

COVER SHEET

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S.E.C. Registration Number

A S I A N T E R M I N A L S I N C .

(Company's Full Name)

A T I H E A D O F F I C E A . B O N I F A C I O

D R I V E , P O R T A R E A , M A N I L A 1 0 1 8

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

ATTY. RODOLFO G. CORVITE, JR.

Contact Person

85286000

Company Telephone Number

0 6

Month

0 9

Day

I - A C G R

0 4

Month

2 2

Day

2021 Annual Meeting

Secondary License Type, If Applicable

Dept. Requiring this Doc.

Amended Articles Number/Section

Total Amount of Borrowings

Domestic Foreign

8 2 3

As of May 31, 2021

Total No. of Stockholders

LCU

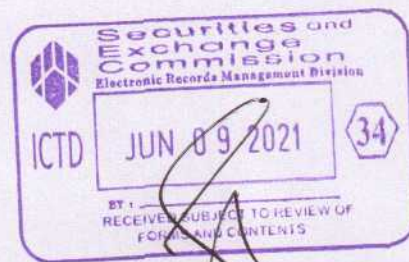
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File Number

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STAMPS

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SEC FORM -I-ACGR
INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

1. For the fiscal year ended : 2020
2. SEC Identification Number: 133653 3. BIR Tax Identification No. : 000-132-413-000
4. Exact name of Issuer as specified in its charter: ASIAN TERMINALS, INC.
5. Manila, Philippines
Province, Country or jurisdiction of
incorporation or organization
6. SEC Use Only)
Industry Classification Code
7. ATI Head Office, A. Bonifacio Drive, Port Area, Manila 1018
Address of principal office / Postal Code
8. 632-8528-6000
Issuer's Telephone Number, including area code
9. Not Applicable
Former name, address and fiscal year, if changed since last report

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

	<i>COMPLIANT/ NON COMPLIANT</i>	<i>ADDITIONAL INFORMATION</i>	<i>EXPLANATION</i>
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	Provide information or link/reference to a document containing information on the following: 1. Academic qualifications, industry knowledge, professional experience, expertise and relevant trainings of directors 2. Qualification standards for directors to facilitate the selection of potential nominees and to serve as benchmark for the evaluation of its performance	
2. Board has an appropriate mix of competence and expertise.	Compliant		
3. Directors remain qualified for their positions individually and collectively to enable them to fulfill their roles and responsibilities and respond to the needs of the organization.	Compliant	The qualifications and experience of directors are stated in the <u>SEC Form 17-A</u> (pages 33 to 36) <u>Information Statement</u> (pages 5 to 8). https://www.asianterminals.com.ph/uploads/SECFilings/17-A%20with%20Sustainability%20Report-merged.pdf https://www.asianterminals.com.ph/uploads/PSEDisclosures/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf Relevant training of directors on Corporate Governance disclosed in an advisement letter, posted in the <u>Company website</u> . https://www.asianterminals.com.ph/uploads/SECFilings/Disclosure%20on%20CG%20Training%20(2020).pdf	

Recommendation 1.2			
1. Board is composed of a majority of nonexecutive directors.	Compliant	Identify or provide link/reference to a document identifying the directors and the type of their directorships In the 2021 General Information Sheet , the list of directors and their type of directorships are stated. https://www.asianterminals.com.ph/uploads/SECFilings/2021%20ATI%20GIS%20Redacted.pdf	
Recommendation 1.3			
1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	Compliant	Provide link or reference to the company's Board Charter and Manual on Corporate Governance relating to its policy on training of directors. The CG Manual states requirement on training of directors. Corporate Governance Manual (or CG Manual) Part II (1) B (1), page 3. This will likewise be incorporated in the Board Charter which is for approval of the Board. https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf Board Charter , Part VIII page 10 https://www.asianterminals.com.ph/uploads/BoardCommittees/ATI%20Board%20Charter%20(2018).pdf	
2. Company has an orientation program for first time directors.	Compliant	Provide information or link/reference to a document containing information on the orientation program and trainings of directors for the previous year, including the number of hours attended and topics covered.	
3. Company has relevant annual continuing training for all directors.	Compliant	Advisement letter disclosed in the Company website . https://www.asianterminals.com.ph/uploads/SECFilings/Disclosure%20on%20CG%20Training%20(2020).pdf	

Recommendation 1.4			
1. Board has a policy on board diversity.	Compliant	<p>Provide information on or link/reference to a document containing information on the company's board diversity policy. Indicate gender composition of the board.</p> <p>Part II (1) C (page 3 CG Manual). CG Manual posted in the Company Website.</p> <p>The Board is composed of all male directors, from different industries local and overseas. In 2015, the board elected a female director, showing that gender is not a criteria for the directorship.</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.		<p>Provide information on or link/reference to a document containing the company's policy and measureable objectives for implementing board diversity. Provide link or reference to a progress report in achieving its objectives.</p>	
Recommendation 1.5			
1. Board is assisted by a Corporate Secretary.	Compliant	<p>Provide information on or link/reference to a document containing information on the Corporate Secretary, including his/her name, qualifications, duties and functions.</p> <p>Name: Atty. Rodolfo G. Corvite, Jr. Page 36 of SEC Form 17-A https://www.asianterminals.com.ph/uploads/SECFilings/17-A%20with%20Sustainability%20Report-merged.pdf</p>	
2. Corporate Secretary is a separate individual from the Compliance Officer.	Not-Compliant	Part II No 3 (pages 7 and 8 of the CG Manual)	<p>The current Corporate Secretary has been connected with ATI since 1989 holding various functions and since 1997 both as Corporate Secretary and Compliance Officer. Over the years, the operations of the Company was governed efficiently by the Board as assisted by a single person performing</p>

			the functions of Corporate Secretary and Compliance Officer
3. Corporate Secretary is not a member of the Board of Directors.	Compliant		
4. Corporate Secretary attends training/s on corporate governance.	Compliant	Provide information or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered. Advisement letter disclosed in the <u>Company website</u> . https://www.asianterminals.com.ph/uploads/SECFilings/Disclosure%20on%20CG%20Training%20(2020).pdf	
Optional: Recommendation 1.5			
1. Corporate Secretary distributes materials for board meetings at least five business days before scheduled meeting.	Compliant	Provide proof that corporate secretary distributed board meeting materials at least five business days before scheduled meeting. The directors have real-time access to copies of board materials in electronic form through an internet-based app (Boardvantage) at least 5 days before the scheduled meeting giving them ample time to review and comment. All comments are transparent to the members of the Board.	
Recommendation 1.6			
1. Board is assisted by a Compliance Officer.	Compliant	Provide information on or link/reference to a document containing information on the Compliance Officer, including his/her name, qualifications, duties and functions.	
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	Compliant	Name: Atty. Rodolfo G. Corvite, Jr. Page 36 of <u>SEC Form 17-A</u> The Compliance Officer has the rank of Vice President. <u>Part II No 3 (pages 6 and 7 of the CG Manual)</u> Compliance Officer	
3. Compliance Officer is not a member of the board.	Compliant	is not a member of the Board. https://www.asianterminals.com.ph/uploads/SECFilings/17-A%20with%20Sustainability%20Report-merged.pdf	

4. Compliance Officer attends training/s on corporate governance.	Compliant	<p>Provide information on or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered.</p> <p>Advisement letter disclosed in the Company website.</p> <p>https://www.asianterminals.com.ph/uploads/SECFilings/Disclosure%20on%20CG%20Training%20(2020).pdf</p>	
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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

1. Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.	Compliant	<p>Provide information or reference to a document containing information on how the directors performed their duties (can include board resolutions, minutes of meeting)</p> <p>Copies of board materials in electronic form through an internet-based application (Boardvantage) are forwarded to the directors as early as 5 days before the scheduled meeting giving them ample time to review and comment on relevant matters requiring their review and approval. Through Boardvantage, the directors likewise have access to any matter discussed in previous meetings that could serve as reference for their actions on current matters for consideration. Acts of the Board are covered by appropriate Board resolutions.</p>	
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Recommendation 2.2

1. Board oversees the development, review and approval of the company’s business objectives and strategy.	Compliant	<p>Provide information or link/reference to a document containing information on how the directors performed this function (can include board resolutions, minutes of meeting) Indicate frequency of review of business objectives and strategy.</p>	
2. Board oversees and monitors the implementation of the	Compliant	<p>Acts of the Board are covered by appropriate Board resolutions arrive at after discussions and due deliberations. Information on how the Board acted on such matters are reflected in the Information</p>	

company's business objectives and strategy.		<p>Statement (pages 15-17). These acts are embodied in board resolutions.</p> <p>https://www.asianterminals.com.ph/uploads/SECFilings/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf</p>	
Supplement to Recommendation 2.2			
1. Board has a clearly defined and updated vision, mission and core values.	Compliant	<p>Indicate or provide link/reference to a document containing the company's vision, mission and core values.</p> <p>Indicate frequency of review of the vision, mission and core values.</p> <p>Company Website</p> <p>https://www.asianterminals.com.ph/ati_visionmission.aspx</p> <p>The vision, mission and core values are updated as necessary. Last update was in 2016.</p>	
2. Board has a strategy execution process that facilitates effective management performance and is attuned to the company's business environment, and culture.	Compliant	<p>Provide information on or link/reference to a document containing information on the strategy execution process.</p> <p>The Board discusses the Strategic Plan derived from the targets and objectives list as prepared by Management. The emphasis of the discussions focuses on strategic approaches to address current and future challenges. Progress updates are given during board meetings. Modifications, enhancements or changes in the strategy are undertaken as necessary.</p>	
Recommendation 2.3			
1. Board is headed by a competent and qualified Chairperson.	Compliant	<p>Provide information or reference to a document containing information on the Chairperson, including his/her name and qualifications</p> <p>Page 5 of the Definitive information Statement</p> <p>https://www.asianterminals.com.ph/uploads/SECFilings/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf</p>	

Recommendation 2.4			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	Compliant	Disclose and provide information or link/reference to a document containing information on the company's succession planning policies and programs and its implementation	
2. Board adopts a policy on the retirement for directors and key officers.	Not Compliant	The key officers are chosen based on their competencies/ qualifications for the position after due evaluation by the Board.	Directors are nominated and elected by stockholders based on their competence and qualifications. As stockholders, it is their right to nominate and elect directors who will represent their interest in the Company. The Company's duty is to evaluate or assess the qualifications of the nominees for election through structured nomination process.
Recommendation 2.5			
1. Board aligns the remuneration of key officers and board members with long term interests of the company.	Compliant	Provide information on or link/reference to a document containing information on the company's remuneration policy and its implementation, including the relationship between remuneration and performance. For the board, they have a fixed per diem for every meeting attended. The Company has an existing Performance Management Scheme for its key officers aligned with the objectives and targets of the Company.	
2. Board adopts a policy specifying the relationship between remuneration and performance.	Compliant	The Directors have a fixed per diem for every meeting attended. The Company has an existing Performance Management Scheme for its key officers aligned with the objectives and targets of the Company. Measurement is agreed or set at the beginning of the year and assessment is done twice a year. Remuneration and incentives depend on the results of the assessment. There was no increase in the per diem of directors since 2003.	

