

COVER SHEET

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S.E.C. Registration Number

L B C E X P R E S S H O L D I N G S , I N C .
(f o r m e r l y F E D E R A L
R E S O U R C E S I N V E S T M E N T
G R O U P I N C .)

(Company's Full Name)

L B C H A N G A R , G E N E R A L
A V I A T I O N C E N T R E , D O M E S T I C
A I R P O R T R O A D , P A S A Y C I T Y
.
.
.

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

Enrique V. Rey, Jr.

Contact Person

856-8510

Company Telephone Number

1 2

Month

3 1

Day

Fiscal Year

Letter Reply

FORM TYPE

2ND Monday of June
of each year

Month Day

Annual Meeting

Secondary License Type, If Applicable

Dept. Requiring this Doc.

Amended Articles Number/Section

Total No. of Stockholders

Total Amount of Borrowings

Domestic

Foreign

To be accomplished by SEC Personnel concerned

File Number

LCU

Document I.D.

Cashier

STAMPS

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



SECRETARY'S CERTIFICATE

I, **MAHLEENE G. GO**, of legal age, Filipino, and with office address at the Penthouse, Liberty Center, 104 H.V. dela Costa Street, Salcedo Village, Makati City, after having been duly sworn in accordance with law, hereby certify that:

1. I am the duly appointed and incumbent Assistant Corporate Secretary of **LBC EXPRESS HOLDINGS, INC.** (the "Corporation"), a corporation duly organized and existing under the laws of the Republic of the Philippines, with office address at the LBC Hangar, General Aviation Centre, Domestic Airport Road, Pasay City, Metro Manila.

2. In compliance with the requirements set forth in SEC Memorandum Circular No. 12, series of 2014, the Corporation submits herewith the accompanying consolidated changes and updates to its Annual Corporate Governance Report for the year 2016.

IN WITNESS WHEREOF, I have hereunto affixed my signature this 10 JAN 2017
at Makati City, Metro Manila.

MAHLEENE G. GO
Assistant Corporate Secretary

SUBSCRIBED AND SWORN to before me on 10 JAN 2017, affiant exhibiting to me her Passport No. EC1941000 issued on 20 August 2014 at DFA NCR-East.


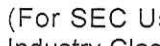
Doc. No. 488 ;
Page No. 99 ;
Book No. IV ;
Series of 2017.

PATRICIA JANELLI A. DAVIDE
Appointment No. M-173
Notary Public for Makati City
Until December 31, 2017
Penthouse Liberty Center
104 H.V. dela Costa Street, Makati City
Roll of Attorneys No. 63977
PTR No. 5913727/Makati City/01-04-2017
IBP No. LRN-013919/June 2015/Cebu City

SECURITIES AND EXCHANGE COMMISSION

SEC FORM – ACGR

ANNUAL CORPORATE GOVERNANCE REPORT

1. Report is filed for the year: 2016¹
2. Exact name of issuer as specified in its charter: LBC EXPRESS HOLDINGS, INC. (formerly
FEDERAL RESOURCES INVESTMENT GROUP INC.)
3. Address of principal office: LBC Hangar, General Aviation Center, Domestic Airport
Road, Pasay City
Postal Code: 1300 
4. SEC Identification Number: ASO93-005277
5.  (For SEC Use only)
Industry Classification Code
6. BIR Tax Identification No.: 002-648-099-000
7. Issuer's telephone number, including area code: (632) 856 8510
8. Former name or former address, if changed since last report: Federal Resources Investment
Group Inc. / No. 35 San Antonio Street, San Francisco del Monte, Quezon City 1105

¹ Updates as of 31 December 2016 are underscored and highlighted in yellow.

**CONSOLIDATED CHANGES / UPDATES
IN THE ANNUAL CORPORATE
GOVERNANCE REPORT
(ACGR)**

FOR THE YEAR 2016

A. BOARD MATTERS

(1) Board of Directors

Number of directors per Articles of Incorporation	Nine (9)
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Actual number of directors for the year	Seven (7)
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(a) Composition of the Board

Complete the table with information on the Board of Directors:

Director's Name	Type [Executive (ED), Non-Executive (NED), or Independent Director (ID)]	If Nominee, Identify the Principal	Nominator in the Last Election (if ID, State the Relationship with the Nominator)	Date First Elected	Date Last Elected (if ID, State the Number of Years Served as ID)	Elected When (Annual / Special Meeting)	No. of Years Served as Director as of 31 December 2016
<u>Miguel Angel A. Camahort</u>	<u>ED</u>	<u>N/A</u>	<u>LBC Development Corporation</u>	<u>18 May 2015</u>	<u>29 July 2016</u>	<u>Annual</u>	<u>1 year</u>
<u>Rene E. Fuentes</u>	<u>NED</u>	<u>N/A</u>	<u>LBC Development Corporation</u>	<u>26 October 2015</u>	<u>29 July 2016</u>	<u>Annual</u>	<u>1 year</u>
<u>Enrique V. Rey, Jr.</u>	<u>ED</u>	<u>N/A</u>	<u>LBC Development Corporation</u>	<u>26 October 2015</u>	<u>29 July 2016</u>	<u>Annual</u>	<u>1 year</u>
<u>Augusto G. Gan</u>	<u>NED</u>	<u>N/A</u>	<u>LBC Development Corporation</u>	<u>4 September 2015</u>	<u>29 July 2016</u>	<u>Annual</u>	<u>1 year</u>
<u>Mark Werner J. Rosal</u>	<u>NED</u>	<u>N/A</u>	<u>LBC Development Corporation</u>	<u>28 April 2015</u>	<u>29 July 2016</u>	<u>Annual</u>	<u>1 year</u>
<u>Solita V. Delantar</u>	<u>ID</u>	<u>N/A</u>	<u>Klarence Tan Dy / None</u>	<u>18 May 2015</u>	<u>29 July 2016</u>	<u>Annual</u>	<u>1 year</u>
<u>Luis N. Yu, Jr.</u>	<u>ID</u>	<u>N/A</u>	<u>Klarence Tan Dy / None</u>	<u>28 April 2015</u>	<u>29 July 2016</u>	<u>Annual</u>	<u>1 year</u>

(b) Provide a brief summary of the corporate governance policy that the Board of Directors has adopted. Please emphasize the policy/ies relative to the treatment of all shareholders, respect for the rights of minority shareholders and of other stakeholders, disclosure duties, and Board responsibilities.

The Company's Board of Directors has adopted all the provisions of the Revised Code of Corporate Governance (SEC Memorandum Circular No. 6, Series of 2009), which are embodied in the Company's Revised Manual on Corporate Governance (RMCG) submitted to the Securities and Exchange Commission (SEC) on 8 April 2010. The Board of Directors is primarily responsible for the governance of the Company.

As provided for in the Company's RMCG, it is the duty of the Board to promote the rights of stockholders. The Board shall respect the rights of the stockholders as provided for in the Corporation Code and ensure the equitable treatment of all stockholders, including minority and foreign stockholders. On disclosure duties, all essential and material information about the Company shall be publicly and timely disclosed through the appropriate Philippine Stock Exchange (PSE) mechanisms and submissions to the SEC. The Board's responsibilities, duties, and functions are defined in the Company's RMCG. It is the Board's responsibility to foster the long-term success of the Company, and to sustain its competitiveness and profitability in a

manner consistent with its corporate objectives and the best interests of its stockholders.

(c) **How often does the Board review and approve the vision and mission?**

Annually.

(d) **Directorship in Other Companies**

(i) **Directorship in the Company's Group²**

Identify, as and if applicable, the members of the Company's Board of Directors who hold the office of director in other companies within its Group:

Director's Name	Corporate Name of the Group Company	Type of Directorship (Executive, Non-Executive, Independent); Indicate if Director is also the Chairman
Miguel Angel A. Camahort	LBC Express, Inc.; LBC Express Corporate Solutions, Inc.	ED
Rene E. Fuentes	LBC Express Ltd.; LBC Money Transfer Ltd.; LBC Express GmbH	NED
Enrique V. Rey, Jr.	LBC Express, Inc.	ED
Augusto G. Gan	LBC Express, Inc.	NED
Mark Werner J. Rosal	None	N/A
Solita V. Delantar	LBC Express, Inc.	ID
Luis N. Yu, Jr.	None	N/A

(ii) **Directorship in Other Listed Companies**

Identify, as and if applicable, the members of the Company's Board of Directors who are also directors of publicly-listed companies outside of its Group:

Director's Name	Name of Listed Company	Type of Directorship (Executive, Non-Executive, Independent); Indicate if Director is also the Chairman
Miguel Angel A. Camahort	None	N/A
Rene E. Fuentes	None	N/A
Enrique V. Rey, Jr.	None	N/A
Augusto G. Gan	None	N/A
Mark Werner J. Rosal	None	N/A
Solita V. Delantar	None	N/A
Luis N. Yu, Jr.	8990 Holdings, Inc.	Director

(iii) **Relationship within the Company and its Group**

Provide details, as and if applicable, of any relation among the members of the Board of Directors, which links them to significant shareholders in the Company and/or in its Group:

Director's Name	Name of Significant Shareholder	Description of Relationship
Miguel Angel A. Camahort	None	N/A

² The Group is composed of the parent, subsidiaries, associates, and joint ventures of the Company.

Rene E. Fuentes	None	N/A
Enrique V. Rey, Jr.	None	N/A
Augusto G. Gan	None	N/A
Mark Werner J. Rosal	None	N/A
Solita V. Delantar	None	N/A
Luis N. Yu, Jr.	None	N/A

- (iv) Has the Company set a limit on the number of Board seats in other companies (publicly-listed, ordinary, and companies with secondary license) that an individual director or CEO may hold simultaneously? In particular, is the limit of five (5) board seats in other publicly-listed companies imposed and observed? If yes, briefly describe other guidelines:

Yes, the limit of five (5) board seats in other publicly-listed companies is being imposed and observed. The other guidelines are as follows:

	Guidelines	Maximum Number of Directorships in Other Companies
Executive Director Non-Executive Director CEO	The CEO and other Executive Directors are covered by a lower indicative limit for membership in other boards. A similar limit applies to Independent or Non-Executive Directors who, at the same time, serve as full time executives in other corporations.	The Nomination Committee has considered several guidelines on the number of directorships that board members can hold in stock and non-stock corporations. The optimum number should take into consideration the capacity of a director to diligently and efficiently perform his/her duties and responsibilities.

