1	Phoebe Bayona	All Employees		Done	21-Oct-22	
HR	Mandatory BOSH for all employees (Module 1 to 4) - BATCH 2	Mandatory	1	Nov	Training Room & via Zoom	4	Sherwin Lagutin	All Employees		Done	26-Nov-22	
HR	Mandatory BOSH for all employees (Module 5 to 6) - BATCH 2	Mandatory	1	Nov	Training Room & via Zoom	4	Sherwin Lagutin	All Employees		Done	26-Nov-22	