3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	Compliant		
Optional: Recommendation 2.5			
1. Board approves the remuneration of senior executives.	Compliant	<p>Provide proof of board approval The compensation of appointed officers is indicated are approved by the Board at the time of their appointment. Section 11 Article VI of the By-Laws requires board approval of the compensation of all officers.</p> <p>https://www.asianterminals.com.ph/uploads/ArticlesByLaws/2016%20Amended%20by%20Laws%20of%20ATI.pdf</p>	
2. Company has measurable standards to align the performance-based remuneration of the executive directors and senior executives with long-term interest, such as claw back provision and deferred bonuses.	Compliant	<p>Provide information on or link/reference to a document containing measurable standards to align performance-based remuneration with the long-term interest of the company.</p> <p>The Company has an existing Performance Management Scheme for its key officers aligned with the objectives and targets of the Company. Measurement is agreed or set at the beginning of the year and assessment is done twice a year. Remuneration and incentives depend on the results of the assessment.</p>	
Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	Compliant	Provide information or reference to a document containing information on the company's nomination and election policy and process and its implementation, including the criteria used in selecting new directors,	
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Compliant	how the shortlisted candidates and how it encourages nominations from shareholders. Provide proof if minority shareholders have a right to nominate candidates to the board Provide information if there was	

3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.	Compliant	an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.	
4. Board nomination and election policy includes how the board shortlists candidates.	Compliant	The <u>Notice of Guidelines for Nomination</u> advises all stockholders of the company on how nominations would be submitted for election in the annual meeting, including the deadline for submission.	
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	https://www.asianterminals.com.ph/uploads/StockholdersNotice/2021%20Nomination%20Guidelines.pdf Part II No. 4 (B) (Pages 9 to 12 of the <u>CG Manual</u>) provides the minimum qualifications to be possessed by nominees for election and the disqualifications (both permanent and temporary).	
6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	Compliant	<u>Nomination Committee Charter</u> provides the process and implementation of the nomination of directors. https://www.asianterminals.com.ph/uploads/BoardCommittees/(V2)NomComm%20Charter%20.pdf	
Optional: Recommendation 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.		Identify the professional search firm used or other external sources of candidates.	
Recommendation 2.7			
1. Board has overall responsibility in ensuring that there is a group wide policy and system governing related party transactions (RPTs)	Compliant	Provide information on or reference to a document containing the company's policy on related party transaction, including policy on review and approval of significant RPTs. Identify transactions that were approved pursuant to the policy.	

and other unusual or infrequently occurring transactions.		Any probable related party transaction is submitted to the Audit Committee for evaluation and then elevated to the board for review and approval or to the stockholders as applicable and pursuant to the Revised Corporation Code.	
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	Compliant	The ATI POMS Management Contract approved by the Board in 2020 and the stockholders in the 2021 Annual Meeting.	
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	Compliant	https://www.asianterminals.com.ph/uploads/SECFilings/SEC%20Form%2017-C%20(ATI-POMS%20Renewal).pdf https://www.asianterminals.com.ph/uploads/StockholdersMinutes/MINUTES%20OF%20THE%2026th%20ANNUAL%20STOCKHOLDERS.pdf Related Party Transactions Policy <u>Company Website</u> . https://www.asianterminals.com.ph/uploads/RPT%20Policy%20of%20ATI.pdf	
Supplement to Recommendations 2.7			
1. Board clearly defines the threshold for disclosure and approval of RPTs and categorizes such transactions according to those that are considered <i>de minimis</i> or transactions that need not be reported or announced, those that need to be disclosed, and those that need prior shareholder approval. The	Compliant	Provide information on a materiality threshold for RPT disclosure and approval, if any. Provide information on RPT categories Materiality threshold of related party transaction is at ten percent (10%) or higher of a company's total assets based on its latest audited financial statement. In the review and approval of RPTs, the Audit Committee and the Board may consider the minimum criteria set forth in the Company Corporate Governance Manual (page 16)	

<p>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>https://www.asianterminals.com.ph/uploads/RPT%20Policy%20of%20ATI.pdf https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf</p>	
<p>2. Board establishes a voting system whereby a majority of non-related party shareholders approve specific types of related party transactions during shareholders' meetings.</p>	<p>Compliant</p>	<p>Provide information on voting system, if any.</p> <p>All individual Material Related Party Transactions (MRPTs) shall be approved by at least 2/3 of the Board, with the majority of the Company's independent directors voting to approve the MRPT. Should there be no majority of the Company's independent directors obtained, the MRPT shall be ratified by 2/3 of the Company's outstanding capital stock.</p> <p>https://www.asianterminals.com.ph/uploads/RPT%20Policy%20of%20ATI.pdf</p>	
<p>Recommendation 2.8</p>			
<p>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).</p>	<p>Compliant</p>	<p>Provide information on or reference to a document containing the Board's policy and responsibility for approving the selection of management. Identify the Management team appointed</p> <p>In the Organizational Meeting after every annual meeting, the Board convenes to appoint key officers of the Company. This is reflected in the submitted SEC Form 17-C.</p> <p>https://www.asianterminals.com.ph/uploads/SECFilings/Results%20of%20the%202021%20Annual%20Stockholders'%20Meeting%20and%20Organizational%20Meeting%20and%20Cash%20Dividend%20Declaration.pdf</p> <p>Head of control functions are appointed by the Board as stated in Part IV (B) page 19 of the CG Manual and identities are in the Annual Report.</p>	

		https://www.asianterminals.com.ph/uploads/AnnualReport/ATI_AR20_Web.pdf	
2. Board is primarily responsible for assessing the performance of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	Provide information on or reference to a document containing the Board's policy and responsibility for assessing the performance of management. Provide information on the assessment process and indicate frequency of assessment of performance. The Company has a Performance Appraisal process that enumerates the Key Performance Indicators (KPI) aligned with the corporate objectives or target of the Company. Measurement is agreed or set at the beginning of the year and assessment is done twice a year. Remuneration and incentives depend on the results of the assessment.	
Recommendation 2.9			
1. Board establishes an effective performance management framework that ensures that Management's performance is at par with the standards set by the Board and Senior Management.	Compliant	Provide information on or link/reference to a document containing the Board's performance management framework for management and personnel. The Company has an existing Performance Appraisal process that enumerates the Key Performance Indicators (KPI) aligned with the corporate objectives or target of the Company. Measurement is agreed or set at the beginning of the year and assessment is done twice a year. Remuneration and incentives depend on the results of the assessment.	
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		
Recommendation 2.10			
1. Board oversees that an appropriate internal control system is in place.	Compliant	Provide information on or link/reference to a document showing the Board's responsibility for overseeing that an appropriate internal control system is in place and what is included in the internal control system.	

		Responsibility also delegated to the Audit Committee and stated in the Audit Committee Charter. Part IV pages 19 to 20 of the <u>CG Manual</u>	
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	Compliant	https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf	
3. Board approves the Internal Audit Charter.	Compliant	Provide reference or link to the company's Internal Audit Charter Part II (E) (b) of the <u>CG Manual</u> . The Audit Committee recommends to the Board, the approval of the Internal Audit Charter. The Internal Audit Charter was approved by the Board on May 27, 2003. No significant changes in the Charter since then.	
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	Provide information on or link/reference to a document showing the Board's oversight responsibility on the establishment of a sound enterprise risk management framework and how the board was guided by the framework. Provide proof of effectiveness of risk management strategies, if any.	
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	Part II No. 4 (E) on Audit Committee and Part IV of the <u>CG Manual</u> Pages 19 to 20 The functions of the Chief Risk Officer (CRO) is performed by the AVP for Business Development. At least once a year, the key risk areas are identified, risk assessments are made and control strategies recommended. These matters are reported to the Board by the Management on a yearly basis.	

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	Provide link to the company's website where the Board Charter is disclosed. https://www.asianterminals.com.ph/uploads/BoardCommittees/ATI%20Board%20Charter%20(2018).pdf	
2. Board Charter serves as a guide to the directors in the performance of their functions.	Compliant		
3. Board Charter is publicly available and posted on the company's website.	Compliant		
Additional Recommendation to Principle 2			
1. Board has a clear insider trading policy.	Compliant	Provide information on or link/reference to a document showing company's insider trading policy. <u>Company Website</u> https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#itp	
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.		Provide information on or link/reference to a document showing company's policy on granting loans to directors, if any.	
2. Company discloses the types of decision requiring board of directors' approval.		Indicate the types of decision requiring board of directors' approval and where there are disclosed.	

Principle 3. Board committees should be set up to the extent possible to support the effective performance of the Board’s functions, particularly with respect to audit, risk management, related party transactions, and other key corporate governance concerns, such as nomination and remuneration. The composition, functions and responsibilities of all committees established should be contained in a publicly available Committee Charter.

Recommendation 3.1

1. Board establishes board committees that focus on specific board functions to aid in the optimal performance of its roles and responsibilities.	Compliant	Provide information or link/reference to a document containing information on all the board committees established by the company. Company Website. https://www.asianterminals.com.ph/ati_corpgov_boardcommittees.aspx	
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Recommendation 3.2

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.	Compliant	Provide information or link/reference to a document containing information on the Audit Committee, including its functions. Indicate if it is the Audit Committee’s responsibility to recommend the appointment and removal of the company’s external auditor. Part II 4 (E) pages 14 to 16 of the CG Manual . The recommendation to appoint external auditors (or their re-appointment/ removal) on page 15	
2. Audit Committee is composed of at least three appropriately qualified nonexecutive directors, the majority of whom, including the Chairman is independent.	Compliant	Provide information or link/reference to a document containing information on the members of the Audit Committee, including their qualifications and type of directorship. For the composition of the Audit Committee, Company Website. https://www.asianterminals.com.ph/ati_corpgov_boardcommittees.aspx For the qualifications of the members, the Information Statement. Page 6 for Atty. Monico Jacob Page 7 for Atty. Roberto C.O.Lim Page 7 for Mr. Ahmad Yousef Ahmad Alhassan Al Simreen	

		<i>The Audit Committee also performs the function of the Board Risk Oversight Committee and Related Party Transactions Committee</i>	
3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.	Compliant	Provide information or link/reference to a document containing information on the background, knowledge, skills, and/or experience of the members of the Audit Committee. For the qualifications of the members, the <u>Information Statement</u> . Page 6 for Atty. Monico Jacob Page 7 for Atty. Roberto C.O. Lim Page 7 for Mr. Ahmad Yousef Ahmad Alhassan Al Simreen	
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	Compliant	Provide information or link/reference to a document containing information on the Chairman of the Audit Committee Page 7 of the <u>Information Statement</u> Composition of the Audit Committee, <u>Company Website</u> https://www.asianterminals.com.ph/ati_corpgov_boardcommittees.aspx	
Supplement to Recommendation 3.2			
1. Audit Committee approves all non-audit services conducted by the external auditor.	Compliant	Provide proof that the Audit Committee approved all non-audit services conducted by the external auditor. Page 15, <u>CG Manual</u> . The Audit committee shall examine all non-audit services. No non-audit services were conducted by the external auditors as reflected in <u>page 22 of the Management Report attached to the Information Statement</u> . https://www.asianterminals.com.ph/uploads/SECFilings/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf	
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	Compliant	Provide proof that the Audit Committee conducted regular meetings and dialogues with the external audit team without anyone from management present.	The external auditors present updates to the Audit Committee on any significant issues noted, without impediments from management.

Optional: Recommendation 3.2

1. Audit Committee meet at least four times during the year.	Compliant	<p>Indicate the number of Audit Committee meetings during the year and provide proof Five (5) meetings for the whole year were held. One of the main duties of the Audit Committee is to review and approve the quarterly financial reports in their meetings as stated in the CG Manual (Page 20). The committee review is done before the financial reports are disclosed to the SEC and PSE. The Audited financial statement for the previous year is approved during the first meeting of the current year and attached to the Information Statement. All financial reports including the Audited Financial Statement are filed within the timelines provided by SEC and PSE. https://www.asianterminals.com.ph/uploads/SECFilings/SEC17Q%201ST%20QTR'20.pdf https://www.asianterminals.com.ph/uploads/SECFilings/SEC%20Form%202017-Q%20(2nd%20quarter%202020).pdf https://www.asianterminals.com.ph/uploads/SECFilings/SEC%2017-Q%203rd%20Quarter%20.pdf</p>	
2. Audit Committee approves the appointment and removal of the internal auditor.	Compliant	<p>Provide proof that the Audit Committee approved the appointment and removal of the internal auditor. Page 14, CG Manual https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf</p>	

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>Provide information or reference to a document containing information on the Corporate Governance Committee, including its function. Indicate if the Committee undertook the process of identifying the quality of directors aligned with the company's strategic direction, if applicable.</p> <p><u>Company Website</u> https://www.asianterminals.com.ph/ati_corpgov_boardcommittees.aspx https://www.asianterminals.com.ph/uploads/BoardCommittees/(V2)%20CG%20COMM.pdf</p>	
2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	Not Compliant	<p>Provide information or link/reference to a document containing information on the members of the Corporate Governance Committee, including their qualifications and type of directorship.</p> <p>Composition of the Committee on the <u>Company Website</u>. https://www.asianterminals.com.ph/ati_corpgov_boardcommittees.aspx</p> <p>For the qualifications of the members, the <u>Information Statement</u>. Page 7 for Chief Justice Artemio V. Panganiban (ret.) Page 7 for Atty. Roberto C.O. Lim Page 7 for Mr. Ahmad Yousef Ahmad Alhassan Al Simreen</p>	<p>ATI has only 2 independent directors in compliance with the provisions of the Securities and Regulations Code and Company Bylaws. The two elected independent directors are known publicly to possess integrity and probity and has efficiently and competently performed their functions which greatly contributed to the success of the Company. One independent director (ID) was a former Chief Justice of the Philippines and the other is a lawyer and was the former Undersecretary of the Department of Transportation</p>
3. Chairman of the Corporate Governance Committee is an independent director.	Compliant	<p>Provide information or link/reference to a document containing information on the Chairman of the Corporate Governance Committee. For the qualifications of the Committee Chairman, the <u>Information Statement</u>. Page 7 for Chief Justice Artemio V. Panganiban (ret.)</p>	