(e) **Shareholding in the Company**

Complete the following table on the members of the Company's Board of Directors who directly and indirectly own shares in the Company:

Name of Director	Number of Direct Shares	Number of Indirect Shares / Through (Name of Record Owner)	% of Capital Stock
Miguel Angel A. Camahort	1	N/A	Nil
Rene E. Fuentes	1	N/A	Nil
Enrique V. Rey, Jr.	1	N/A	Nil
Augusto G. Gan	1	N/A	Nil
Mark Werner J. Rosal	1,000	N/A	0.00007%
Solita V. Delantar	1	N/A	Nil
Luis N. Yu, Jr.	1	N/A	Nil
TOTAL	1,006	N/A	0.00007%

(2) **Chairman and CEO**

- (a) Do different persons assume the role of Chairman of the Board of Directors and CEO? If no, describe the checks and balances laid down to ensure that the Board gets the benefit of independent views.

() Yes

(X) No

Although Miguel Angel A. Camahort holds the position of both Chairman of the Board of Directors and Chief Executive Officer of the Company, the roles and responsibilities of the Chairman of the Board of Directors and CEO are defined in the By-Laws and Revised Corporate Governance Manual to ensure that the Board gets the benefit of independent views and perspectives.

Identify the Chairman and CEO:

Chairman	Miguel Angel A. Camahort
CEO	Miguel Angel A. Camahort

(b) Roles, Accountabilities, and Deliverables

Define and clarify the roles, accountabilities, and deliverables of the Chairman and CEO.

	Chairman	Chief Executive Officer
Roles Accountabilities Deliverables	<p>The Chairman shall preside at the meetings of the directors and the stockholders.</p> <p>He/she shall also exercise such powers and perform such duties as the Board of Directors may assign to him/her;</p> <p>He/she shall ensure that the meetings of the Board are held in accordance with the by-laws or as he/she may deem necessary;</p> <p>He/she shall supervise the preparation of the agenda of the meeting, in coordination with the Corporate Secretary, taking into consideration the suggestions of the CEO, Management, and the directors; and</p> <p>He/she shall maintain qualitative and timely lines of communication and information between the Board and Management.</p>	<p>The President shall be the Chief Executive Officer of the Company and shall also have the administration and direction of the long-term as well as the day-to-day business affairs of the Company. The President/CEO shall exercise the following functions:</p> <p>To preside at the meetings of the Board of Directors and of the stockholders in the absence of the Chairman;</p> <p>To initiate and develop corporate objectives and policies and formulate long range strategies, projects, plans, and programs for the approval of the Board;</p> <p>To have general supervision and management of the business affairs and property of the Company;</p> <p>To prepare such statements and reports of the Company as may be required by law and make reports to the Board and stockholders; and</p> <p>To perform such other duties as delegated or entrusted to him/her by the Board of Directors.</p>

(3) Explain how the Board of Directors plans for the succession of the CEO/Managing Director/President and the top key management positions.

Selection and planning for the succession of the CEO/President and the top key management positions are among the most important responsibilities of the Company's Board of Directors. The Company's succession process will be managed by the incumbent CEO, with the Nomination Committee overseeing the process, reviewing the candidates, and providing advice throughout. The Board shall review succession planning with the incumbent CEO on a regular basis.

(4) Other Executive, Non-Executive, and Independent Directors

Does the Company have a policy of ensuring diversity of experience and background of Directors in the Board? Please explain.

Yes, the Company has a policy of ensuring the diversity of experience and background of directors in the Board. As provided for in the Company's RMCG, the Nomination Committee shall review and evaluate the qualifications of all persons nominated to the Board in accordance with the Company's RMCG, the Corporation Code, the Securities Regulation Code, and other relevant laws. The executive, non-executive, and independent directors should possess such qualifications and stature that would enable them to effectively participate in the deliberations of the Board.

Does it ensure that at least one Non-Executive Director has an experience in the sector or industry the Company belongs to? Please explain.

Yes, as provided for in the Company's RMCG, one of the qualifications of a director is membership in good standing in relevant industry, business, or professional organizations. Also, as provided for in the Company's Audit Committee Charter, each member of the Committee shall have adequate understanding at least or competence at most, of the Company's financial management systems and environment, as well as the Company's business and the industry in which it operates.

Define and clarify the roles, accountabilities, and deliverables of the Executive, Non-Executive, and Independent Directors:

	Executive Director	Non-Executive Director	Independent Director
Roles Accountabilities Deliverables	The role of the CEO and other Executive Directors is to design, develop, and implement strategic plans for the Company in a cost-effective and time-efficient manner. The CEO is responsible for the day-to-day operation of the Company, is accountable to the Chairman of the Board, and reports to the Board on a regular basis. The CEO and Executive Director lead the Company and develop the Company's organizational culture.	The primary function of Non-Executive Directors is to promote the success of the Company. The key responsibility of the Non-Executive Directors is to provide general guidance and a different perspective on matters of concern. The role of Non-Executive Directors in strategy formation is to provide a creative and informed contribution to the Board by giving objective criticism and advice on the Company's objectives and plans.	The role of an Independent Director includes improving governance standards. An Independent Director plays an active role in various corporate Governance committees created by the Board such as the Audit Committee, Nomination Committee, and Compensation and Remuneration Committee to ensure good governance.

Provide the Company's definition of "independence" and describe the Company's compliance to the definition.

The Company's definition of director's independence follows the definition of an independent director, as stated in the Securities Regulation Code (SRC) Rule 38 (Requirements on Nomination and Election of Independent Directors). Under the said rule, an Independent

Director is defined as a person who, apart from his/her fees and shareholdings, is independent of management and free from any business or other relationship which could, or could reasonably be perceived to materially interfere with, his/her exercise of independent judgment in carrying out his/her responsibilities as a director.

Ms. Solita V. Delantar and Mr. Luis N. Yu, Jr., the incumbent independent directors of the Company, having possessed the qualifications and none of the disqualifications of an independent director, were nominated in accordance with the guidelines for the nomination and election of independent directors pursuant to SRC Rule 38.

Does the Company have a term limit of five (5) consecutive years for Independent Directors? If after two (2) years, the Company wishes to bring back an Independent Director who had served for five (5) years, does it limit the term for no more than four (4) additional years? Please explain.

Yes, the Company shall abide by the provisions of the SEC Rule (per SEC Memorandum Circular No. 9, Series of 2011) on term limits for Independent Directors. As stated in the said SEC Rule, independent directors can serve as such for five (5) consecutive years. Upon completion of the five-year service period, an independent director shall be eligible for election as such in the same company unless the independent director has undergone a "cooling off" period of two (2) years. An independent director re-elected as such in the same company after the "cooling off" period can serve for another five (5) consecutive years. After serving as independent director for ten (10) years, the independent director shall be perpetually barred from being elected as such in the same company.

Note: The Company's RMCG is set to be further revised and updated in light of SEC Memorandum Circular No. 19, series of 2016, promulgating the Revised Code of Corporate Governance for Publicly-Listed Companies (effective 1 January 2017). Pursuant to the said Memorandum Circular, the new manual on corporate governance shall be submitted to the SEC on or before 31 May 2017.

(5) Changes in the Board of Directors (Executive, Non-Executive, and Independent Directors)

(a) Resignation / Death / Removal

Indicate any changes in the composition of the Board of Directors that happened during the period:

Name of Director	Position	Date of Cessation	Reason
Manuel S. Delfin, Jr.	NED	29 July 2016	Not nominated as member of the Board of Directors for the year 2016

(b) Selection / Appointment, Re-election, Disqualification, Removal, Reinstatement, and Suspension

Describe the procedures for the selection/appointment, re-election, disqualification, removal, reinstatement, and suspension of the members of the Board of Directors. Provide details of the processes adopted (including the frequency of election) and the criteria employed in each procedure:

Procedure	Process Adopted	Criteria
A. Selection / Appointment		
Executive Directors Non-Executive Directors Independent Directors	The Board shall be composed of nine (9) directors, who shall be elected at the Annual Stockholders' Meeting, to hold office until the next annual meeting and until their respective	In addition to the qualifications for membership in the Board provided for in the Corporation Code, the Securities Regulation Code,

	<p>successors have been elected and qualified. The Company shall have at least two (2) independent directors or such number of independent directors that twenty percent (20%) of the members of the Board, whichever is easier, but in no case less than two (2). The Nomination Committee is responsible for reviewing and evaluating the qualifications of all persons nominated to the Board and other appointments that require Board approval in accordance with the qualifications and disqualification provided under the Corporation Code, Securities Regulation Code, other relevant laws and the Company's RMCG.</p>	<p>and other relevant laws, the Company's RMCG provides for additional qualifications which include, among others, the following:</p> <ul style="list-style-type: none"> • Practical understanding of the business of the Corporation; • Membership in good standing in relevant industry, business, or professional organizations; • Previous business experience; • Proven to possess integrity, and probity; and • Assiduous. <p>A director should not be an active member of more than five (5) publicly-listed companies and members of the Audit Committee should not serve on more than three (3) publicly-listed company audit committees.</p> <p>The nomination and election of Independent Directors shall be governed by the provisions of SRC Rule 38.</p>
B. Reappointment		
Executive Directors Non-Executive Directors Independent Directors	The Nomination Committee shall review the continued appropriateness on the Board membership and shall make recommendations on the re-appointment of directors, in consultation with the Chairman of the Board.	The director's continuing service on the Board is in the best interest of the Company.
C. Permanent Disqualification		
Executive Directors Non-Executive Directors Independent Directors	The Nomination Committee shall determine and inform the Board if there is any ground for the permanent disqualification of a director, and shall make recommendations for appropriate action.	The grounds for the permanent disqualification of a director are stated in the Company's RMCG.
D. Temporary Disqualification		
Executive Directors Non-Executive Directors Independent Directors	<p>The Nomination Committee shall determine and inform the Board if there is any reason for the temporary disqualification of a director, and shall make recommendations for appropriate action.</p> <p>A temporarily disqualified director shall, within sixty (60) business days from such disqualification, take the appropriate action to</p>	The reasons for the temporary disqualification of a director are stated in the Company's RMCG.

	remedy or correct the disqualification. If he/she fails or refuses to do so for unjustified reasons, the disqualification shall become permanent.	
E. Removal		
Executive Directors Non-Executive Directors Independent Directors	On the removal of a director, the Company shall follow the Corporation Code provision (Sec. 28) on Removal of Directors or Trustees.	Permanent disqualification or temporary disqualification if not remedied or corrected.
F. Reinstatement		
Executive Directors Non-Executive Directors Independent Directors	The Nomination Committee shall determine the appropriateness of the reinstatement of a director.	The director's reinstatement to the Board is in the best interests of the Company.
G. Suspension		
Executive Directors Non-Executive Directors Independent Directors	The Nomination Committee shall determine and make recommendations to the Board relating to the continuance in office of a director, including the suspension and termination subject to the law.	The reasons for the temporary disqualification of a director are stated in the Company's RMCG.

Voting Results of the last Annual General Meeting (29 July 2016)

Name of Director	Votes Received
<u>Miguel Angel A. Camahort</u>	<u>1,205,974,632</u>
<u>Rene E. Fuentes</u>	<u>1,205,974,632</u>
<u>Enrique V. Rey, Jr.</u>	<u>1,205,974,632</u>
<u>Augusto G. Gan</u>	<u>1,205,974,632</u>
<u>Mark Werner J. Rosal</u>	<u>1,205,974,632</u>
<u>Solita V. Delantar</u>	<u>1,205,974,632</u>
<u>Luis N. Yu, Jr.</u>	<u>1,205,974,632</u>

(6) Orientation and Education Program

(a) Disclose details of the Company's orientation program for new directors, if any.

The Company's orientation program is generally conducted in one or more sessions within six (6) months of the annual meeting at which new directors are elected or the date on which new directors are appointed, as applicable. The orientation program aims to acquaint the new directors with the Company's business. The program includes presentations by senior management to familiarize new directors with the Company's strategic plans, its compliance programs, and significant financial and risk management issues.

(b) State any in-house training and external courses attended by Directors and Senior Management³ for the past three (3) years:

On 11 December 2015, the Directors and Senior Management attended an Exclusive Corporate Governance Seminar facilitated by Legis Forum, Inc.

On 19 December 2016, the Directors and Senior Management attended a Corporate Governance Seminar conducted by Risks, Opportunities, Assessment, and Management (ROAM), Inc.

(c) Continuing Education Programs for Directors: Programs, Seminars, and Roundtables Attended during the Year

³ "Senior Management" refers to the CEO and other persons having authority and responsibility for planning, directing, and controlling the activities of the Company.

Name of Director/Officer	Date of Training	Program	Name of Training Institution
<u>Miguel Angel A. Camahort</u>	<u>19 December 2016</u>	<u>Corporate Governance Seminar</u>	<u>ROAM, Inc.</u>
<u>Rene E. Fuentes</u>	<u>19 December 2016</u>	<u>Corporate Governance Seminar</u>	<u>ROAM, Inc.</u>
<u>Enrique V. Rey, Jr.</u>	<u>19 December 2016</u>	<u>Corporate Governance Seminar</u>	<u>ROAM, Inc.</u>
<u>Mahleene G. Go</u>	<u>10 November 2016</u>	<u>Disclosure Rules Seminar</u>	<u>Philippine Stock Exchange, Inc.</u>
	<u>19 December 2016</u>	<u>Corporate Governance Seminar</u>	<u>ROAM, Inc.</u>
<u>Ma. Eloisa Imelda S. Singzon</u>	<u>10 November 2016</u>	<u>Disclosure Rules Seminar</u>	<u>Philippine Stock Exchange, Inc.</u>
	<u>19 December 2016</u>	<u>Corporate Governance Seminar</u>	<u>ROAM, Inc.</u>

B. CODE OF BUSINESS ETHICS

- (1) Discuss briefly the Company's policies on the following business conduct or ethics affecting directors, senior management, and employees:

Business Conduct & Ethics	Directors	Senior Management	Employees
(a) Conflict of Interest	<p>The basic principle to be observed is that a director should not use his/her position to profit or gain some benefit or advantage for himself/herself and/or his/her related interests. He/she should avoid situations that may compromise his impartiality. If an actual or potential conflict of interest may arise on the part of a director, he/she should fully and immediately disclose and should not participate in the decision-making process. A director who has a continuing material conflict of interest should seriously consider resigning from his position.</p> <p>A conflict of interest shall be considered material if the director's personal or business interest is antagonistic to that of the Company, or stands to acquire or gain financial advantage at the expense of the Company.</p>	Similar to the Company's policies for directors.	No employees may engage in any business or undertaking that is directly or indirectly in competition with that of the Company, or engage directly or indirectly in any undertaking or activity prejudicial to the interest of the Company, its customers, and to the performance of his/her job or work assignment.

(b) Conduct of Business and Fair Dealings	A director shall not compete with the Company by providing service to a competitor as employee, officer, or director or in a similar capacity, profit, or assist others to profit, from confidential information or business opportunities that are available because of service to the Company; improperly influence or attempt to influence any business transaction between the Company and another entity in which a director has a direct or indirect financial interest or acts an employee, officer, or director in a similar capacity; or take unfair advantage of any customer, supplier, competitor, or other person through manipulation, concealment, misrepresentation of material acts or other unfair-dealing practice.	Similar to the Company's policies for directors.	Similar to the Company's policies for directors.
(c) Receipt of Gifts from Third Parties	A director shall not solicit nor accept gifts, payments, loans, services, or any form of compensation from suppliers, customers, competitors, or others seeking to do business with the Company.	Similar to the Company's policies for directors.	Similar to the Company's policies for directors.
(d) Compliance with Laws and Regulations	<p>It is the Company's policy to comply fully with all laws governing its operations, and to conduct its affairs keeping with moral, legal, and ethical standards. Each director shall comply with all applicable laws, rules and regulations, and the provisions of the Company's RMCG.</p> <p>Under the Company's Audit Committee Charter, the Audit Committee shall ascertain whether the Company has an effective process for determining risks and exposure to litigation and claims from non-compliance with laws and regulations.</p> <p>The Board shall appoint a Compliance Officer who shall monitor compliance by the Company with the RMCG and all relevant laws, rules, and regulations, as well as regulatory requirements.</p>	All members of senior management shall comply with all applicable laws, rules and regulations, and the provisions of the Company's RMCG.	All employees shall comply with all applicable laws, rules and regulations, and the provisions of the Company's RMCG.

(e) Respect for Trade Secrets / Use of Non-Public Information	A director should keep secure and confidential all non-public information he/she may acquire or learn by reason of his/her position as director. He/she should not reveal confidential information to unauthorized persons without the authority of the Board.	A senior executive should keep secure and confidential all non-public information he/she may acquire or learn by reason of his/her position as such. He/she should not reveal confidential information to unauthorized persons without the authority of the Board.	All employees are expected to keep in strict confidence all information and data, records and documents pertaining to the Company's business and/or affairs and no unauthorized disclosure or reproduction of the same shall be made by the employee during or after employment with the Company.
(f) Use of Company Funds, Assets, and Information	A director shall protect the Company's funds, assets, and information, and shall not use the Company's funds, assets, and information to pursue personal opportunities or gain. A director shall ensure the efficient use of the Company's assets and that no Company funds, assets, or information shall be used for any unlawful purpose.	Similar to the Company's policies for directors.	Similar to the Company's policies for directors.
(g) Employment and Labor Laws and Policies	The Compensation and Remuneration Committee shall ensure the implementation of applicable employment and labor laws and policies. The Company shall recognize the unique position of employees as individuals with a vital stake in their work and at the same time with inherent obligations to themselves and their own families.	Senior management shall support the implementation and enforcement of Applicable employment and labor laws and policies.	It is the policy of the Company to select and hire only individuals who possess the best qualifications for the job and have potential to grow and move up in the Company. Management believes that the continued progress and success of the Company depends, to a great extent, on its human resources.
(h) Disciplinary Action	Directors and senior executives are subject to disciplinary action for violations of business ethics. Subject to and in accordance with the Company's RMCG, the Board of Directors shall determine the appropriate disciplinary action.		Every employee is expected to observe and comply with Company rules and regulations. When rules and regulations are violated or when an employee disregards or fails to comply with rules and regulations, the Company will have no alternative but to take corrective and disciplinary measures.

(i) Whistle Blower	Directors and senior executives are encouraged to promptly contact the Chairman of the Board or the Compliance Officer if any director or senior executive believes that he/she has observed illegal or unethical behavior by any employee, officer, or director, or by anyone purporting to be acting on the Company's behalf. Any such reports may be made anonymously. Confidentiality will be maintained to the extent permitted by law.		
(j) Conflict Resolution	The Board of Directors shall establish an alternative dispute resolution system so that conflicts and differences with counterparties, particularly with shareholders and other key stakeholders, would be settled in a fair and expeditious manner.	Senior management must have the appropriate people management skills and competency in managing conflict such as in dealing with issues, use of official processes, participative approach, monitoring team relationships, and acting as a role model.	All employee complaints and grievances should be discussed with the Company's Human Resources department.

- (2) **Has the code of ethics or conduct been disseminated to all Directors, Senior Management, and employees?**

The Company has disseminated to all Directors, Senior Management, and employees the Company's Code of Business Conduct and Ethics.

- (3) **Discuss how the Company implements and monitors compliance with the code of ethics or conduct.**

The Compliance Officer will be designated to monitor compliance with the code of conduct and ethics.

- (4) **Related Party Transactions**

- (a) **Policies and Procedures**

Describe the Company's policies and procedures for the review, approval or ratification, monitoring, and recording of related party transactions between and among the Company and its parent, joint ventures, subsidiaries, associates, affiliates, substantial stockholders, officers, and directors, including their spouses, children, and dependent siblings and parents, and of interlocking director relationships of members of the Board.