Optional: Recommendation 3.3			
1. Corporate Governance Committee meet at least twice during the year.		Indicate the number of Corporate Governance Committee meetings held during the year and provide proof thereof.	
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.	Not Compliant	Provide information or link/reference to a document containing information on the Board Risk Oversight Committee (BROC), including its functions Page 5, <u>Audit Committee Charter, posted on the Company Website</u> https://www.asianterminals.com.ph/uploads/BoardCommittees/2017%20Audit%20Committee%20Charter.pdf Pages 15 and 16 of the <u>CG Manual</u>	ATI does not have a separate Board Risk Oversight Committee but this function is assigned to the Audit Committee as stated in the Explanation in Recommendation 3.2 (m) as mentioned in SEC Memorandum Circular No. 19 series of 2016. The Company's operations are not as complex as other listed companies. Services are confined only to those relating to port management, cargo handling and other port related services. The Audit Committee is headed by a competent qualified Chairman adept in good governance.
2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	Compliant	Provide information or link/reference to a document containing information on the members of the BROC, including their qualifications and type of directorship Members of the Audit Committee exercise the functions of the Board Risk Oversight Committee (Please see "Additional Information "on Recommendation 3.2. ,No. 2). ATI does not have a separate Board Risk Oversight Committee. Its functions are assigned to the Audit Committee as stated in the Explanation in Recommendation 3.2 (m) mentioned in SEC Memorandum Circular No. 19 series of 2016. The Company's operations are not as complex as other listed companies. Services are	

		confined only to those relating to port management, cargo handling and other port related services. The Audit Committee is headed by a competent qualified Chairman adept in good governance.	
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Compliant	<p>Provide information or link/reference to a document containing information on the Chairman of the BROC (Please see “Additional Information “ on Recommendation 3.2. ,No. 4) ATI does not have a separate Board Risk Oversight Committee. Its functions are assigned to the Audit Committee as stated the Explanation in Recommendation 3.2 (m) as mentioned in SEC Memorandum Circular No. 19 series of 2016. The Company’s operations are not as complex as other listed companies. Services are confined only to those relating to port management, cargo handling and other port related services. The Audit Committee is headed by a competent qualified Chairman adept in good governance.</p> <p>Information on the Committee Chairman on Page 7 of the <u>Information Statement</u> Composition of the Audit Committee posted on the <u>Company Website</u>.</p>	
4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.	Compliant	<p>Provide information or link/reference to a document containing information on the background, skills, and/or experience of the members of the BROC. For Background of the Members of the Audit Committee (exercising BROC functions) please see “Additional Information “ on Recommendation 3.2. ,No. 2)</p>	
Recommendation 3.5			
1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with	Compliant	Provide information or link/reference to a document containing information on the Related Party Transactions (RPT) Committee, including its functions.	

<p>reviewing all material related party transactions of the company.</p>		<p>ATI does not have a separate Related Party Transactions Committee. However, its functions are assigned to the Audit Committee as stated in the Explanation in Recommendation 3.2 (m) as mentioned in SEC Memorandum Circular No. 19 series of 2016. The Company's operations are not as complex as other listed companies. Services are confined only to those relating to port management, cargo handling and other port related services. The Audit Committee is headed by a competent qualified Chairman adept in good governance.</p> <p>For the functions: Page 3 , <u>Audit Committee Charter posted on the Company Website</u> Page 16 of the <u>CG Manual</u></p> <p>For the qualifications of the members, <u>the Information Statement</u>. Page 6 for Atty. Monico Jacob Page 7 for Atty. Roberto C. O. Lim Pages 7 for Mr. Ahmad Yousef Ahmad Alhassan Al Simreen</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>Provide information or link/reference to a document containing information on the members of the RPT Committee, including their qualifications and type of directorship.</p> <p>For Background of the Members of the Audit Committee (exercising RPT Committee functions) please see "Additional Information " on Recommendation 3.2. ,No. 2)</p> <p>For the qualifications of the members, <u>the Information Statement</u>. Page 6 for Atty. Monico Jacob Page 7 for Atty. Roberto C.O. Lim Page 7 for Mr. Ahmad Yousef Ahmad Alhassan Al Simreen</p>	
Recommendation 3.6			
<p>1. All established committees have a Committee Charter stating in plain terms their respective</p>	<p>Compliant</p>	<p>Provide information on or link/reference to the company's committee charters, containing all the required information, particularly the</p>	

purposes, memberships, structures, operations, reporting process, resources and other relevant information.		functions of the Committee that is necessary for performance evaluation purposes. Charters are posted in the <u>Company Website</u> .	
2. Committee Charters provide standards for evaluating the performance of the Committees.	Compliant		
3. Committee Charters were fully disclosed on the company's website.	Compliant	Provide link to company's website where the Committee Charters are disclosed. Audit Committee https://www.asianterminals.com.ph/uploads/BoardCommittees/2017%20Audit%20Committee%20Charter.pdf Nomination Committee https://www.asianterminals.com.ph/uploads/BoardCommittees/(V2)NomComm%20Charter%20.pdf Compensation Committee https://www.asianterminals.com.ph/uploads/BoardCommittees/(V2)Compensation%20Comm%20Charter.pdf Corporate Governance Committee https://www.asianterminals.com.ph/ati_corpgov_boardcommittees.aspx	

Principle 4. To show full commitment to the company, the directors should devote the time and attention necessary to properly and effectively perform their duties and responsibilities, including sufficient time to be familiar with the corporation's business.

Recommendation 4.1			
1. The Directors attend and actively participate in all meetings of the Board, Committees and	Compliant	Provide information or link/reference to a document containing information on the process and procedure for tele/videoconferencing board and/or committee meetings. Provide information or	

<p>shareholders in person or through tele /videoconferencing conducted in accordance with the rules and regulations of the Commission.</p>		<p>link/reference to a document containing information on the attendance and participation of directors to Board, Committee and shareholders' meetings.</p> <p>The attendance of the Board to the meetings for 2020 was disclosed to the SEC and posted on the <u>Company Website</u>. https://www.asianterminals.com.ph/uploads/SECFilings/Advisement%20Letter%20(Attendance%20to%202020%20Meetings)%20(004).pdf</p> <p>The attendance of the Board and the Members of various Committee meetings are reflected in their respective Minutes.</p>	
<p>2. The directors review meeting materials for all Board and Committee meetings.</p>	<p>Compliant</p>	<p>App-based materials are uploaded and the Board can readily access, download or print copies anytime using their assigned accounts. Materials are uploaded at least 5 days before the actual date of meeting.</p>	
<p>3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.</p>	<p>Compliant</p>	<p>Provide information or link/reference to a document containing information on any questions raised or clarification/explanation sought by the directors.</p> <p>Questions, clarifications and discussions thereof were all reflected in the Minutes of the meetings of the Board and the Committees.</p>	
<p>Recommendation 4.2</p>			
<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>	<p>Not Compliant</p>	<p>Disclose if the company has a policy setting the limit of board seats that a non-executive director can hold simultaneously. Provide information or reference to a document containing information on the directorships of the company's directors in both listed and non-listed companies</p>	<p>The Company basis for non-executive directors serving in publicly listed companies is the capacity of the director to perform their duties diligently and submit themselves to reasonable indicative limit.</p> <p>Among the directors, Chief Justice Artemio Panganiban (ret.), Mr.</p>

			<p>Eusebio H. Tanco and Atty. Monico Jacob have more than 5 directorships. All the said directors are competent and have diligently performed their functions and regularly the board meetings and board committee meetings of ATI.</p> <p>Part 4 B (d and e) of the CG Manual (Page 11) provides that the Nomination Committee shall consider as a guideline the number of directorships or active memberships and officerships in other corporations XXX <u>the optimum number shall be related to the capacity of a director to perform his duties diligently in general.</u> The Manual provides that the CEO and all directors shall submit themselves to <u>reasonable indicative limit on membership</u> in other Board.</p> <p>Directorships are indicated in the Information Statement pages 5 to 7.</p>
Recommendation 4.3			
1. The directors notify the company's board before accepting a directorship in another company.	Compliant	Provide copy of written notification to the board or minutes of board meeting wherein the matter was discussed. In 2020, no director accepted a directorship in another company.	
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.	Not Compliant		Part 4 B (d and e) of the CG Manual (Page 11) provides that the Nomination Committee shall consider as a guideline the number of

			<p>directorships or active memberships and officerships in other corporations <u>XXX the optimum number shall be related to the capacity of a director to perform his duties diligently in general.</u> The Manual provides that the CEO and all directors shall submit themselves to <u>reasonable indicative limit on membership</u> in other Board.</p> <p>Directorships are indicated in the <u>Information Statement pages 5 to 7.</u></p>
2. Company schedules board of directors' meetings before the start of the financial year.	Compliant	The schedules are agreed upon during the last board meeting for the year.	
3. Board of directors meet at least six times during the year.	Compliant	<p>Indicate the number of board meetings during the year and provide proof Eight (8) Meetings <u>SEC Disclosure on Attendance to 2020 Meetings</u> https://www.asianterminals.com.ph/uploads/SECFilings/Advisement%20Letter%20(Attendance%20to%202020%20Meetings)%20(004).pdf</p>	
4. Company requires as minimum quorum of at least 2/3 for board decisions.	Compliant	<p>Indicate the required minimum quorum for board decisions The bylaws provide majority of the number of directors to constitute quorum. Majority and 2/3 consist of 5 as there are only 8 directors.</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.	Not Compliant	Provide information or link/reference to a document containing information on the number of independent directors in the board	<p>The Company has 2 independent directors and is compliant to the minimum requirement of the Securities and Regulation Code (SRC) and Company By-laws.</p> <p>The two elected independent directors are known publicly to possess integrity and probity and has efficiently and competently performed their functions and greatly contributed to the success of the Company. One independent director (ID) was a former Chief Justice of the Supreme Court of the Philippines and the other is a lawyer and was the former Undersecretary of the Department of Transportation.</p> <p><u>Information Statement page 10 and Certifications are attached as Annexes “1” and “2” of the DIS</u></p> <p>https://www.asianterminals.com.ph/uploads/PSEDisclosures/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf</p>
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Recommendation 5.2

1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.	Compliant	<p>Provide information or link/reference to a document containing information on the qualifications of the independent directors.</p> <p>Attached as Annexes “1” and “2” of the <u>Information Statement</u></p>	
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		https://www.asianterminals.com.ph/uploads/PSEDisclosures/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf	
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	Provide link/reference to a document containing information that directors are not constrained to vote independently. Item 4 No. 3 Page 5, of the <u>Information Statement</u> states that voting trusts or similar agreement do not exist.	
Recommendation 5.3			
1. The independent directors serve for a cumulative term of nine years (reckoned from 2012).	Not Compliant	Provide information or link/reference to a document showing the years IDs have served as such. Atty. Roberto C.O. Lim was elected in December 20, 2018, while Chief Justice Panganiban has been an independent director of ATI since 2010 and year 2021 to 2022 will be his 10th year reckoned from 2012. Notwithstanding the term limits provided by the SEC regulations and the Company's Corporate Governance Manual, an independent director who has served for more than 9 years may continue to be elected as such provided there are meritorious justifications and shareholders' approval is secured. The Board, resolved as justification, that being a former Chief Justice of the Supreme Court, his integrity, probity and expertise, and independent insights and expert opinion given particularly on good governance, greatly contributed to ATIs sustained growth and development over the past several years of his tenure. Further, the Nomination Committee convened and resolved to consider this as substantial justification for his nomination and re-election as independent director for the ensuing year, subject to the shareholders' approval in the annual meeting. Chief Justice Panganiban's business experience is mentioned in page 7 of the Information Statement. During the 2021 Annual Meeting, Chief Justice	The Board, in its meeting on February 24, 2021, resolved to retain Chief Justice Panganiban as Independent Director and in the 2021 Annual Meeting, the stockholders, approved the justification and elected Chief Justice Panganiban.