Related Party Transactions	Policies and Procedures
(1) Parent Company	The Board, through the Audit Committee, shall review significant related party transactions (RPTs) and recommend approval or ratification. The Company will be transparent and consistent in reporting RPTs and a summary of such transactions shall be included
(2) Joint Ventures	
(3) Subsidiaries	
(4) Entities under Common Control	
(5) Substantial Stockholders	
(6) Officers including Spouse / Children / Siblings / Parents	

(7) Directors including Spouse / Children / Siblings / Parents	in the Company's Annual Report. The Company shall promptly disclose to shareholders all material transactions with affiliates of the controlling shareholders, directors, or management.
(8) Interlocking Director Relationship of Board of Directors	

(b) **Conflict of Interest**

(i) **Directors / Officers and 5% or More Shareholders**

Identify any actual or probable conflict of interest to which directors / officers / 5% or more shareholders may be involved.

	Details of Conflict of Interest (Actual or Probable)
Name of Director/s	N/A
Name of Officer/s	N/A
Name of Significant Shareholders	N/A

(ii) **Mechanism**

Describe the mechanism laid down to detect, determine, and resolve any possible conflict of interest between the Company and/or its group and their directors, officers, and significant shareholders.

	Directors / Officers / Significant Shareholders
Company	Directors, officers, and significant shareholders shall fully disclose their active private or other business interests promptly and any other personal matters which may lead to potential or actual conflicts of interest with the Company. Their dealings with the Company must always be at arm's length to avoid possibility of actual or potential conflict of interest. The Board shall review and resolve any conflict of interest situations.

(5) **Family, Commercial, and Contractual Relations**

- (a) Indicate, if applicable, any relation of a family,⁴ commercial, contractual, or business nature that exists between the holders of significant equity (5% or more), to the extent that they are known to the Company:

Names of Related Significant Shareholders	Type of Relationship	Brief Description of Relationship
N/A	N/A	N/A

- (b) Indicate, if applicable, any relation of a commercial, contractual, or business nature that exists between the holders of significant equity (5% or more) and the Company:

There is no relation of a commercial, contractual, or business nature that exists between the holders of significant equity (5% or more) and the Company.

Names of Related Significant Shareholders	Type of Relationship	Brief Description of Relationship
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⁴ Family relationship up to the fourth civil degree, either by consanguinity or affinity.

N/A	N/A	N/A
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- (c) Indicate any shareholder agreements that may have an impact on the control, ownership, and strategic direction of the Company:

There are no shareholder agreements that may impact on the control, ownership and strategic direction of the Company.

Names of Shareholders	% of Capital Stock Affected (Parties)	Brief Description of Transaction
N/A	N/A	N/A

(6) Alternative Dispute Resolution

Describe the alternative dispute resolution system adopted by the Company for the last three (3) years in amicably settling conflicts or differences between the Company and its stockholders, and the Company and third parties, including regulatory authorities.

	Alternative Dispute Resolution System
Company and Stockholders Company and Third Parties Company and Regulatory Authorities	Disputes between the Company and the stockholders, stakeholders, and regulators, if any, are resolved by negotiation and mediation. Through negotiation and mediation, the Company can strive for conflict prevention rather than conflict resolution.

C. BOARD MEETINGS & ATTENDANCE

- (1) Are Board of Directors' meetings scheduled before or at the beginning of the year?

Per the Company's By-Laws, the Board of Directors' meetings shall be held no less than once every quarter of each year. The Board of Directors' meetings are scheduled during the quarter.

- (2) Attendance of Directors

Board	Name	Date of Election	No. of Meetings Held during the Year	No. of Meetings Attended	%
Chairman, President, and CEO	Miguel Angel A. Camahort	29 July 2016	6	6	100%
Member	Rene E. Fuentes	29 July 2016	6	6	100%
Investors Relations Officer, Acting Treasurer, and Acting Chief Finance Officer	Enrique V. Rey, Jr.	29 July 2016	6	6	100%
Member	Augusto G. Gan	29 July 2016	6	5	83%
Member	Mark Werner J. Rosal	29 July 2016	6	6	100%
Independent Director	Solita V. Delantar	29 July 2016	6	6	100%
Independent Director	Luis N. Yu, Jr.	29 July 2016	6	5	83%

- (3) Do Non-Executive Directors have a separate meeting during the year without the presence of any executive? If yes, how many times?

None.

- (4) Is the minimum quorum requirement for Board decisions set at two-thirds of Board members? Please explain.

No. As provided for in the Company's By-laws, a majority of the number of directors as fixed in the Articles of Corporation shall constitute a quorum for the transaction of corporate business, and every decision of at least a majority of the directors present at a meeting at which there is a quorum shall be valid as a corporate act, except for the election of officers which shall require the vote of a majority of all the members of the Board.

- (5) Access to Information

- (a) How many days in advance are Board papers⁵ for Board of Directors' meetings provided to the Board?

At least two (2) days in advance.

- (b) Do Board members have independent access to Management and the Corporate Secretary?

Yes, Board members have independent access to Management and the Corporate Secretary.

- (c) State the policy of the role of the Company Secretary. Does such role include assisting the Chairman in preparing the board agenda, facilitating training of directors, keeping directors updated regarding any relevant statutory and regulatory changes, etc.?

The Company Secretary's roles and responsibilities are defined in the Company's By-Laws and RMCG and include assisting the Chairman in preparing the Board agenda, facilitating training of directors, and keeping directors updated regarding any relevant statutory and regulatory changes.

- (d) Is the Company Secretary trained in legal, accountancy, or company secretarial practices? Please explain should the answer be in the negative.

Yes. Atty. Cristina S. Palma Gil-Fernandez, the Corporate Secretary, is trained in legal and company secretarial services.

- (e) Committee Procedures

(X) Yes

() No

Committee	Details of the Procedures
Executive Audit Nomination Remuneration	The Board Committees shall have full access to management, personnel, and records for the purpose of performance of their duties and responsibilities.

- (6) External Advice

Indicate whether or not a procedure exists whereby Directors can receive external advice and, if so, provide details:

Procedures	Details
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⁵ Board papers consist of complete and adequate information about the matters to be taken in the Board meeting. Information includes the background or explanation on matters brought before the Board, disclosures, budgets, forecasts, and internal financial documents.

The Directors may obtain external legal counsel or independent professional advice if they consider it necessary in the performance of their duties.	The Directors shall be provided with sufficient resources by the Company to discharge their duties.
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(7) Change/s in Existing Policies

Indicate, if applicable, any change/s introduced by the Board of Directors (during its most recent term) on existing policies that may have an effect on the business of the Company and the reason/s for the change:

No changes were introduced by the Board of Directors (during its most recent term) on existing policies that may have an effect on the business of the Company.

Existing Policies	Changes	Reason
N/A	N/A	N/A

D. REMUNERATION MATTERS

(1) Remuneration Process

Disclose the process used for determining the remuneration of the CEO and the four (4) most highly compensated management officers:

Existing Policies	Changes	Reason
(1) Fixed remuneration	N/A	N/A
(2) Variable remuneration	N/A	N/A
(3) <i>Per diem</i> allowance	N/A	N/A
(4) Bonus	N/A	N/A
(5) Stock Options and Other Financial Instruments	N/A	N/A
(6) Others (Specify)	N/A	N/A

(2) Remuneration Policy and Structure for Executive and Non-Executive Directors

Disclose the Company's policy on remuneration and the structure of its compensation package. Explain how the compensation of Executive and Non-Executive Directors is calculated.

	Remuneration Policy	Structure of Compensation Packages	How Compensation is Calculated
Executive Directors Non-Executive Directors	Due to the minimal operations of the Company, there were no compensation / salaries for the year 2016 as the Directors / officers voluntarily declined their respective compensation / salaries.	N/A	N/A

Do stockholders have the opportunity to approve the decision on total remuneration (fees, allowances, benefits in-kind, and other emoluments) of Board of Directors? Provide details for the last three (3) years.

No. There were no other fees, allowances, benefits-in-kind, and other emoluments given to directors during the last three (3) fiscal years.

Remuneration Scheme	Date of Stockholders' Approval
N/A	N/A

(3) Aggregate Remuneration

Remuneration Item	Executive Directors	Non- Executive Directors (Other than Independent Directors)	Independent Directors
(1) Fixed remuneration	N/A	N/A	N/A
(2) Variable remuneration	N/A	N/A	N/A
(3) <i>Per diem</i> allowance	N/A	N/A	N/A
(4) Bonuses	N/A	N/A	N/A
(5) Stock Options and/or Other Financial Instruments	N/A	N/A	N/A
(6) Others (Specify)	N/A	N/A	N/A
TOTAL			

Remuneration Item	Executive Directors	Non- Executive Directors (Other than Independent Directors)	Independent Directors
(1) Advances	N/A	N/A	N/A
(2) Credit Granted	N/A	N/A	N/A
(3) Pension Plan/s Contributions	N/A	N/A	N/A
(4) Pension Plans, Obligations Incurred	N/A	N/A	N/A
(5) Life Insurance Premium	N/A	N/A	N/A
(6) Hospitalization Plan	N/A	N/A	N/A
(7) Car Plan	N/A	N/A	N/A
(8) Others (Specify)	N/A	N/A	N/A
TOTAL			

(4) Stock Rights, Options, and Warrants

(a) Board of Directors

Complete the following table on the members of the Company's Board of Directors who own or are entitled to stock rights, options or warrants over the Company's shares:

There are no stock warrants or options outstanding.

During the Annual Stockholders' Meeting held on 13 August 2007, the stockholders owning or representing at least two thirds (2/3) of the outstanding capital stock approved the stock option for the Company's deserving employees, officers, and Board members to be derived from the Company's unissued authorized capital stock up to the extent of ten percent (10%) of the outstanding capital stock of the Company, subject for approval by the Securities and Exchange Commission (SEC) and the Philippine Stock Exchange (PSE).

The terms and conditions governing the stock option plan still have to be determined and approved by the Board of Directors. The application for said stock option plan has yet to be filed with the SEC and PSE.

Director's Name	Number of Direct Option / Rights / Warrants	Number of Indirect Option / Rights / Warrants	Number of Equivalent Shares	Total % of Capital Stock
N/A	N/A	N/A	N/A	N/A

(b) **Amendments of Incentive Programs**

Indicate any amendments and discontinuation of any incentive programs introduced, including the criteria used in the creation of the program. Disclose whether these are subject to approval during the Annual Stockholders Meeting:

There were no amendments and discontinuance of any incentive programs introduced, including the criteria used in the creation of the program.

Incentive Program	Amendments	Date of Stockholders' Approval
N/A	N/A	N/A

(5) **Remuneration of Management**

Identify the five (5) members of management who are not at the same time Executive Directors and indicate the total remuneration received during the financial year.