		Panganiban was re-elected as independent director for the ensuing year. Pages 7 and 9 of the <u>Information Statement</u> .	
2. The company bars an independent director from serving in such capacity after the term limit of nine years.	Compliant	Provide information or link/reference to a document containing information on the company's policy on term limits for its independent director Part II (4) (B) (b) page 10 of the <u>CG Manual</u>	
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.	Compliant	Provide information or link/reference to a document showing the years IDs have served as such. Atty. Roberto C.O. Lim was elected in December 20, 2018, while Chief Justice Panganiban has been an independent director of ATI since 2010 and year 2021 to 2022 will be his 10th year reckoned from 2012. Notwithstanding the term limits provided by the SEC regulations and the Company's Corporate Governance Manual, an independent director who has served for more than 9 years may continue to be elected as such provided there are meritorious justifications and shareholders' approval is secured. The Board, resolved as justification, that being a former Chief Justice of the Supreme Court, his integrity, probity and expertise, and independent insights and expert opinion given particularly on good governance, greatly contributed to ATIs sustained growth and development over the past several years of his tenure. Further, the Nomination Committee convened and resolved to consider this as substantial justification for his nomination and re-election as independent director for the ensuing year, subject to the shareholders' approval in the annual meeting. Chief Justice Panganiban's business experience is mentioned in page 7 of the Information Statement. During the 2021 Annual Meeting, Chief Justice Panganiban was re-elected as independent director for the ensuing year.	

		<p>Pages 7 and 9 of the <u>Information Statement</u>.</p> <p>Page 4-5 of the Minutes of 2021 Annual Meeting https://www.asianterminals.com.ph/uploads/StockholdersMinutes/MINUTES%20OF%20THE%2026th%20ANNUAL%20STOCKHOLDERS.pdf</p> <p>Notice of Annual Meeting https://www.asianterminals.com.ph/uploads/StockholdersNotice/Notice%20and%20Agenda%20(2).pdf</p>	
Recommendation 5.4			
1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	Compliant	<p>Identify the company's Chairman of the Board and Chief Executive Officer Chairman : Glen C. Hilton President: Eusebio H. Tanco</p>	
2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	Compliant	<p>Provide information or link/reference to a document containing information on the roles and responsibilities of the Chairman of the Board and Chief Executive Officer. Identify the relationship of Chairman and CEO. <u>By Laws, Article VI Sections 6 and 7</u> https://www.asianterminals.com.ph/uploads/ArticlesByLaws/2016%20Amended%20by%20Laws%20of%20ATI.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.	Not Compliant	<p>Provide information or link/reference to a document containing information on a lead independent director and his roles and responsibilities, if any. Indicate if Chairman is independent.</p>	<p>The Chairman is not an independent director and no lead director between the 2 independent directors was designated. The Chairman is elected by the directors themselves during the Organizational Meeting.</p>

			Both the independent directors chair separate Board Committees that enables them to exercise their functions independently. Also, at least one independent director is appointed in each of the board committees
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>Provide proof of abstention, if this was the case</p> <p>Chief Justice Panganiban's did not participate in the deliberation and voting for the approval of the justification for his retention as independent director. Excerpt of the Minutes of Meeting dated February 24, 2021 below:</p> <p>7. RESOLVED: Upon motion duly seconded, the Board unanimously approved to retain Chief Justice Artemio Panganiban to serve as an independent director subject to the election of shareholders in the 2021 annual meeting considering his probity, integrity as well as in recognition of his independent insights and expert opinions particularly on good governance.</p> <p>8. Chief Justice Panganiban stated that for ethical reasons, he would abstain in the voting on the approval to retain him as an independent director. This was noted by the Board.</p> <p>Mr. Andrew Hoad and Mr. Eusebio H. Tanco did not participate in the voting on the approval of the renewal of the ATI-POMS Management Contract. Excerpt of the Minutes of the Meeting dated August 27, 2020 below:</p> <p>2. RESOLVED: Upon motion by Chief Justice Panganiban and duly seconded by Atty. Roberto Lim, the Board unanimously approved the renewal of the ATI POMS Management Contract for five (5) years or until August 31, 2025. Messrs. Hoad and Tanco did not vote as they are the Chairman and President of POMS, respectively.</p>	

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.	Not Compliant	Provide proof and details of said meeting, if any. Provide information on the frequency and attendees of meetings.	There was no meeting held, but the Board/Audit Comm, will entertain executive sessions as required.
2. The meetings are chaired by the lead independent director.	Not Compliant		There was no meeting held, but the Board/Audit Comm, will entertain executive sessions as required.
Optional: Principle 5			
1. None of the directors is a former CEO of the company in the past 2 years.		Provide name/s of company CEO for the past 2 years	
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	Provide proof of self-assessments conducted for the whole board, the individual members, the Chairman and the Committees	
2. The Chairman conducts a self-assessment of his performance.	Compliant	Summary of the results of the assessments were discussed in pages 19-20 of the Management Report attached to the Definitive Information Statement	
3. The individual members conduct a self-assessment of their performance.	Compliant	https://www.asianterminals.com.ph/uploads/SECFilings/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf Self-assessment is in place for the Audit Committee. <u>Company Website.</u> https://www.asianterminals.com.ph/uploads/SECFilings/2019%20Audit%20Committee%20Self%20Assessment.pdf	

4. Each committee conducts a self-assessment of its performance.	Compliant	Summary of the results of the assessments were discussed in pages 19-20 of the Management Report attached to the Definitive Information Statement https://www.asianterminals.com.ph/uploads/PSEDisclosures/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf	
5. Every three years, the assessments are supported by an external facilitator.	Not Compliant	Identify the external facilitator and provide proof of use of an external facilitator. By 2020 (or 3 years from initial assessment, as stated in page 12 of the Board Charter), the Company shall ensure that it shall engage an external facilitator to conduct an assessment every three years. https://www.asianterminals.com.ph/uploads/BoardCommittees/ATI%20Board%20Charter%20(2018).pdf	External facilitator will be engaged earliest by 4 th Quarter of 2021 or latest by first quarter of 2022, the situation permitting.
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	Provide information or link/reference to a document containing information on the system of the company to evaluate the performance of the board, individual directors and committees, including a feedback mechanism from shareholders. Summary of the results of the assessments were discussed in pages 19-20 of the Management Report attached to the Definitive Information Statement https://www.asianterminals.com.ph/uploads/SECFilings/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf For the minimum criteria for Board Committees' performance: Company Website Board Charter pages 11 to 12 https://www.asianterminals.com.ph/uploads/BoardCommittees/ATI%20Board%20Charter%20(2018).pdf Compensation Committee Charter page 2 https://www.asianterminals.com.ph/uploads/BoardCommittees/(V2)Compensation%20Comm%20Charter.pdf	

		<p>Nomination Committee Charter, page 4 https://www.asianterminals.com.ph/uploads/BoardCommittees/(V2)NomComm%20Charter%20.pdf</p> <p>Corporate Governance Committee Charter, Page 2 https://www.asianterminals.com.ph/uploads/BoardCommittees/(V2)%20CG%20COMM.pdf</p> <p>Audit Committee Charter, page 5 https://www.asianterminals.com.ph/uploads/SECFilings/2016%20Audit%20Comm%20Self%20Assessment.pdf</p>	
2. The system allows for a feedback mechanism from the shareholders.	Compliant	The assessment was disclosed in the Definitive Information Statement that were submitted to the SEC and PSE. Stockholders may, during the annual meeting, convey their feedbacks.	
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>Provide information on or link/reference to the company's Code of Business Conduct and Ethics (CBCE). The Code is applicable to employees, directors and officers.</p> <p>Company Website: https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx</p> <p>The company has zero tolerance policy on bribery and corruption. The company's Anti-Bribery and Corruption policy is regularly cascaded to employees, on top of frequent information campaigns on the subject matter (e.g. email reminder, company memo, posters/tarpaulins). Any employee who is found to have violated the policy after due process is terminated from work.</p>	

		The company likewise has a whistleblowing program that provides an avenue for the disclosure of information related to suspected wrongdoing at work, including bribery and corruption, and ensures that appropriate steps are taken.	
2. The Code is properly disseminated to the Board, senior management and employees.	Compliant	Provide information on or discuss how the company disseminated the Code to its Board, senior management and employees. The Code is posted on the <u>Company Website</u> . Scheduled cascading of the Code and other related policies, to the Management and employees were conducted.	
3. The Code is disclosed and made available to the public through the company website.	Compliant	Provide a link to the company's website where the Code of Business Conduct and Ethics is posted/ disclosed. <u>Company Website</u> https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx	
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	Provide information on or link/reference to a document containing information on the company's policy and procedure on curbing and penalizing bribery. <u>Company Website</u> https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx The company has zero tolerance policy on bribery and corruption. The company's Anti-Bribery and Corruption policy is regularly cascaded to employees, on top of frequent information campaigns on the subject	

		<p>matter (e.g. email reminder, company memo, posters/tarpaulins). Any employee who is found to have violated the policy after due process is terminated from work.</p> <p>The company likewise has an ombudsman program that provides an avenue for the disclosure of information related to suspected wrongdoing at work, including bribery and corruption, and ensures that appropriate steps are taken.</p>	
Recommendation 7.2			
1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	Compliant	<p>Provide proof of implementation and monitoring of compliance with the Code of Business Conduct and Ethics (CBCE) and internal policies. Indicate who are required to comply with the Code of Business Conduct and Ethics and any findings on noncompliance.</p> <p><u>Company Website</u> https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx</p>	
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	Compliant	<p>As stated in the CBCE compliance is expected from every director, officer and employee of ATI. Constant reminders by email and orientations/trainings are sent/ conducted throughout the organization. Campaigns against bribery are also reinforced through posters placed in company bulletin boards and conspicuous places within the Company premises.</p> <p>The Company appointed an AVP for Compliance and Leadership and Ombudsman to closely monitor compliance and implementation.</p>	

The Board's Governance Responsibilities

Principle 8: The company should establish corporate disclosure policies and procedures that are practical and in accordance with best practices and regulatory expectations.

The Board's Governance Responsibilities			
Recommendation 8.1			
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.	Compliant	<p>Provide information on or link/reference to the company's disclosure policies and procedures including reports distributed/made available to shareholders and other stockholders</p> <p>Being a publicly listed Company, we are substantially compliant with the disclosure requirements of SEC and PSE.</p> <p><u>Company Website</u> https://www.asianterminals.com.ph/ati_sec_disclosures.aspx https://www.asianterminals.com.ph/ati_pse_disclosures.aspx</p>	
Supplement to Recommendations 8.1			
1. Company distributes or makes available annual and quarterly consolidated reports, cash flow statements, and special audit revisions. Consolidated financial statements are published within ninety (90) days from the end of the fiscal year, while interim reports are published within forty five (45) days from the end of the reporting period.	Compliant	<p>Indicate the number of days within which the consolidated and interim reports were published, distributed or made available from the end of the fiscal year and end of the reporting period, respectively.</p> <p>Consolidated Financial statements – within 60 to 70 days from end of fiscal year. It is <u>attached to the Information Statement</u> disclosed to the SEC and PSE</p> <p>Interim reports- average of 43 days from the end of each quarter. <u>SEC 17-Q disclosures.</u> https://www.asianterminals.com.ph/ati_sec_disclosures.aspx</p>	
2. Company discloses in its annual report the principal risks	Compliant	Provide link or reference to the company's annual report where the following are disclosed:	

<p>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.</p>		<p>1. principal risks to minority shareholders associated with the identity of the company's controlling shareholders; 2. cross-holdings among company affiliates; and 3. any imbalances between the controlling shareholders' voting power and overall equity position in the company.</p> <p>The Company discloses the Security Ownership of Record and beneficial Owners and of the Management in the Information Statement. Pages 3 to 5 of the <u>Information Statement</u>.</p>	
Recommendation 8.2			
<p>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.</p>	<p>Compliant</p>	<p>Provide information or link/reference to the company's policy requiring directors and officers to disclose their dealings in the company's share. Indicate actual dealings of directors involving the corporation's shares including their nature, number/percentage and date of transaction.</p>	<p>The Company complies with the SEC regulations on dealings of directors and officers in the Company shares within the required period.</p>
<p>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.</p>	<p>Compliant</p>	<p>Board Charter Part X, Section 3 (page 13) https://www.asianterminals.com.ph/uploads/BoardCommittees/ATI%20Board%20Charter%20(2018).pdf</p>	<p>The Company complies with the SEC regulations on dealings of officers in the Company shares within the required period. Any discrepancy noted are immediately rectified.</p>
Supplement to Recommendation 8.2			
<p>1. Company discloses the trading of the corporation's shares by directors, officers (or persons performing similar functions) and</p>	<p>Compliant</p>	<p>Provide information on or link/reference to the shareholdings of directors, management and top 100 shareholders. Provide link or reference to the company's Conglomerate Map.</p>	