Name of Officer / Position	Total Remuneration
N/A	N/A

E. BOARD COMMITTEES

(1) **Number of Members, Functions, and Responsibilities**

Provide details on the number of members of each committee, its functions, key responsibilities, and the power/authority delegated to it by the Board:

Committee	No. of Members			Committee Charter	Functions; Key Responsibilities	Power
	Executive Director (ED)	Non-Executive Director (NED)	Independent Director			
Audit	2		1	Yes	To assist the Board in the performance of oversight responsibility for The financial reporting process, system of internal control, audit process and monitoring of compliance with applicable laws, rules and regulations.	The Committee shall have full access to management, personnel, and records for the performance of its duties and responsibilities. The Committee shall be provided with sufficient resources by the Company to discharge its duties.
Nomination	2		1	Yes (For finalization)	To review and evaluate the qualifications of all persons nominated to the Board and assess the effectiveness of	

					the Board's processes and procedures in the replacement of Directors.	
Remuneration	2		1	Yes (For finalization)	To establish a formal and transparent procedure for developing a policy on remuneration of directors and officers and ensure that their compensation is consistent with the Company's culture strategy and the business.	

(2) Committee Members

(a) Audit Committee

Office	Name	Date of Appointment	No. of Meetings Held during the Year	No. of Meetings Attended	%	Length of Service in the Committee
Chairperson (ID)	Solita V. Delantar	29 July 2016	1	1	100%	1 year
Member (ED)	Miguel Angel A. Camahort	29 July 2016	1	1	100%	1 year
Member (ED)	Enrique V. Rey, Jr.	29 July 2016	1	1	100%	1 year

Disclose the profile or qualifications of the Audit Committee members.

Solita V. Delantar concurrently serves as independent director on the Board of Directors at LBC Express, Inc. and Executive Director at PMAP Human Resources Management Foundation (since July 2013). Previously, Ms. Delantar served as independent director of Anchor Land Holdings, Inc. (2007 to 2015), Vice President at PONTICELLI, Inc. (2006 to 2015), Vice-President, Human Resources Management & Development Administration (November 1999 to September 2003), Consultant (July 1997 to July 1998), Vice-President, Finance & Administration (May 1988 to June 1996) and various other positions at Honda Philippines, Inc. Ms. Delantar is a Certified Public Accountant, fellow in Personal Management and professional business mediator. From September 1998 to March 2007, she served as a Member of the Professional Board of Accountancy, which administers licensure examinations for CPAs. Ms. Delantar received her Bachelor of Science degree in Commerce with a major in Accounting from Far Eastern University and participated in a Bachelor of Laws program at Ateneo de Manila University.

Miguel Angel A. Camahort is a Director and the President of the Company. He is also the President of LBC Express Corporate Solutions, Inc., the subsidiary operating the "Print and Mail" business of LBC Express, Inc. Mr. Camahort concurrently serves on the Board of Directors of the United Football League. Prior to joining the LBC Group, Mr. Camahort was a Senior Vice President and the Chief Operating Officer of Aboitiz One, Inc. from 2007 to 2009 and Aboitiz Transport System Corporation (ATSC) Solutions Division from 2004 to 2007. He also served as a Senior Vice President and the Chief Operating Officer of Aboitiz Transport System Corp. (formerly, William, Gothong & Aboitiz, Inc.) in the Freight Division from 1999 to 2003, prior to which he was the President of Davao Integrated Stevedoring Services Corporation

(DIPSCCOR) from 1999 to 2003. Mr. Camahort holds a Bachelor of Science degree in Business Administration and Economics from Notre Dame de Namur University (formerly, the College of Notre Dame) in California, U.S.A.

Enrique V. Rey, Jr. is a Director, Investors Relations Officer, Acting Treasurer, and Acting Chief Finance Officer of the Company. He is also a director and the Vice President of the Corporate Audit and Compliance Division of LBC Express, Inc. Currently, he is a member of the Institute of Internal Auditors of the Philippines. He previously served as a director for LBC Mundial from 2005 to 2008 and a director for LBC Systems from 2008 to 2010. Prior to joining the LBC Group, he served as the AVP for Institutional Sales of Coca-Cola Philippines from 2000 to 2003. Mr. Rey holds a Bachelor of Science degree in Management from the De La Salle University.

Describe the Audit Committee's responsibility relative to the External Auditor.

- Review and evaluate, at least annually, the performance of the External Auditors (including lead partner), their compliance with auditing standards, and make recommendations to the Board each year with respect to the appointment and observance of required rotation process of the External Auditor.
- Prior to the commencement of the audit, discuss with the External Auditor the proposed audit scope, approach, fees and expenses of the audit and ensure proper coordination if more than one audit firm is involved in the audit activity, to secure proper coverage and minimize duplication of efforts.
- Review the performance of the External Auditors, and exercise final approval on the appointment or discharge of the auditors. Review compliance with auditing standards.
- Review and confirm the professional qualifications, competence and independence of the External Auditor by, among others, obtaining statements from the auditors on relationships between such auditors and the Company, including non-audit services, and discuss the relationship with the auditors.
- Evaluate and determine any non-audit work performed by the External Auditors, including the fees, and ensure that such work will not conflict with the External Auditor's duties as such or threaten its independence.
- Provide oversight over the completeness and timeliness of communication with External Auditors as to critical policies, alternative treatments, observations on internal controls, audit adjustments, independence, limitations on the audit work set by the management, and other material issues that affect the audit and financial reporting.

(b) Nomination Committee

Office	Name	Date of Appointment	No. of Meetings Held during the Year	No. of Meetings Attended	%	Length of Service in the Committee
<u>Chairperson (ID)</u>	<u>Solita V. Delantar</u>	<u>29 July 2016</u>	<u>1</u>	<u>1</u>	<u>100%</u>	<u>1 year</u>
<u>Member (ED)</u>	<u>Miguel Angel A. Camahort</u>	<u>29 July 2016</u>	<u>1</u>	<u>1</u>	<u>100%</u>	<u>1 year</u>
<u>Member (ED)</u>	<u>Enrique V. Rey, Jr.</u>	<u>29 July 2016</u>	<u>1</u>	<u>1</u>	<u>100%</u>	<u>1 year</u>

(c) Remuneration Committee

Office	Name	Date of Appointment	No. of Meetings	No. of Meetings	%	Length of Service in
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			Held during the Year	Attended		the Committee
Chairperson (ID)	Solita V. Delantar	29 July 2016	1	1	100%	1 year
Member (ED)	Miguel Angel A. Camahort	29 July 2016	1	1	100%	1 year
Member (ED)	Enrique V. Rey, Jr.	29 July 2016	1	1	100%	1 year

(3) Changes in Committee Members

Committee	Name	Reason
Audit	N/A	N/A
Nomination	N/A	N/A
Remuneration	N/A	N/A

(4) Work Done and Issues Addressed

Describe the work done by each committee and the significant issues addressed during the year.

Committee	Work Done	Issues Addressed
Audit	The Audit Committee performed its functions, duties, and responsibilities as stated in the Audit Committee Charter, specifically in assisting the Board in the performance of its oversight responsibility for the financial reporting process, system of internal control, audit process, and monitoring of compliance with applicable laws, rules and regulations. In addition, the Audit Committee recommended the <u>reappointment of the external auditor</u> .	N/A
Nomination	The Nomination Committee performed its functions in accordance with its duties and responsibilities as stated in the Company's RMCG, specifically on the review and evaluation of the qualifications of the Board nominees.	N/A
Remuneration	The Compensation and Remuneration Committee performed its functions in accordance with its duties and responsibilities as stated in the Company's RMCG.	N/A

(5) Committee Program

Provide a list of programs that each committee plans to undertake to address relevant issues in the improvement or enforcement of effective governance for the coming year.

Committee	Planned Programs	Issues to be Addressed
Audit	Conduct an Annual Self-Assessment on Performance for the year <u>2016</u> Review the Company's RMCG for	N/A

	necessary updates in light of SEC Memorandum Circular No. 19, series of 2016, promulgating the Revised Code of Corporate Governance for Publicly-Listed Companies (effective 1 January 2017).	
Nomination	N/A	N/A
Remuneration	N/A	N/A

F. RISK MANAGEMENT SYSTEM

(1) Disclose the following:

(a) Overall risk management philosophy of the Company:

Risk management is a fundamental part of the Company's strategy and effective corporate governance. The Company adopts a philosophy aimed at maximizing business opportunities and minimizing adverse outcomes, thereby enhancing shareholder value by effectively balancing risk and reward.

(b) A statement that the Directors have reviewed the effectiveness of the risk management system and commenting on the adequacy thereof:

The Directors have reviewed the effectiveness of the risk management system and its adequacy.

(c) Period covered by the review:

Year 2012

(d) How often the risk management system is reviewed and the Directors' criteria for assessing its effectiveness; and

The Board of Directors, the Audit Committee, and Management meet regularly to identify key risk areas and performance indicators and monitor these factors with due diligence and to assess and manage risks involved in the businesses of the Company.

(e) Where no review was conducted during the year, an explanation why not.