<p>controlling shareholders. This includes the disclosure of the company's purchase of its shares from the market (e.g. share buy-back program).</p>		<p>Company Website Top 100 https://www.asianterminals.com.ph/uploads/PSEDisclosures/ATI%20TOP100%20with%20PCD.03.31.2021.pdf</p> <p>Information Statement https://www.asianterminals.com.ph/uploads/SECFilings/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf</p> <p>Conglomerate Map https://www.asianterminals.com.ph/ati_conglomeratemap.aspx</p>	
Recommendation 8.3			
<p>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.</p>	Compliant	<p>Provide link or reference to the directors' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and relevant trainings attended. Item 5 Pages 5 to 7 of the Information Statement https://www.asianterminals.com.ph/uploads/PSEDisclosures/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf</p>	
<p>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.</p>	Compliant	<p>Provide link or reference to the key officers' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and relevant trainings attended. Item 5, Page 8 of the Information Statement https://www.asianterminals.com.ph/uploads/PSEDisclosures/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf</p>	

Recommendation 8.4			
1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same.	Compliant	Disclose or provide link/reference to the company policy and practice for setting board remuneration Item 6 Pages 11 to 13, <u>Information Statement</u> Article IV Section 14 of the <u>By-Laws</u> . Part IV Section 7 of the <u>ATI Board Charter</u> https://www.asianterminals.com.ph/uploads/BoardCommittees/ATI%20Board%20Charter%20(2018).pdf	
2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.	Compliant	Disclose or provide link/reference to the company policy and practice for determining executive remuneration Item 6 Pages 11 to 12, <u>Information Statement</u> Article VI Section 11 of the <u>Bylaws</u> Part VI Section 8 page 9 of the <u>ATI Board Charter</u>	
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Compliant	Provide breakdown of director remuneration and executive compensation, particularly the remuneration of the CEO. Item 6 Pages 11 to 12, <u>Information Statement</u>	
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	Disclose or provide reference/link to company's RPT policies. Indicate if the director with conflict of interest abstained from the board discussion on that particular transaction. <u>Company Website</u> https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#rpt The Audit Committee is tasked to evaluate any probable related party transactions, Page 3 , <u>Audit Committee Charter</u> Part 2 No. 4 (E) b, page 15 of the <u>CG Manual</u> Part X Section 2 page 13 of the <u>ATI Board Charter</u> <u>Related Party Transactions Policy</u> https://www.asianterminals.com.ph/uploads/RPT%20Policy%20of%20ATI.pdf	

<p>2. Company discloses material or significant RPTs reviewed and approved during the year.</p>	<p>Compliant</p>	<p>Provide information on all RPTs for the previous year or reference to a document containing the following information on all RPTs:</p> <ol style="list-style-type: none"> 1. name of the related counterparty; 2. relationship with the party; 3. transaction date; 4. type/nature of transaction; 5. amount or contract price; 6. terms of the transaction; 7. rationale for entering into the transaction; 8. the required approval (i.e., names of the board of directors approving, names and percentage of shareholders who approved) based on the company’s policy; and 9. other terms and conditions <p>Item 5 No. 6 page 11, <u>Information Statement.</u></p> <p>“The Company, through the Board last August 27, 2020, renewed the management agreement with P & O Management Services, Philippines, Inc. (POMS) for a period of 5 years from September 1, 2020 to August 31, 2025. The Agreement was approved by the stockholders in the 2021 Annual Meeting. Forty percent (40%) of the outstanding capital of POMS is owned by DPWorld Australia (POAL) Pty. Ltd. (which owns 14.57% of the outstanding capital stock of ATI.</p> <p>Item 15 (c) , page 16 of the <u>Information Statement</u></p> <p><u>August 27, 2020</u></p> <p>Approval of the minutes of the previous regular meeting; approval of capital expenditures; renewal of the ATI POMS Management Contract for 5 years or until August 31, 2025 subject to the ratification of the stockholders in the next annual meeting; authority to apply</p>	
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		<p>Provide proof of abstention, if this was the case Excerpt from the Minutes of August 27, 2020</p> <p>B. Renewal of ATI-POMS Management Contract</p> <ol style="list-style-type: none"> 1. The current ATI-POMS Management Contract is expiring on August 31, 2020 and is proposed to be renewed for another 5 years or until August 31, 2025. The current renewal is the fifth one since the initial contract in 1995. In its meeting last August 4, 2020, the Audit Committee reviewed the contract as it involves a related party transaction. The Audit Committee recommended the approval of the contract by the Board. POMS is a related party as 40% is owned by DP World Australia and there are interlocking directorships. 2. RESOLVED: Upon motion by Chief Justice Panganiban and duly seconded by Atty. Roberto Lim, the Board unanimously approved the renewal of the ATI POMS Management Contract for five (5) years or until August 31, 2025. Messrs. Hoad and Tanco did not vote as they are the Chairman and President of POMS, respectively. 	
<p>Supplement to Recommendation 8.5</p>			
<p>1. Company requires directors to disclose their interests in transactions or any other conflict of interests.</p>	<p>Compliant</p>	<p>Indicate where and when directors disclose their interests in transactions or any other conflict of interests. The directors disclose all their details prior to election or before the Nomination Committee convenes to evaluate the qualifications of the nominees for directors (in case of annual election). The details (including their professional and educational backgrounds) are disclosed in <u>SEC Form 17-C</u> after their election and in the <u>Information Statement</u> while their transactions either in <u>SEC 23-A</u> or <u>SEC 23-B</u>.</p>	

Recommendation 8.6			
1. Company makes a full, fair, accurate and timely disclosure to the public of every material fact or event that occur, particularly on the acquisition or disposal of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders.	Compliant	Provide link or reference where this is disclosed. Information on properties or assets are made in the <u>Management Report attached to the Information Statement</u> (pages 28 to 30).	
2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.	Not Compliant	Identify independent party appointed to evaluate the fairness of the transaction price. Disclose the rules and procedures for evaluating the fairness of the transaction price, if any.	The Board reviews and approves any significant asset acquisition or disposition during board meetings.
Supplement to Recommendation 8.6			
1. Company discloses the existence, justification and details on shareholder agreements, voting trust agreements, confidentiality agreements, and such other agreements that may impact on the control, ownership, and strategic direction of the company.	Compliant	Provide link or reference where these are disclosed. Item 4 (d) 3, page 5 of the <u>Information Statement</u>	
Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its	Compliant	Provide link to the company's website where the Manual on Corporate Governance is posted.	

Manual on Corporate Governance (MCG).		https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf	
2. Company's MCG is submitted to the SEC and PSE.	Compliant		
3. Company's MCG is posted on its company website.	Compliant		
Supplement to Recommendation 8.7			
1. Company submits to the SEC and PSE an updated MCG to disclose any changes in its corporate governance practices.	Compliant	<p>Provide proof of submission. Page 2 of the CG Manual contains the receiving stamp of SEC. https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf</p> <p>PSE submission http://edge.pse.com.ph/openDiscViewer.do?edge_no=89b79b56669f78bf3318251c9257320d#sthash.ucQRPX05.dpbs</p>	
Optional: Principle 8			
1. Does the company's Annual Report disclose the following information:			
a. Corporate Objectives	Compliant	Objective or purpose in page 3 of the Annual Report https://www.asianterminals.com.ph/uploads/AnnualReport/ATI_AR20_Web.pdf	
b. Financial performance indicators	Compliant	Key Performance Indicators in pages 16 and 17 (for 2020) and page 21 (for 2019 and 2018) of the SEC Form 17-A	

c. Non-financial performance indicators	Compliant	Key Performance Indicators in page 16 of the SEC Form 17-A	
d. Dividend Policy	Compliant	Page 9 of the SEC Form 17-A	
e. Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and other directorships in listed companies) of all directors	Compliant	Pages 33 to 36 of the SEC Form 17-A Page 25 of the Annual Report https://www.asianterminals.com.ph/uploads/AnnualReport/ATI_AR20_Web.pdf	
f. Attendance details of each director in all directors meetings held during the year			
g. Total remuneration of each member of the board of directors			
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.			
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	Compliant	Provide link or reference to where this is contained in the Annual Report Page 5 of the SEC Form 17-A https://www.asianterminals.com.ph/uploads/SECFilings/17-A%20with%20Sustainability%20Report-merged.pdf	

and compliance controls) and risk management systems.		The Risk Profile is also reported to the Board during meetings.	
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.		Provide link or reference to where this is contained in the Annual Report	
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	Provide link or reference to where this is contained in the Annual Report Page 5 of the <u>SEC Form 17-A</u>	

Principle 9: The company should establish standards for the appropriate selection of an external auditor, and exercise effective oversight of the same to strengthen the external auditor's independence and enhance audit quality.

Recommendation 9.1

1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.	Compliant	Provide information or link/reference to a document containing information on the process for approving and recommending the appointment, reappointment, removal and fees of the company's external auditor. Part III (D) page 4 of the <u>Audit Committee Charter</u>	
2. The appointment, reappointment, removal, and fees of the external auditor is recommended by the Audit Committee, approved by the	Compliant	Indicate the percentage of shareholders that ratified the appointment, reappointment, removal and fees of the external auditor. On the appointment of external auditors, page 15 of the <u>Information Statement</u>	

Board and ratified by the shareholders.		Percentage: 2020- 88.8%	
3. For removal of the external auditor, the reasons for removal or change are disclosed to the regulators and the public through the company website and required disclosures.	Compliant	Provide information on or link/reference to a document containing the company's reason for removal or change of external auditor. Pursuant to the disclosure rules, the Company will disclose any removal or change of external auditors. However, such removal or change did not occur during the year.	
Supplement to Recommendation 9.1			
1. Company has a policy of rotating the lead audit partner every five years.	Compliant	Provide information on or link/reference to a document containing the policy of rotating the lead audit partner every five years. Part III No.2 (d) page 18 of the <u>CG Manual</u>	
Recommendation 9.2			
1. Audit Committee Charter includes the Audit Committee's responsibility on: i. assessing the integrity and independence of external auditors; ii. exercising effective oversight to review and monitor the external auditor's independence and objectivity; and iii. exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.	Compliant	Provide link/reference to the company's Audit Committee Charter Part III (D), pages 4 and 5 , <u>Audit Committee Charter</u>	

2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.	Compliant	Provide link/reference to the company's Audit Committee Charter Part III (D) pages 4 and 5, <u>Audit Committee Charter</u>	
Supplement to Recommendations 9.2			
1. Audit Committee ensures that the external auditor is credible, competent and has the ability to understand complex related party transactions, its counterparties, and valuations of such transactions.	Compliant	Provide link/reference to the company's Audit Committee Charter Part III (D) pages 4 and 5, <u>Audit Committee Charter</u>	
2. Audit Committee ensures that the external auditor has adequate quality control procedures.	Compliant	Provide link/reference to the company's Audit Committee Charter Part III (D) pages 4 and 5, <u>Audit Committee Charter</u>	
Recommendation 9.3			
1. Company discloses the nature of non-audit services performed by its external auditor in the Annual Report to deal with the potential conflict of interest.	Compliant	Disclose the nature of non-audit services performed by the external auditor, if any. Page 31 of the <u>SEC Form 17-A</u>	
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	Provide link or reference to guidelines or policies on non-audit services Page 18 of the <u>CG Manual</u>	

Supplement to Recommendation 9.3			
1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	Compliant	Provide information on audit and non-audit fees paid. Page 22 of the <u>Management Report attached to the Information Statement</u>	
Additional Recommendation to Principle 9			
1. Company's external auditor is duly accredited by the SEC under Group A category.	Compliant	Provide information on company's external auditor, such as: 1. Name of the audit engagement partner; Alicia S. Columbres 2. Accreditation number; SEC Accreditation No. 1590-AR-1 Group A 3. Date Accredited; May 1, 2015 4. Expiry date of accreditation; until August 7, 2022 and 5. Name, address, contact number of the audit firm. RG Manabat & Co. The KPMG Center, 9F 6787 Ayala Avenue, Makati City/ (632) 8885-7000	
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).	Not Compliant	Provide information on the following: 1. Date it was subjected to SOAR inspection, if subjected; 2. Name of the Audit firm; and 3. Members of the engagement team inspected by the SEC.	External auditor agreed to be subject to SOAR but to date no SOAR conducted yet for ATI.

Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.