N/A

(2) Risk Policy

(a) Company

Give a general description of the Company's risk management policy, setting out and assessing the risk/s covered by the system (ranked according to priority), along with the objective behind the policy for each kind of risk:

Risk Exposure	Risk Management Policy	Objective
Financial Risks Economic Risks Competitive Risks Regulatory Risks	The Board and the Audit Committee are responsible for determining the Company's risk profile, overseeing the Company's risk management framework, reviewing the Company's key risks mitigation strategies, and ensuring the effectiveness of risk management policies and	The identification and management of risk reduce the uncertainty associated with the execution of the Company's business strategies and allow the Company to maximize opportunities that may arise, thereby enhancing shareholder value by

	<p>procedures.</p> <p>Management has the primary responsibility of identifying, managing, and reporting the key risks faced by the Company. Management is also responsible for ensuring that the risk management framework is effectively implemented within all areas of the respective business units.</p> <p>The Company's Board of Directors, the Audit Committee, and Management meet regularly to identify key risk areas and performance indicators, and monitor these factors with due diligence and to assess and manage risks involved in the businesses of the Company.</p>	effectively balancing risk and reward.
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Risk Exposure	Risk Management Policy	Objective
<p>Financial Risks</p> <p>The main risks arising from the Group's financial assets and liabilities are foreign exchange and interest rate, market, liquidity, access to financing resources, and increased credit risks.</p>	<p>Risks are properly identified, evaluated, and managed, specifically in the areas of managing credit, market, liquidity, access to financing resources, and other risks.</p> <p>Financial reports must comply with established internal policies and procedures, pertinent accounting and auditing standards, and other regulatory requirements.</p>	To manage and report exposure to such risks.
<p>Economic Risks</p> <p>Changes in domestic, regional, and global economic conditions may have a material adverse effect on the demand for the Company's business (mining and real estate).</p>	The Company's planning and management review processes involve the periodic monitoring of budgets and expenses.	To minimize the risk of over-investment.
<p>Competitive Risks</p> <p>The real estate market in the Philippines is highly competitive as new players enter the market and may limit market share.</p>	The Company continues to identify and assess the evolving customer needs and preference.	To be able to compete and strengthen customer loyalty.
<p>Regulatory Risks</p> <p>The Group's operations on mining and real estate are subject to extensive government regulations which may impact or limit the flexibility to respond to market conditions, competition, new</p>	Regular participation in discussions and consultations with the respective regulatory authorities and the industry to propose changes and provide feedback on regulatory reforms and development.	To avoid any material adverse effect on the Group's financial performance and operations.

technologies, or changes in cost structures.		
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(b) **Minority Shareholders**

Indicate the principal risk of the exercise of controlling shareholders' voting power.

Risk to Minority Shareholders
High level of shareholder control

(3) **Control System Setup**

(a) **Company**

Briefly describe the control systems set up to assess, manage, and control the main issue/s faced by the Company:

Risk Exposure	Risk Management (Monitoring and Measurement Process)	Risk Management and Control (Structures, Procedures, Actions Taken)
Operational Risks	Once risks have been identified, assessment must be made on the potential severity of negative impact (such as damage or loss) and the probability of occurrence.	<p>Risk assessment should produce such information for the management to understand that the primary risks are easy to understand and that the risk management decisions may be prioritized.</p> <p>The most widely accepted formula for risk quantification is: Rate (or probability) of occurrence multiplied by the impact of the event equals risk magnitude.</p>

Risk Exposure	Risk Management (Monitoring and Measurement Process)	Risk Management and Control (Structures, Procedures, Actions Taken)
Financial, Economic, Competitive, and Regulatory Risks	Once risks have been identified, assessment must be made on the potential severity of negative impact (such as damage or loss) and the probability of occurrence.	<p>Since the impact of risk is not easy to estimate as it is often difficult to estimate the potential loss in the event of risk occurrence, it is absolutely necessary to periodically re-assess risks and intensify/relax mitigation measures, as necessary.</p> <p>Potential risk treatment techniques include:</p> <ul style="list-style-type: none"> • Avoidance (eliminate, withdraw from or not become involved) • Reduction (optimize – mitigate) • Sharing (transfer – outsource or insure) • Retention (accept and budget)

(b) **Committee**

Identify the committee or any other body of corporate governance in charge of laying down and supervising these control mechanisms, and give details of its functions:

Committee / Unit	Control Mechanism	Details of Its Functions
Audit Committee	Provide oversight over Management's activities in managing credit, market, liquidity, operational, legal, and other risks of the Company.	Regular receipt from Management of information on risk exposures and risk management activities.

G. INTERNAL AUDIT AND CONTROL

(1) **Internal Control System**

Disclose the following information pertaining to the internal control system of the Company:

(a) **Explain how the internal control system is defined for the Company:**

Internal control system is defined in the Company's RMCG as the framework under which internal controls are developed and implemented (alone or in concert with other policies or procedures) to manage and control a particular risk or business activity, or combination of risks or business activities, to which the Company is exposed.

(b) **A statement that the Directors have reviewed the effectiveness of the internal control system and whether they consider them effective and adequate:**

The Directors have reviewed the effectiveness of the internal control system and considered them effective and adequate.

(c) **Period covered by the review:**

Year 2015

(d) **How often internal controls are reviewed and the Directors' criteria for assessing the effectiveness of the internal control system; and**

The Audit Committee is primarily responsible for reviewing internal controls, and its internal control duties and responsibilities are defined in the Audit Committee Charter. The Directors' criteria for assessing the effectiveness of the internal control system are stated in the Company's RMCG under the title Internal Control Responsibilities of the Board.

(e) **Where no review was conducted during the year, an explanation why not.**

N/A

(2) **Internal Audit**

(a) **Role, Scope, and Internal Audit Function**

Give a general description of the role, scope of internal audit work, and other details of the internal audit function.

Role	Scope	Indicate Whether In-House or Outsourced Internal Audit	Name of Chief Internal Auditor / Auditing Firm	Reporting Process
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		Function		
Internal audit is defined as an independent and objective assurance activity designed to add value to and improve the Company's operations, and help it accomplish its objectives by providing a systematic and disciplined approach in the evaluation and improvement of the effectiveness of risk management, control, and governance processes.	<p>The primary objective of the internal audit function is to provide reasonable assurance to Management that:</p> <ul style="list-style-type: none"> Financial and operating information is accurate and reliable; Policies, procedures, plans, laws, and regulations are complied with; Assets are safeguarded against loss and theft; Resources are used economically and efficiently; and Established program / operating goals and objectives will be met. 	In-House	Jeric Daquiran, in an interim capacity	Reports directly to the Audit Committee

- (b) Do the appointment and/or removal of the Internal Auditor or the accounting/auditing firm or corporation to which the internal audit function is outsourced require the approval of the Audit Committee?

Yes, the approval of the Audit committee is required.

- (c) Discuss the Internal Auditor's reporting relationship with the Audit Committee. Does the Internal Auditor have direct and unfettered access to the Board of Directors and the Audit Committee and to all records, properties, and personnel?

The Internal Auditor shall functionally report directly to the Audit Committee. The Internal Auditor has direct and unfettered access to the Board of Directors and the Audit Committee and to all records, properties, and personnel.

- (d) Resignation, Re-assignment, and Reasons

Disclose any resignation/s or re-assignment of the internal audit staff (including those employed by the third-party auditing firm) and the reason/s for them.

Name of Audit Staff	Reason
N/A	N/A

- (e) Progress against Plans, Issues, Findings, and Examination Trends

State the internal audit's progress against plans, significant issues, significant findings, and examination trends.

The Internal Auditor has just been engaged recently.

Progress Against Plans	Currently conducting examination based on plans.
Issues ⁶ Findings ⁷ Examination Trends	Documentation of issues, findings, and trends as a result of the examination will be prepared upon completion of examination.

The relationship among progress, plans, issues, and findings should be viewed as an internal control review cycle which involves the following step-by-step activities:

- (1) Preparation of an audit plan inclusive of a timeline and milestones;
- (2) Conduct of examination based on the plan;
- (3) Evaluation of the progress in the implementation of the plan;
- (4) Documentation of issues and findings as a result of the examination;
- (5) Determination of the pervasive issues and findings ("examination trends") based on single year result and/or year-to-year results;
- (6) Conduct of the foregoing procedures on a regular basis.

(f) **Audit Control Policies and Procedures**

Disclose all internal audit controls, policies, and procedures that have been established by the Company, and the result of an assessment as to whether the established controls, policies, and procedures have been implemented under the column "Implementation."

Policies and Procedures	Implementation
The internal audit controls, policies, and procedures are stated in the Company's Audit Committee Charter.	The Company's Internal Auditor has just been engaged recently.

(g) **Mechanisms and Safeguards**

State the mechanism established by the Company to safeguard the independence of the auditors, financial analysts, investment banks, and rating agencies (e.g., restrictions on trading in the Company's shares and imposition of internal approval procedures for these transactions, limitation on the non-audit services that an External Auditor may provide to the Company):

Auditors (Internal and External)	Financial Analysts	Investment Banks	Rating Agencies
Evaluate and determine the non-audit work, if any, of the External Auditor, and review periodically the non-audit fees paid to the External Auditor in relation to their significance to the total annual income of the External Auditor and to the Company's overall consultancy			

⁶ "Issues" are compliance matters that arise from adopting different interpretations.

⁷ "Findings" are those with concrete basis under the Company's policies and rules.

<p>expenses. The committee shall disallow any non-audit work that will conflict with his duties as an External Auditor or may pose a threat to his independence.</p> <p>The non-audit work, if allowed, should be disclosed in the Company's annual report.</p>			
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- (h) State the officers (preferably the Chairman and the CEO) who will have to attest to the Company's full compliance with the SEC Code of Corporate Governance. Such confirmation must state that all directors, officers, and employees of the Company have been given proper instruction on their respective duties as mandated by the Code and that internal mechanisms are in place to ensure that compliance.

The President/CEO, together with the Compliance Officer, signed and attested to the Company's full compliance with the SEC Code of Corporate Governance for the year 2012. The confirmation on compliance will include the statement that all directors, officers, and employees of the Company have been given proper instruction on their respective duties as mandated by the Code and that internal mechanisms are in place to ensure that compliance.

Note: The Company's RMCG is set to be further revised and updated in light of SEC Memorandum Circular No. 19, series of 2016, promulgating the Revised Code of Corporate Governance for Publicly-Listed Companies (effective 1 January 2017). Pursuant to the said Memorandum Circular, the new manual on corporate governance shall be submitted to the SEC on or before 31 May 2017.

H. ROLE OF STAKEHOLDERS

- (1) Disclose the Company's policy and activities relative to the following:

	Policy	Activities
Customers' welfare	Offer products and services that meet clients' needs and expectations in a fair and professional manner.	For the Company's Sta. Rosa Homes real estate project, the housing units are delivered to buyers in the quality, time, and price agreed upon.
Supplier/contractor selection practice Safeguarding creditors' rights	Conduct business affairs with suppliers, creditors, and other counterparties according to contracted trading terms and conditions in a fair and ethical manner. Avoid any dishonest actions that may infringe upon the rights of counterparties as established by law or through mutual agreements.	Suppliers and contractors are paid promptly.
Environmentally friendly value-chain Community interaction	Aim to achieve consistently high standards of behavior towards society and the environment. Adhere to the safety and pollution control standards in business operations.	The Company provided employment for construction workers and security personnel.

Anti-corruption programs and procedures	Zero tolerance. The Company is committed to the highest level of ethical behavior and compliance with laws and regulations. The Company expects that all employees and business partners will conduct themselves in accordance with the Company's values, policies, and procedures and the laws relating to bribery and corruption.	No director, officer, or employee shall solicit or accept gifts, payments, loans, services, or any form of compensation from suppliers, customers, competitors, or others seeking to do business with the Company.
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- (2) Does the Company have a separate corporate responsibility (CR) report/section or sustainability report/section?

N/A. The Company will comply and have a separate corporate social responsibility report.

- (3) Performance-enhancing mechanisms for employee participation

- (a) What is the Company's policy for its employees' safety, health, and welfare?

The Company recognizes its duties as an employer to ensure the health, safety, and welfare of all its employees.

- (b) Show data relating to health, safety, and welfare of its employees.

The Company has minimal operations at present.

- (c) State the Company's training and development programs for its employees. Show the data.

N/A

- (d) State the Company's reward/compensation policy that accounts for the performance of the Company beyond short-term financial measures.

N/A

- (4) What are the Company's procedures for handling complaints by employees concerning illegal (including corruption) and unethical behavior? Explain how employees are protected from retaliation.

The employees are encouraged to freely communicate their concerns about illegal or unethical practices to the Board and their rights should not be compromised for doing so. Any such report may be made anonymously. Confidentiality will be maintained, to the extent permitted by law.

I. DISCLOSURE AND TRANSPARENCY

- (1) Ownership Structure

- (a) Holding 5% Shareholding or More (as of 30 September 2016)

Shareholder	Number of Shares	Percentage	Beneficial Owner
LBC Development Corporation	1,205,974,632	84.58%	N/A

Name of Senior Management	Number of Direct Shares	Number of Indirect Shares / Through (Name of Record)	% of Capital Stock
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		Owner)	
N/A	N/A	N/A	N/A

(2) Does the Annual Report disclose the following?

Key risks	Yes
Corporate objectives	Yes
Financial performance indicators	Yes
Non-financial performance indicators	No
Dividend policy	Yes
Details of whistle-blowing policy	No
Biographical details (at least age, qualifications, date of first appointment, relevant experience, and any other directorships of listed companies) of directors/commissioners	Yes
Training and/or continuing education program attended by each director/commissioner	No
Number of board of directors/commissioners meetings held during the year	No
Attendance details of each director/commissioner in respect of meetings held	No
Details of remuneration of the CEO and each member of the board of directors/commissioners	Yes

Should the Annual Report not disclose any of the above, please indicate the reason for the non-disclosure.

The number of Board of Directors' meetings held during the year and the attendance details of each director were reported in the Certificate of Attendance of Directors submitted to the SEC earlier, however, the Company will include all the required disclosures in this year's Annual Report.

(3) External Auditor's Fee

Name of Auditor	Audit Fee	Non-Audit Fee
SyCip Gorres Velayo & Co.	Php8,035,000.00 ⁸	None

(4) Medium of Communication

List down the modes of communication that the Company is using for disseminating information.

- Mailing of Annual Report to stockholders
- Submission of disclosures/reports to the PSE and SEC

(5) Date of Release of Audited Financial Report

The Audited Financial Statements for the fiscal year ended 31 December 2015 were released on 9 March 2016.

(6) Company Website

Does the Company have a website disclosing up-to-date information about the following?

Business operations	Yes
Financial statements/reports (current and prior years)	Yes
Materials provided in briefings to analysts and media	Yes

⁸ Represents Audit and Audit-Related Fees, which include the audit of annual financial statements, review of interim financial statements, and services that are normally provided by the independent auditor in connection with statutory and regulatory filings or engagements for 2015.

Shareholding structure	Yes
Group corporate structure	N/A
Downloadable annual report	Yes
Notice of AGM and/or EGM	Yes
Company's constitution (company's by-laws, memorandum and articles of association)	Yes

Should any of the foregoing information be not disclosed, please indicate the reason thereto.

(7) Disclosure of RPT

RPT	Relationship	Nature
<p>1. The Group regularly makes advances to and from related parties to finance working capital requirements and as part of their cost reimbursements arrangement. These unsecured advances are non-interest bearing and payable on demand.</p> <p><u>In prior years, the Group had outstanding advances of Php295 million to LBC Development Bank, an entity under common control of LBC Development Corporation. In 2011, Management made an assessment of the recoverability of the said advance and concluded that these are not recoverable. Accordingly, the said asset was written-off from the books of the Group in 2011.</u></p>		
<p>2. In the normal course of business, the Group fulfills the delivery of <i>balikbayan</i> boxes and <u>performs certain administrative functions</u> on behalf of its international affiliates. The Group charges delivery fees for the fulfillment of these services.</p>		
<p>3. LBC Development Corporation (Licensor), the ultimate parent company, granted to the Group (Licensee) the full and exclusive right to use LBC Marks within the Philippines <u>for a continuing royalty rate of 2.5% for 2016 and 2015 of Licensee's gross revenues.</u></p>		

When RPTs are involved, what processes are in place to address them in the manner that will safeguard the interest of the Company and, in particular, of its minority shareholders and other stakeholders?

The Board, through the Audit Committee, shall review significant related party transactions (RPTs) and recommend approval or ratification. The Company will be transparent and consistent in reporting RPTs and a summary of such transactions shall be included in the Company's Annual Report. The Company shall promptly disclose to shareholders all material transactions with affiliates of the controlling shareholders, directors, or Management.

J. RIGHTS OF STOCKHOLDERS

(1) Right to Participate Effectively and Vote in Annual / Special Stockholders' Meetings

(a) Quorum

Give details on the quorum required to convene the Annual/Special Stockholders' Meeting as set forth in its By-Laws.

Quorum Required	Unless otherwise provided by law, in all regular or special meetings of stockholders, a majority of the outstanding capital stock must be present or represented in order to constitute a quorum. If no quorum is constituted, the meeting shall be adjourned until the requisite amount of stock shall be present.
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(b) System Used to Approve Corporate Acts

Explain the system used to approve corporate acts.

System Used; Description	A majority of the number of directors as fixed in the Articles of Corporation shall constitute a quorum for the transaction of corporate business, and every decision of at least a majority of the directors present at a meeting at which there is a quorum
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	shall be valid as a corporate act, except for the election of officers which shall require the vote of a majority of all the members of the Board.
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(c) **Stockholders' Rights**

List any Stockholders' Rights concerning Annual/Special Stockholders' Meeting that differ from those laid down in the Corporation Code.

Stockholders' Rights under the Corporation Code	Stockholders' Rights Not in the Corporation Code
Right to vote on all matters that require their consent approval	N/A
Pre-emptive right to all stock issuances of the corporation (unless the same is denied in the articles of incorporation)	N/A
Right to inspect corporate books and records	N/A
Right to information	N/A
Right to dividends	N/A
Appraisal right	N/A

Dividends

There are no restrictions on the payment of dividends.

On 11 October 2016, the Board approved the declaration of cash dividends in the amount of Twenty-Two Centavos (Php0.22) per one (1) outstanding common share held by the stockholders out of the unrestricted and unappropriated retained earnings of the Corporation as of 30 September 2016.

Declaration Date	Record Date	Payment Date
11 October 2016	10 November 2016	29 November 2016

(d) **Stockholders' Participation**

- (i) State, if any, the measures adopted to promote stockholder participation in the Annual/Special Stockholders' Meeting, including the procedure on how stockholders and other parties interested may communicate directly with the Chairman of the Board, individual directors, or board committees. Include in the discussion the steps the Board has taken to solicit and understand the views of the stockholders, as well as procedures for putting forward proposals at stockholders' meetings.

Measures Adopted	Communication Procedure
As stated in the Company's RMCG, the Board should be transparent and fair in the conduct of the annual and special stockholders' meetings of the Company. The stockholders should be encouraged to personally attend such meetings. If they cannot attend, they should be apprised ahead of time of their right to appoint a proxy. Subject to the requirements of the By-Laws, the exercise of that right shall not be unduly restricted and any doubt about the validity of a proxy should be resolved in the stockholders favor.	Mailing of Notice, together with Company's Annual Report to stockholders. Submission of disclosures/reports to the PSE and SEC.

- (ii) State the Company policy of asking shareholders to actively participate in corporate decisions regarding:

- a. Amendments to the Company's constitution

- b. Authorization of additional shares
- c. Transfer of all or substantially all assets which, in effect, results in the sale of the Company

Any corporate decisions for approval by the stockholders are included in the Notice/Agenda for the Annual Stockholders' Meeting.

- (iii) Does the Company observe a minimum of twenty-one (21) business days for giving out of notices to the AGM where items to be resolved by shareholders are taken up?

No, notices, together with the Company's Annual Report are mailed to stockholders at least fifteen (15) trading days before the date of the Annual Stockholders' Meeting. However, the Company's disclosure on the actual date, time, and place of the Annual Stockholders' Meeting is submitted to the PSE and SEC more than 21 business days before the annual meeting.

- a. Date of Sending Out Notices: 4 July 2016
- b. Date of the Annual Stockholders' Meeting: 29 July 2016

- (iv) State, if any, questions and answers during the Annual/Special Stockholders' Meeting.