Recommendation 10.1

<p>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.</p>	<p>Compliant</p>	<p>Disclose or provide link on the company’s policies and practices on the disclosure of non-financial information, including EESG issues. Part III pages 17 and 19, <u>CG Manual</u> Pages 22 and 23 of the <u>Annual Report</u> https://www.asianterminals.com.ph/uploads/AnnualReport/ATI_AR20_Web.pdf</p>	
<p>2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.</p>	<p>Compliant</p>	<p>Provide link to Sustainability Report, if any. Disclose the standards used. Page 51 of the <u>SEC Form 17-A (Attached as Annex “A”)</u> https://www.asianterminals.com.ph/uploads/SECFilings/17-A%20with%20Sustainability%20Report-merged.pdf Page 22 of the <u>Annual Report</u> https://www.asianterminals.com.ph/uploads/AnnualReport/ATI_AR20_Web.pdf Part V (c) page 23 of the <u>CG Manual</u></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

<p>1. Company has media and analysts’ briefings as channels of communication to ensure the timely and accurate dissemination</p>	<p>Compliant</p>	<p>Press statements are released whenever necessary and are posted in the website. Press conferences are also held after every annual meeting where the directors and key officers answer questions from the press and stockholders.</p>	
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of public, material and relevant information to its shareholders and other investors.		https://www.asianterminals.com.ph/ati_pressreleases.aspx	
Supplemental to Principle 11			
1. Company has a website disclosing up-to-date information on the following:		Provide link to company website; https://www.asianterminals.com.ph/index.aspx	
a. Financial statements/reports (latest quarterly)	Compliant	https://www.asianterminals.com.ph/uploads/SECFilings/17-Q%20March%2031,%202021%20(PSE).pdf	
b. Materials provided in briefings to analysts and media	Compliant	Annual Reports and press statements given to media https://www.asianterminals.com.ph/ati_pressreleases.aspx https://www.asianterminals.com.ph/ati_investorrelations_annualreport.aspx	
c. Downloadable annual report	Compliant	https://www.asianterminals.com.ph/ati_investorrelations_annualreport.aspx https://www.asianterminals.com.ph/uploads/AnnualReport/ATI_AR20_Web.pdf	
d. Notice of ASM and/or SSM	Compliant	https://www.asianterminals.com.ph/uploads/StockholdersNotice/Notice%20and%20Agenda%20(2).pdf	
e. Minutes of ASM and/or SSM	Compliant	https://www.asianterminals.com.ph/uploads/StockholdersMinutes/MINUTES%20OF%20THE%2026th%20ANNUAL%20STOCKHOLDERS.pdf	
f. Company's Articles of Incorporation and By-Laws	Compliant	Articles of Incorporation https://www.asianterminals.com.ph/uploads/ArticlesByLaws/2016%20Amended%20Articles%20(ATI).pdf	

		By-Laws https://www.asianterminals.com.ph/uploads/ArticlesByLaws/2016%20Amended%20by%20Laws%20of%20ATI.pdf	
Additional Recommendation to Principle 11			
1. Company complies with SEC-prescribed website template.	Compliant	https://www.asianterminals.com.ph/index.aspx	
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 the conduct of its business.	Compliant	List quality service programs for the internal audit functions. Indicate frequency of review of the internal control system Internal reviews and supervision by the Internal Auditor of all internal audit activities. Review and approval of audit plans by the Audit Committee as well as periodic updates of any developments and internal issues encountered. Frequency: annually Company Website https://www.asianterminals.com.ph/ati_corpgov_riskmanagement.aspx https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#ims	
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	Compliant	Identify international framework used for Enterprise Risk Management. Provide information or reference to a document containing information on: 1. Company's risk management procedures and processes 2. Key risks the company is currently facing 3. How the company manages the key risks	

		<p>Indicate frequency of review of the enterprise risk management framework.</p> <p>Enterprise Risk Management framework is provided in the <u>Company Website</u>. Frequency of review is annually.</p> <p>https://www.asianterminals.com.ph/ati_corpgov_riskmanagement.aspx</p> <p>https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#ims</p>	
Supplement to Recommendations 12.1			
<p>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.</p>	Compliant	<p>Provide information on or link/ reference to a document containing the company's compliance program covering compliance with laws and relevant regulations.</p> <p>Indicate frequency of review</p> <p>Provided in the Code of Business Conduct and Ethics</p> <p>https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx</p> <p>Enterprise Risk Management framework is provided in the company website. Frequency of review is annually.</p> <p>https://www.asianterminals.com.ph/ati_corpgov_riskmanagement.aspx</p> <p>https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#ims</p> <p>The compliance with laws and regulations of regulatory bodies is also reported to the Audit Committee quarterly.</p>	
Optional: Recommendation 12.1			
<p>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.</p>	Compliant	<p>Provide information on IT governance process</p> <p>Key risks are identified and managed through IT Policy ITD-P-01 (Computer Security Program) which handles the process on incident and change management, risk management, backup/recovery</p>	

		<p>management, security awareness, physical and hardware/software security.</p> <p>While ITD-P-02 (IT DRP during Loss of South Harbor) establishes the guidelines and procedures in the event of a disaster affecting the whole South Harbor or one of the main data centers or a critical network hub.</p>	
Recommendation 12.2			
<p>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.</p>	Compliant	<p>Disclose if the internal audit is in-house or outsourced. If outsourced, identify external firm.</p> <p>The internal audit is in-house</p>	
Recommendation 12.3			
<p>1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.</p>	Compliant	<p>Identify the company's Chief Audit Executive (CAE) and provide information on or reference to a document containing his/her responsibilities.</p> <p>Name : Mr. Brian A. Stone, Internal Audit Manager Part IV (a and b) , page 19 of the CG Manual https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf Responsibilities are in the Internal Audit Charter.</p>	
<p>2. CAE oversees and is responsible for the internal audit activity of the organization, including that portion that is</p>	Compliant	<p>Part II No. 4 (E) b, page 14 Part IV (a and b) , page 19 of the CG Manual https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf</p>	

outsourced to a third-party service provider.			
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	Identify qualified independent executive or senior management personnel, if applicable. The Company has an in-house Internal Auditor	
Recommendation 12.4			
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	Compliant	Provide information on company's risk management function. Part IV (c) Pages 19 and 20 of the CG manual https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf	
Supplement to Recommendation 12.4			
1. Company seeks external technical support in risk management when such competence is not available internally.	Compliant	Identify source of external technical support, if any. The Company has a competent officer handling risk management. ATI contracts Marsh Philippines as 3 rd party consultant on insurable risk. ATI is also a member of the DPW network of ports and actively participates in global initiatives in evaluating, measuring, recording and monitoring enterprise risks.	
Recommendation 12.5			
1. In managing the company's Risk Management System, the company has a Chief Risk Officer (CRO), who is the ultimate	Compliant	Identify the company's Chief Risk Officer (CRO) and provide information on or reference to a document containing his/her responsibilities and qualifications/background. Mr. Adrian Edward Baking, AVP for Business Development	

champion of Enterprise Risk Management (ERM).		Key responsibilities: a) Identify enterprise risks of ATI with assistance from Risk Champions. b) Evaluate mitigating measures to address identified risks c) Maintain, review, monitor Risk Register d) Discuss periodically with EVP re Enterprise Risks.	
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	Compliant	The CRO has the rank of Assistant Vice President. He is assisted by the Company's Risk Champions in the performance of his duties and a third party consultant.	
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.	Not Compliant	Provide link to CEO and CAE's attestation	The Internal Auditor provides an annual report to the Audit Committee on the state of internal controls for the past year.
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	Provide link or reference to the company's Manual on Corporate Governance where shareholders' rights are disclosed. Part V pages 20-23, <u>CG Manual</u>	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	Compliant	Provide link to company's website Part V pages 20-23, <u>CG Manual</u>	

Supplement to Recommendation 13.1

<p>1. Company's common share has one vote for one share.</p>	<p>Compliant</p>	<p>Article III Section 7 page 5 of the <u>By Laws</u></p>	
<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>Provide information on all classes of shares, including their voting rights if any. All shares of the Company are common. Article III Section 7 page 5 of the <u>By Laws</u> (on Voting rights) Part V page 20 ,<u>CG Manual</u> (voting rights)</p>	
<p>3. Board has an effective, secure, and efficient voting system.</p>	<p>Compliant</p>	<p>Provide link to voting procedure. Indicate if voting is by poll or show of hands. Article III Section 7 page 5 of the <u>By Laws</u>. By poll (ballot) through the Voting Portal in the Company Website https://www.asianterminals.com.ph/votinglogin.aspx</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>Not Compliant</p>	<p>Provide information on shareholder voting mechanisms such as supermajority or "majority of minority", if any.</p>	<p>There is no such voting mechanism. However, the CG Manual provides that the Board shall be instrumental in promoting and enhancing shareholders' rights. Part V No. 8 of the <u>CG Manual page 22</u> https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf</p>
<p>5. Board allows shareholders to call a special shareholders'</p>	<p>Compliant</p>	<p>Provide information on how this was allowed by board (i.e., minutes of meeting, board resolution)</p>	

meeting and submit a proposal for consideration or agenda item at the AGM or special meeting.		Article III Sections 1 and 2 pages 3 and 4, <u>By Laws</u>	
6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	Compliant	Provide information or link/reference to the policies on treatment of minority shareholders Part V Nos. 2,5 and 8, pages 20 to 22, <u>CG Manual</u>	
7. Company has a transparent and specific dividend policy.	Compliant	Provide information on or link/reference to the company's dividend Policy. Indicate if company declared dividends. If yes, indicate the number of days within which the dividends were paid after declaration. In case the company has offered scrip dividends, indicate if the company paid the dividends within 60 days from declaration Part V No.6 page 22, <u>CG Manual</u> Article VII Section 2, <u>By-laws</u> Dividends were paid within 49 days from declaration	
Optional: Recommendation 13.1			
1. Company appoints an independent party to count and/or validate the votes at the Annual Shareholders' Meeting.	Compliant	Identify the independent party that counted/validated the votes at the ASM, if any. R.G. Manabat and Co.	
Recommendation 13.2			
1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting	Compliant	Indicate the number of days before the annual stockholders' meeting or special stockholders' meeting when the notice and agenda were sent out. Indicate whether shareholders' approval of remuneration or any changes therein were included in the agenda of the meeting. Provide	

with sufficient and relevant information at least 28 days before the meeting.		<p>link to the Agenda included in the company’s Information Statement (SEC Form 20-IS) The Notice as attached to the <u>Preliminary Information Statement</u> was disclosed on March 5, 2021 or 48 days before the scheduled annual meeting (April 22).</p> <p>https://www.asianterminals.com.ph/uploads/PSEDisclosures/Preliminary%20Info%20Statement,%20Notice%20and%20Procedure%20and%20FS.pdf</p>	
Supplemental to Recommendation 13.2			
1. Company’s Notice of Annual Stockholders’ Meeting contains the following information:	Compliant	<p>Provide link or reference to the company’s notice of Annual Shareholders’ Meeting</p> <p>https://www.asianterminals.com.ph/uploads/PSEDisclosures/Preliminary%20Info%20Statement,%20Notice%20and%20Procedure%20and%20FS.pdf</p> <p>https://www.asianterminals.com.ph/uploads/StockholdersNotice/Notice%20and%20Agenda%20(2).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>The profiles of the directors are stated in the Information Statement. The Notice of Annual Meeting is attached to the <u>Information Statement</u>.</p> <p>https://www.asianterminals.com.ph/uploads/SECFilings/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf</p>	
b. Auditors seeking appointment/reappointment	Compliant	<p><u>Information Statement</u></p> <p>https://www.asianterminals.com.ph/uploads/SECFilings/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf</p>	

c. Proxy documents	Compliant	<p>An instruction to the stockholders pertaining to the submission of proxy instrument if they cannot attend personally, is stated in page 2 of the Notice attached to the <u>Information Statement</u>.</p> <p>https://www.asianterminals.com.ph/uploads/SECFilings/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf</p> <p>https://www.asianterminals.com.ph/uploads/StockholdersNotice/Notice%20and%20Agenda%20(2).pdf</p>	
Optional: Recommendation 13.2			
1. Company provides rationale for the agenda items for the annual stockholders meeting	Compliant	<p>Provide link or reference to the rationale for the agenda Items <u>Notice attached to the Information Statement</u></p> <p>https://www.asianterminals.com.ph/uploads/StockholdersNotice/Notice%20and%20Agenda%20(2).pdf</p> <p>https://www.asianterminals.com.ph/uploads/SECFilings/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.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>https://www.asianterminals.com.ph/uploads/StockholdersMinutes/MINUTES%20OF%20THE%2026th%20ANNUAL%20STOCKHOLDERS.pdf</p>	
2. Minutes of the Annual and Special Shareholders' Meetings were available on the company	Compliant	Provide link to minutes of meeting in the company website. Indicate voting results for all agenda items, including the approving, dissenting and abstaining votes. Indicate also if the voting on resolutions was by	

<p>website within five business days from the end of the meeting.</p>		<p>poll. Include whether there was opportunity to ask question and the answers given, if any.</p> <p>Company Website https://www.asianterminals.com.ph/uploads/StockholdersMinutes/MINUTES%20OF%20THE%2026th%20ANNUAL%20STOCKHOLDERS.pdf</p> <p>Page 17 of the Information Statement. https://www.asianterminals.com.ph/uploads/SECFilings/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf</p>	
Supplement to Recommendation 13.3			
<p>1. Board ensures the attendance of the external auditor and other relevant individuals to answer shareholders questions during the ASM and SSM.</p>	<p>Compliant</p>	<p>Indicate if the external auditor and other relevant individuals were present during the ASM and/or special meeting</p> <p>Yes. Item 7 Page 13 of the Information Statement</p> <p>https://www.asianterminals.com.ph/uploads/SECFilings/Asian%20Terminals%20Inc.%202021%20Definitive%20IS%20.pdf</p>	
Recommendation 13.4			
<p>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.</p>	<p>Not Compliant</p>	<p>Provide details of the alternative dispute resolution made available to resolve intra-corporate disputes</p>	<p>Intra corporate disputes are resolved by the stockholders airing their concern before the corporate secretary or compliance officer. The concerns are addressed by holding a dialogue with the stockholder and settled amicably, except those which would require board approval or intervention. The Company has an existing system on how conflicts or liabilities and obligations by the corporation and</p>

			<p>third parties arising from its transactions as port operator are resolved.</p> <p>Company Website https://www.asianterminals.com.ph/at_i_corpgov_conditionsofliabilities.aspx https://www.asianterminals.com.ph/at_i_corpgov_claimsnotification.aspx https://www.asianterminals.com.ph/at_i_corpgov_unpaidportcharges.aspx</p>
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Not Compliant	Provide link/reference to where it is found in the Manual on Corporate Governance	<p>The alternative dispute mechanism is not included in the CG Manual but Part II No. 1 (E) page 5 thereof recognizes the establishment of an alternative dispute mechanism between the corporation and stockholders and the corporation and third parties.</p> <p>https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf</p>
Recommendation 13.5			
1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.	Compliant	<p>Disclose the contact details of the officer/office responsible for investor relations, such as:</p> <ol style="list-style-type: none"> 1. Name of the person: Office of the Stakeholders' Affairs and Communications Manager 2. Telephone number 8528-6000 	

		3. Fax number 8527-3647 4. E-mail address Email: marketing@asianterminals.com.ph corpcom@asianterminals.com.ph	
2. IRO is present at every shareholder's meeting.	Compliant	Indicate if the IRO was present during the ASM. YES	
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	Not Compliant	Provide information on how antitakeover measures or similar devices were avoided by the board, if any.	The Company believes that the recommendation does not have significant benefits, as any takeover may result in instability. Adequate provisions in the CG Manual (eg. Nominations Committee) monitor industrial landscape for any potential events which may have any adverse impact on the company.
2. Company has at least thirty percent (30%) public float to increase liquidity in the market.	Not Compliant	Indicate the company's public float. 17.79%	The percentage of public ownership of the Company as of March 31, 2021 is 17.79%. The Company complies with the current Minimum Public Ownership requirement of the Commission and the Philippine Stock Exchange
Optional: Principle 13			
1. Company has policies and practices to encourage shareholders to engage with the company beyond the Annual Stockholders' Meeting		Disclose or provide link/reference to policies and practices to encourage shareholders' participation beyond ASM	

2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.	Compliant	Disclose the process and procedure for secure electronic voting in absentia, if any. Provided in the Notice to Stockholders Company Website . https://www.asianterminals.com.ph/uploads/StockholdersNotice/Notice%20and%20Agenda%20(2).pdf	
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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	Identify the company's stakeholder and provide information or reference to a document containing information on the company's policies and programs for its stakeholders. The stakeholders are identified in the Company Website https://www.asianterminals.com.ph/ati_corpgov_corpres.aspx Pages 22 to 23 of the Annual Report https://www.asianterminals.com.ph/uploads/AnnualReport/ATI_AR20_Web.pdf	
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Recommendation 14.2

1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.	Compliant	Identify policies and programs for the protection and fair treatment of company's stakeholders. Pursuant to the Integrated Management System Policy the Company shall implement an integrated occupational health, safety, environment, security and quality management system (OHSES&Q) compliant with internationally recognized standards. Company Website https://www.asianterminals.com.ph/ati_corpgov_policies.aspx The Company also has a Corporate Responsibility Policy https://www.asianterminals.com.ph/ati_corpgov_corpres.aspx	
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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>Provide the contact details (i.e., name of contact person, dedicated phone number or e-mail address, etc.) which stakeholders can use to voice their concerns and/or complaints for possible violation of their rights. Provide information on whistleblowing policy, practices and procedures for stakeholders</p> <p>For any concerns or complaints of stakeholders, the website provides a channel to address such concerns/ complaints.</p> <p>https://www.asianterminals.com.ph/ati_contactus.aspx https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#whistleblow</p>	
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	<p>Provide information on the alternative dispute resolution system established by the company.</p> <p>Although not specifically termed as alternative dispute mechanism, a system to address claims is provided and posted in the website.</p> <p>https://www.asianterminals.com.ph/ati_corpgov_claimsnotification.aspx</p>	
Additional Recommendations to Principle 14			
1. Company does not seek any exemption from the application of a law, rule or regulation especially when it refers to a corporate governance issue. If an exemption was sought, the company discloses the reason for such action, as well as presents the specific steps being taken to finally comply with the applicable law, rule or regulation.	Compliant	<p>Disclose any requests for exemption by the company and the reason for the request.</p> <p>Chief Justice Panganiban has been an independent director of ATI since 2010 and year 2021 to 2022 will be his 10th year reckoned from 2012. Notwithstanding the term limits provided by the SEC regulations and the Company’s Corporate Governance Manual, an independent director who has served for more than 9 years may continue to be elected as such provided there are meritorious justifications and shareholders’ approval is secured. The Board, resolved as justification, that being a former Chief Justice of the Supreme Court, his integrity, probity and expertise, and independent insights and expert opinion given particularly on good governance, greatly contributed to ATIs</p>	

		sustained growth and development over the past several years of his tenure. Further, the Nomination Committee convened and resolved to consider this as substantial justification for his nomination and re-election as independent director for the ensuing year, subject to the shareholders' approval in the annual meeting. Chief Justice Panganiban's business experience is mentioned in page 7 of the Information Statement. During the 2021 Annual Meeting, Chief Justice Panganiban was re-elected as independent director for the ensuing year.	
2. Company respects intellectual property rights.	Compliant	Provide specific instances, if any. The Company uses only uses licensed softwares in its operations.	
Optional: Principle 14			
1. Company discloses its policies and practices that address customers' welfare	Compliant	Identify policies, programs and practices that address customers' welfare or provide link/reference to a document containing the same. Company Website https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#ims https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#corpres	
2. Company discloses its policies and practices that address supplier/contractor selection procedures	Compliant	Identify policies, programs and practices that address supplier/contractor selection procedures or provide link/reference to a document containing the same. Company Website https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#ims https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#corpres	
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	Compliant	Provide information on or link/reference to company policies, programs and procedures that encourage employee participation.	

encourage employees to actively participate in the realization of the company's goals and in its governance.		Pages 20 and 21 of the Annual Report https://www.asianterminals.com.ph/uploads/AnnualReport/ATI_AR20_Web.pdf	
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	Disclose if company has in place a merit-based performance incentive mechanism such as an employee stock option plan (ESOP) or any such scheme that awards and incentivizes employees, at the same time aligns their interests with those of the shareholders. The Company has existing Performance Appraisal process that enumerates the Key Performance Indicators aligned with the corporate objectives or target of the Company. Measurement is agreed or set at the beginning of the year and assessment is done twice a year. Remuneration and incentives depend on the results of the assessment.	
2. Company has policies and practices on health, safety and welfare of its employees.	Compliant	Disclose and provide information on policies and practices on health, safety and welfare of employees. Include statistics and data, if any. The Integrated Management Systems Policy, Company Website https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#ims Page 18 of the Annual Report https://www.asianterminals.com.ph/uploads/AnnualReport/ATI_AR18.pdf	
3. Company has policies and practices on training and development of its employees.	Compliant	Disclose and provide information on policies and practices on training and development of employees. Include information on any training conducted or attended. Pages 21 of the Annual Report <i>List of trainings held and number of employees who attended is attached as ANNEX "A" herein.</i>	

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	Identify or provide link/reference to the company’s policies, programs and practices on anti-corruption. Company Website https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx	
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company’s culture.	Compliant	Identify how the board disseminated the policy and program to employees across the organization. The company’s anti-bribery and corruption policy is regularly cascaded to all employees, on top of frequent information campaigns on the matter. (e.g. email reminder, company memo, posters/tarpaulins) The company’s zero tolerance policy on anti-bribery and corruption is likewise included in the orientation of all newly-hired employees. The company likewise has a whistleblowing program that provides an avenue for the disclosure of information related to suspected wrongdoing at work, including bribery and corruption, and ensures that appropriate steps are taken.	
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	Identify or provide link/reference to the company policy and procedures on penalizing employees involved in corrupt practices. Include any finding of violations of the company policy. Company Website https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx The company has zero tolerance policy on bribery and corruption. The company’s Anti-Bribery and Corruption policy is regularly cascaded	

		<p>to employees, on top of frequent information campaigns on the subject matter (e.g. email reminder, company memo, posters/tarpaulins). Any form of bribery, corruption, or solicitation is deemed a serious offence under the Company Table of Offenses and Penalties warranting sanction up to termination after due process.</p> <p>The company likewise has a whistleblowing program that provides an avenue for the disclosure of information related to suspected wrongdoing at work, including bribery and corruption, and ensures that appropriate steps are taken.</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>Disclose or provide link/reference to the company whistle-blowing policy and procedure for employees. Indicate if the framework includes procedures to protect the employees from retaliation. Provide contact details to report any illegal or unethical behavior.</p> <p><u>Company Website</u> https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx</p> <p>The company's whistleblowing policy ensures protection of the whistleblower from retaliation. Employees are provided various confidential avenues to report such as thru Division Heads or the Company Ombudsman. Hotlines and contact details are published in the company intranet, and in regular information campaigns.</p>	
2. Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.	Compliant	<p>While there are various confidential avenues to report whistleblowing concerns, the Company Ombudsman, concurrently sitting as Fraud Risk Champion, is specifically tasked to look into and handle whistleblowing concerns.</p>	

3. Board supervises and ensures the enforcement of the whistleblowing framework.	Compliant	Provide information on how the board supervised and ensured enforcement of the whistleblowing framework, including any incident of whistleblowing. The Company Ombudsman is the lead officer tasked to enforce the company's whistleblowing framework and reports to senior management and/or Board any validated and significant finding	
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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.

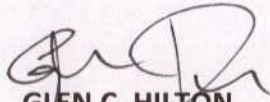
Recommendation 16.1

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	Provide information or reference to a document containing information on the company's community involvement and environment-related programs. Press releases in the Company Website https://www.asianterminals.com.ph/ati_pressreleases.aspx Pages 22 to 23 of Annual Report https://www.asianterminals.com.ph/uploads/AnnualReport/ATI_AR20_Web.pdf	
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Optional: Principle 16

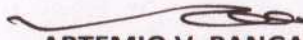
1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development	Compliant	Identify or provide link/reference to policies, programs and practices to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development. Company Website https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#corpres	
2. Company exerts effort to interact positively with the communities in which it operates	Compliant	Identify or provide link/reference to policies, programs and practices to interact positively with the communities in which it operates. Press releases in the Company Website and Page 22 of Annual Report.	

Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report (I-ACGR) is signed on behalf of the registrant by the undersigned; thereunto duly authorized, in Manila on JUN 09, 2021.