N/A

- (v) Result of Annual Stockholders' Meeting's Resolutions

Resolution	Approving	Dissenting	Abstaining
Approval of the Minutes of the Annual Stockholders' Meeting held on 4 September 2015	Stockholders present at the meeting, owning and controlling 1,205,974,632 shares of stock or 84.58% of the total issue and outstanding common shares	N/A	N/A
Approval of the report of Management on the financial performance and results of operations of the Company for the year 2015 and for the first half of the year 2016	Stockholders present at the meeting, owning and controlling 1,205,974,632 shares of stock or 84.58% of the total issue and outstanding common shares	N/A	N/A
Approval of the Annual Report and Audited Financial Statements for the Fiscal Year Ended 31 December 2015	Stockholders present at the meeting, owning and controlling 1,205,974,632 shares of stock or 84.58% of the total issue and outstanding common shares	N/A	N/A
Ratification of All Acts of the Board of Directors and of Management since the Last Stockholders' Meeting held on 4 September 2015	Stockholders present at the meeting, owning and controlling 1,205,974,632 shares of stock or 84.58% of the total issue and outstanding common shares	N/A	N/A
Election of Directors: (1) Miguel Angel	Stockholders present at the meeting, owning and controlling	N/A	N/A

(2) <u>A. Camahort</u> <u>Rene E. Fuentes</u>	1,205,974,632 shares of stock or 84.58% of the total issue and outstanding common shares		
(3) <u>Enrique V. Rey, Jr.</u>			
(4) <u>Augusto G. Gan</u>			
(5) <u>Mark Werner J. Rosal</u>			
(6) <u>Solita V. Delantar (ID)</u>			
(7) <u>Luis N. Yu, Jr. (ID)</u>			
Reappointment of <u>Sycip, Gorres, Velayo & Co.</u> as the Company's external auditors for Fiscal Year 2016.	Stockholders present at the meeting, owning and controlling 1,205,974,632 shares of stock or 84.58% of the total issue and outstanding common shares	N/A	N/A

- (vi) Date of publishing of the result of the votes taken during the most recent AGM for all resolutions:

The results of the Annual Stockholders' Meeting were disclosed on the following dates: 29 July 2016 (PSE disclosure) and 3 August 2016 (SEC disclosure).

- (e) Modifications

State, if any, the modifications made in the Annual/Special Stockholders' Meeting regulations during the most recent year and the reason for such modification:

There were no modifications made in the Annual/Special Stockholders' Meeting regulations during the most recent year.

Modifications	Reason for Modification
N/A	N/A

- (f) Stockholders' Attendance

- (i) Details of Attendance in the Annual/Special Stockholders' Meeting/s Held

Type of Meeting	Names of Board Members / Officers Present	Date of Meeting	Voting Procedure (By Poll, Show of Hands, etc.)	% of Shareholders Attending in Person	% of Shareholders in Proxy	Total % of Shareholders' Attendance
Annual	<ul style="list-style-type: none"> • <u>Miguel Angel A. Camahort;</u> • <u>Enrique V. Rey, Jr.;</u> • <u>Rene E. Fuentes;</u> • <u>Mark Werner J. Rosal;</u> • <u>Solita V. Delantar;</u> • <u>Cristina S. Palma Gil-Fernandez;</u> 	29 July 2016	By poll	84.58%	84.58%	84.58%

	<ul style="list-style-type: none"> • <u>Mahleene G. Go;</u> • <u>Ma. Eloisa Imelda S. Singzon</u> 					
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- (ii) Does the Company appoint an independent party (inspectors) to count and/or validate the votes at the Annual/Special Stockholders' Meeting?

Yes, the Company appoints an independent party (independent tabulators) to count and/or validate the votes at the Annual/Special Stockholders' Meeting.

- (iii) Do the Company's common shares carry one vote for one share? If not, disclose and give reasons for any divergence to this standard. Where the Company has more than one class of shares, describe the voting rights attached to each class of shares.

Yes, the Company's common shares carry one vote for one share.

(g) Proxy Voting Policies

State the policies followed by the Company regarding proxy voting in the Annual/Special Stockholders' Meeting.

	Company's Policies
Execution and acceptance of proxies	Should the stockholder be unable to attend the meeting in person, the stockholder may designate an authorized representative by submitting a proxy. A proxy executed by a corporation shall be in the form of a board resolution duly certified by the corporate secretary.
Notary	The Proxy need not be notarized.
Submission of Proxy	Proxies shall be submitted to and received at the principal office of the Company within the given deadline (as provided for in the Company's By-Laws), which is stated in the Notice, addressed to the attention of the Corporate Secretary.
Several Proxies	Where the Company receives more than one (1) proxy from the same stockholder and they are all undated, the postmark dates shall be considered.
Validity of Proxy	A Proxy shall be valid only for the meeting for which it is intended unless otherwise indicated, however, no proxy given shall have a validity of more than five (5) years.
Proxies Executed Abroad	Proxies executed abroad shall be duly authenticated by the Philippine Embassy of Consular Office.
Invalidated Proxy	A Proxy shall not be invalidated on the ground that the stockholder who executed the same has no signature card on file with the Corporate Secretary or transfer agent, unless it can be shown that he/she had refused to submit the signature card despite written demand to the effect duly received by the said stockholder at least ten (10) days before the Annual Stockholders' Meeting.
Validation of Proxy	In the validation of Proxies, the Company's Committee of Election Inspectors is designated by the Board of Directors which shall be empowered to pass on the validity of proxies. All issues relative to proxies including their

	validation shall be resolved prior to the canvassing of votes for purposes of determining a quorum.
Violation of Proxy	A dispute that may arise pertaining to the validation of proxy shall be resolved by the SEC upon formal complaint filed by the aggrieved party.

(h) Sending of Notices

Policies	Procedure
Notices of Annual/Special Stockholders' Meeting, together with the Company's Annual Report, shall be distributed to stockholders at least fifteen (15) trading days before the date of the Annual Stockholders' Meeting.	The Notices are mailed to stockholders and published once in two (2) newspapers of general circulation in the Philippines.

(i) Definitive Information Statement and Management Report

Number of Stockholders entitled to receive Definitive Information Statements and Management Report and Other Materials	<u>486</u>
Date of Actual Distribution of Definitive Information Statement and Management Report and Other Materials held by market participants/certain beneficial owners	<u>4 July 2016</u>
Date of Actual Distribution of Definitive Information Statement and Management Report and Other Materials held by stockholders	<u>4 July 2016</u>
State whether CD format or hard copies were distributed	<u>Hard copies were distributed.</u>
If yes, indicate whether requesting stockholders were provided hard copies	<u>N/A</u>

(j) Does the Notice of Annual/Special Stockholders' Meeting include the following:

Each resolution to be taken up deals with only one item	Yes
Profiles of directors (at least age, qualification, date of first appointment, experience, and directorships in other listed companies) nominated for election/re-election	Yes
The auditors to be appointed or re-appointed	Yes
An explanation of the dividend policy, if any dividend is to be declared	N/A
The amount payable for final dividends	N/A
Documents required for proxy vote	Yes

Should any of the foregoing information be not disclosed, please indicate the reason thereto.

(2) Treatment of Minority Stockholders

(a) State the Company's policies with respect to the treatment of minority stockholders.

Policies	Implementation
The Company's Board of Directors shall ensure the equitable treatment of minority stockholders.	As stated in the Company's RMCG, the minority shareholders shall be granted the right to propose the holding of a meeting, and the right to propose items in the agenda of the meeting, provided the items are for legitimate business

	<p>purposes.</p> <p>The minority shareholders shall have access to any and all information relating to matters for which the management is accountable, and to those relating to matters for which the management shall include such information and, if not included, then the minority shareholders shall be allowed to propose to include such matters in the agenda of stockholders' meeting, being within the definition of "legitimate purposes."</p>
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- (b) Do minority stockholders have a right to nominate candidates for Board of Directors?

Yes, minority stockholders have a right to nominate candidates for Board of Directors.

K. INVESTOR RELATIONS PROGRAM

- (1) Discuss the Company's external and internal communications policies and how frequently they are reviewed. Disclose who reviews and approves major company announcements. Identify the committee with this responsibility, if it has been assigned to a committee.

As provided for in the Company's RMCG, the Board of Directors shall establish and maintain an investor relations program that will keep the stockholders informed of important developments in the Company. The CEO shall exercise oversight responsibility over this program.

- (2) Describe the Company's investor relations program including its communications strategy to promote effective communication with its stockholders, other stakeholders, and the public in general. Disclose the contact details (e.g. telephone, fax, and e-mail) of the officer responsible for investor relations.

	Details
(1) Objectives	To keep stockholders informed of important developments in the Company; to build investors' confidence in the Company; and to develop and implement a communication program to effectively communicate the Company's long-term strategic vision.
(2) Principles	The investor relations program and its implementation is essential to attract and retain investors.
(3) Modes of Communication	Telephone, fax, or e-mail
(4) Investors Relations Officer	Enrique V. Rey, Jr.

- (3) What are the Company's rules and procedures governing the acquisition of corporate control in the capital markets, and extraordinary transactions such as mergers and sales of substantial portions of corporate assets?

The Company shall be guided by the provisions of the Corporation Code and other pertinent laws and regulations.

Name of the independent party the Board of Directors of the Company appointed to evaluate the fairness of the transaction price.

N/A

L. CORPORATE SOCIAL RESPONSIBILITY INITIATIVES

Discuss any initiative undertaken or proposed to be undertaken by the Company.

Initiative	Beneficiary
To develop more real estate projects in order to offer housing units at affordable prices and at the same time provide more jobs/employment and business to suppliers and contractors.	Customers, workers, suppliers, and contractors

M. BOARD, DIRECTOR, COMMITTEE, AND CEO APPRAISAL

Disclose the process followed and criteria used in assessing the annual performance of the Board and its committees, individual director, and the CEO/President.

For the Company's compliance.

The Company has no formal process yet in assessing the annual performance of the Board and its committees, individual director, and the CEO/President.

The Audit Committee performs an annual self-assessment of performance as provided for in SEC Memorandum Circular No. 4 Series of 2012.

	Process	Criteria
Board of Directors		
Board Committees		
Individual Directors		
CEO/President		

N. INTERNAL BREACHES AND SANCTIONS

Discuss the internal policies on sanctions imposed for any violation or breach of the corporate governance manual involving directors, officers, management, and employees.

Violations	Sanctions
To strictly observe and implement the provisions of the Company's RMCG, penalties shall be imposed, after notice and hearing, on the Company's directors, officers, staff, subsidiaries and affiliates, and their respective directors, officers, and staff in case of violation of any of the provision of the RMCG.	<p>In case of first violation, the subject person shall be reprimanded.</p> <p>Suspension from office shall be imposed in case of second violation. The duration of the suspension shall depend on the gravity of the violation.</p> <p>For third violation, the maximum penalty of removal from office shall be imposed. The commission of a third violation of the RMCG by any member of the Board of the Company or its subsidiaries and affiliates shall be a sufficient cause for removal from directorship.</p> <p>The Compliance Officer shall be responsible for determining violation/s through notice and hearing and shall recommend to the Chairman of the Board the imposable penalty for such violation, for further review and approval of the Board.</p>