GLEN C. HILTON
 Chairman of the Board


EUSEBIO H. TANCO
 President


ROBERTO C.O. LIM
 Independent Director


ARTEMIO V. PANGANIBAN
 Independent Director


RODOLFO G. CORVITE, JR.
 Corporate Secretary/
 Compliance Officer

SUBSCRIBED AND SWORN to before me this JUN 09 2021 day of 2021 affiant(s) exhibiting to me their IDs, as follows:

<u>Name</u>	<u>ID</u>	<u>Date and Place of Issue</u>
Glen C. Hilton	Passport No. PEQ389798	October 7, 2015/Australia
Eusebio H. Tanco	Passport No. PO992946B	March 11, 2019/ Manila
Roberto C.O. Lim	Driv. Lic. No. N11-78-025462	Valid until Nov 22, 2022/ Manila
Artemio V. Panganiban	Passport No. DE0013400	January 24, 2019/ Manila
Rodolfo G. Corvite, Jr.	Passport No. P0014227A	August 22, 2016/ NCR South

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 Book No. 11-D
 Series of 2021

ATTY. ROGERIO J. BOLIVAR
 NOTARY PUBLIC
 AM Adm. Not. Com. No. NF-124 1-12-19 until 12-31-2020
 Commission Extended until June 30, 2021
 as per SC ENBANC B.M No. 3795 12/1/2020
 IBP O.R No. 132134 MD 2021 & IBP O.R. No. 133076 MD 2022
 PTR O.R No. 0695112 D 1/4/21 / Roll No. 33832 / TIN# 129-871-009
 MCLE No. VI-0023583 valid from 12/16/19 valid until 04/14/22/Quezon City
 Address: 31-F Harvard St., Cubao, Q.C.

ANNEX "A"

Training	Title	No. of Attendees
<i>Behavioral/ Leadership Related</i>	Anti-Bribery & Corruption, Fraud Risk & Key Company Policies Cascading DP World Foundation: Module 2 (Batch 1) DP World Intermediate: Module 1 (Batch 1) DP World Intermediate: Module 2 (Batch 1) DP World Foundation: Module 1 (Batch 2) Certificate in Global Supply Chain & Logistics Certificate in Terminal Operations Certified Reliability Leader Fundamental of Project Management	184
<i>Engineering Related</i>	Wire Ropes and Sling Seminar 5s Training and Cascading of 5s New Process Vibration Analysis Training/Seminar EE-ACR Asset Criticality Ranking EE-DE - Defect Elimination EE-FMEA Failure Mode and Effect Analysis (FMEA) EE-MP Maintenance Practices EE-ODR Operator Driven Reliability EE-PM Preventive Maintenance EE-PMO Preventive maintenance optimization [PMO] EE-RR Roadmap to Reliability MB-M-1 The Roadmap to Reliability MB-M-2 Condition Based Maintenance vs Preventive Maintenance MB-M-3 The Benefits of Reliability and Condition Based Maintenance MB-M-4 What is Classical Reliability Centered Maintenance (RCM) MB-M-7 Why Condition Monitoring Does Not Improve Reliability MT-CM-1 An introduction to condition monitoring technologies MT-CM-2 Vibration Analysis and Bearing Fault Detection MT-CM-3 Airborne and Structure-borne Ultrasound MT-CM-4 Oil Analysis and Wear Particle Analysis MT-CM-5 On-line and Off-line Electric Motor Testing	621

ANNEX "A"

<p><i>Engineering Related</i></p>	<p>MT-CM-6 Infrared Thermography MT-M-1 The Roadmap to Reliability Improvement MT-M-10 Supercharging an Existing Vibration Monitoring Program MT-M-2 Understanding Maintenance Practices MT-M-3 KPIs Benchmarking and Continuous Improvement MT-M-4 Leadership and Culture Change MT-M-5 Building a Master Asset List MT-M-6 Establishing the Asset Criticality Ranking MT-M-7 Determining Your Maintenance Strategy MT-M-9 Establishing a New Vibration Monitoring Program MT-PM-1 An Introduction to Shaft Alignment MT-PM-2 An Introduction to Precision Balancing MT-PM-3 Precision Lubrication and Contamination Control ST-PM-1 Shaft Alignment ST-PM-2 Field Balancing TT-CM-1 An Introduction to Condition Monitoring and Reliability TT-CM-2 An Introduction to Vibration Analysis TT-CM-3 An Introduction to Ultrasound Testing TT-CM-4 An Introduction to Infrared Thermography TT-CM-5 An Introduction to Oil Analysis and Wear Particle Analysis TT-CM-6 An Introduction to Electric Motor Testing TT-PM-1 The Need for Precision Maintenance TT-PM-3 An Introduction to Precision Shaft Alignment TT-PM-6 An Introduction to Precision Balancing TT-PM-7 Precision Lubrication (and Contamination Control)</p>	
<p><i>Operations Related</i></p>	<p>Adapt to Increase Complex Environment Advanced Load Slings and Rigging Training Aerial Lift Training Aerial Lift/Scissor Lift Operator Training Aerial Lift/Scissor Lift Training Aerial/ Scissor Lift Basic and OJT Aerial/Scissor Lift Basic/OJT Aerial/Scissor Lift Classroom Training</p>	<p>1272</p>

ANNEX "A"

<p><i>Operations Related</i></p>	<p>Aerial/Scissor Lift Training All Purpose Personnel Training CBU Driver CBU Driver Refresher CBU Driver Training CBU Signal Man Training Checkers On the Job Training Checkers Training Container Operations refresher Training Driving Lesson Training Electric Forklift Training (Hyster) Equipment Operations Training FL Refresher Basic/OJT (New FL Lendy 10 Tonners) FL Refresher Classroom Training (New FL Lendy 10 Tonners) FL Refresher Training (New Lendi FL) FL,SL,RS Operator Refresher Training Fork Lift Operator Refresher Training Forklift Operator Basic/OJT (16-35 Tonners) Forklift Operator Basic/OJT (5-15 Tonners) Forklift Operator Training Forklift/RS/SL/TL Operator Refresher Training Gatekeeper Training Gatekeeper Training - On the Job Training Hand Signal Training Ilearn - Go/No Go Checklist Ilearn - ITV Operations Module Ilearn - lashing and Unlashing Module Ilearn - Pre Vessel Operations Ilearn - QC Operations Module Ilearn - RTG Operations Module Ilearn - Vessel Safety Inspection Module Introduction to Instructional Design for Articulate Storyline 3 ITV Operator Classroom Training</p>	
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ANNEX "A"

<p><i>Operations Related</i></p>	<p>ITV Operator Refresher Training ITV Operator Refresher Training (CIR Related) ITV Refresher Training ITV RORO OJT (Live Operations on ramp) ITV RORO Operator Basic/OJT ITV RORO Operator Refresher Training ITV RORO Operator Training ITV RORO Ramp OJT/Live Operations ITV Training ITV/RORO Operations Basic OJT (Live Operations) ITV/RORO Operations Training (Classroom,OJT,Refresher) ITV/RORO Operator Basic/OJT Lashing and Unlashing for Non- Containerized Cargo Lashing and Unlashing Refresher Training Lashing Cage/Work cage Training Mooring and Unmooring Operations Refresher Training Mooring and Unmooring Operations Training Multi Skilling CBU to ITV CY/RORO New In Gate System New In-Gate System Training Pier Administrator On - The Job Training QC CPS Training QC Operators Training for Maintenance and repair only QC Refresher Training QC Refresher Training CIR Related Quay Crane Operator Quay Crane Operator Refresher (CIR Related) Quay Crane Operator Training Reefer Technician Training Reefer Technician Training - On the Job Training Rotation Officer Training RTG Crane Operator Classroom Training RTG Crane Operator Refresher (Observation Related)</p>	
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ANNEX "A"

<p><i>Operations Related</i></p>	<p>RTG Crane Operator Refresher Basic/OJT RTGC Operators Training for Maintenance and repair only Scissor Lift Training Side Loader Operator Refresher Training Side Loader Operator Refresher Training (CIR Related) Side Loader Refresher Training Signalman Training SL Operator Refresher Training Supervisors Training Supervisors Training - Container Operations Supervisors Training - Container Operations – OJT Supervisors Training - Container Operations - On the Job Training Telescopic Boom Lift Training (Classroom) <i>Top Loader Refresher Training</i> Training for JLG Aerial Lift & Scissor Lift Vessel Safety Inspection Checklist Refresher Training Warehouse Checkers Training - On The Job Training Warehouse Checkers Training - Virtual Classroom Winchman Operator Refresher Course Zodiac - General Cargo Training and Assessment Zodiac End User Training Zodiac End User Training (Super User) Zodiac For Supervisors Zodiac Hand-On Training</p>	
<p><i>Health, Safety, Environment and Security</i></p>	<p>CIR Generation/ Incident Investigation 8 Hours OSH Seminar ATI Work Permit System/ Basic Firefighting and Hot Work Permit System - Virtual Training Basic Fire Prevention and Control/Hot Work Permitting System Basic Fire Safety & Emergency Response Basic Fire Safety Training Basic Firefighting and Hot Work Permit System Confined Spaces</p>	<p>993</p>

ANNEX "A"

<p><i>Health, Safety, Environment and Security</i></p>	<p>Covid-19 Contact Tracing Defensive Driving Defensive Driving (LMV Safety Course) DOLE Prescribed OSH Seminar for Workers (Mandatory 8-hour) ER & HSES Policies and Procedures, Understanding ISO, Legal Requirements/ EHSS HIRAC Fire Safety- Inspection of Fire Extinguisher/ 8- Hour OSH Seminar IMS Awareness Seminar Incident Investigation Inclement Weather/High Winds/Alcohol & Drug Awareness/Fatigue Standard (OS15) Ergonomics LMV Engagement - Defensive Driving Course LMV Engagement - Defensive Driving Course/ Traffic Management and Pedestrian Safety LMV-Defensive Driving OSH Training (Mandatory 8 hours training) Safety 101 - 8 Hours OSH Seminar Safety KPI Discussion and EHSS Refresher Training thru MS Teams Supervisor Safety Training Security 101 Vessel Safety Vessel Safety (CTD)/Working at Heights Safety Vessel Safety (GSD)/General Cargo Handling & Lowbed Safe Operations/ Inclement Weather/ High Winds Working at Heights Working at Heights Safety Refresher Course</p>	
<p><i>Support Unit Related (HR, Finance, Information Technology, Commercial and Marketing, etc.)</i></p>	<p>Corporate Orientation Advanced Excel Training PowerPoint Presentation Corporate Governance Customer Service Business Writing Communications Skills</p>	<p>61</p>

ANNEX "A"

	<p>Change Management - Organizational Capacity for Change – Revised PMP Project Management Professional Introduction to Oracle</p>	
<p><i>DP World Courses (iLearn)</i></p>	<p>3 rules for efficient time management Acquiring a competitive skillset in today's changing world Adapt to increasingly complex environment Agile Work Systems Analyzing a complex problem by using an issue tree Brain drain or brain trust Building rapport and influence when communicating Cellular layout Conducting a recruitment interview with an experienced executive Continuous improvement Create Magic customer service Moments Defining the SWOT analysis DP World Anti-Bribery Course DP World Energy Management Awareness DP World Founder's Principles DP World Fraud Awareness DP World HSE Pillars - Safety Module DP World Information Security Awareness DP World Introduction to Terminal Operations DP World Lean Leadership DP World Lean Program DP World Lean Program Phase 2: Leader Standard Work DP World Lean Programme eLearning DP World Modern Slavery Course DP World United for Wildlife Driving Safety English Enterprise Risk Management at DP World Firefighting Training Tagalog From broad strategy to daily management with the Balanced Scorecard Getting your teams to adopt the vision Handling Of Iso Tank Container (Tagalog) Hazardous Materials Handling Guidelines Tagalog How to become an experiential organization (and stay that way!) How to conduct performance reviews How to design the employee experience to attract and retain top talent</p>	<p style="text-align: center;">2197</p>

ANNEX "A"

<p><i>DP World Courses (iLearn)</i></p>	<p>How to Jumpstart the Battery of a Vehicle v1 How to prepare for a recruitment interview with an experienced executive How to Use Lashing Cage English How to use the SMART method to formulate pertinent objectives that motivate your Staff How to Wear and Check Harness English How to Wear and Check Harness Tagalog Integrated Management System Module Isolation Tagalog ITV Operations Module Ladder Safety Lean Philosophy Measuring processes for improvement Pagtatrabaho sa Matataas na Lugar (Work At Height Tagalog Version) Preparing for the departure of seniors Proseso sa Paghawak ng Reefer Container Proseso sa Paghawak ng Reefer Container (Tagalog) Quality at the source Reefer auto plug-in exemptions (tagalog) RTG Operations Module v2 RTG Operations Procedure Safety on Walking and Working Surface English Security 101 Taking stock of your role as a manager Tamang Pamamaraan ng Lashing at Unlashing Tamang Pamamaraan sa Quay Crane Operation Top 3 skills of a critical thinker Turn things around with an angry customer Understand generations at work Using feedback to boost professional development Vessel Operation - Pre- Operation (CTD) Vessel Safety Inspection Checklist Module Vessel Safety Inspection Module Wcs Modular 20_40ft Container Top Safety–Work Cage Modyul Welding and Hot Work Tagalog Work at Height Tagalog Yard Pre - Operations (Tagalog) Zodiac Module for ITV Operator</p>	
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