

SECURITIES AND EXCHANGE COMMISSION

SEC FORM – ACGR

ANNUAL CORPORATE GOVERNANCE REPORT
(Consolidated Changes for CY2015)


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2. Exact Name of Registrant as Specified in its Charter Del Monte Pacific Limited
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A. BOARD MATTERS

1) Board of Directors

Number of Directors per Articles of Incorporation	7 ¹
Actual Number of Directors for the Year	7

(a) Composition of the Board

Complete the table with information on the Board of Directors (as of 31 December 2015):

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 Appointed	Date Last Elected (if ID, state the number of years served as ID) ²	Elected when (Annual /Special Meeting)	No. of Years Served as Director
Rolando C. Gapud	ED ³	N/A	Nominating Committee ("NC")	20 Jan 2006	15 Apr 2014	Annual	9
Joselito D. Campos, Jr.	ED	NutriAsia Pacific Ltd	NC	20 Jan 2006	28 Apr 2006	Annual	9
Edgardo M. Cruz, Jr.	ED	N/A	NC	02 May 2006	28 Aug 2015	Annual	9
Benedict Kwek Gim Song	LID (Lead Independent Director)	N/A	NC	30 Apr 2007	15 Apr 2014 (ID: 8)	Annual	8
Yvonne Goh ⁴	ID	N/A	NC	4 Sep 2015	-	-	-
Dr. Emil Q. Javier	ID	N/A	NC	30 Apr 2007	30 Apr 2013 (ID: 8)	Annual	8
Godfrey E. Scotchbrook	ID	N/A	NC	28 Dec 2000	28 Aug 2015 (ID: 15)	Annual	15

- (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.

Del Monte Pacific Limited (the "Company" or "DMPL") is committed to the highest standards of corporate governance and supports the principles of openness, integrity and accountability advocated by the Singapore Exchange Securities Trading Limited ("SGX-ST"), and similarly upheld by the Philippine Stock Exchange, Inc. (the "PSE") and the Philippine Securities and Exchange Commission (the "SEC").

¹ Article 86 of the Company's Articles of Association (the "Articles") states that "the number of directors shall be not less than two. There shall be no maximum number of directors unless otherwise determined from time to time by the members at a general meeting.

² Reckoned from the election immediately following 2 January 2015.

³ Mr. Rolando C Gapud was re-designated from Non-Executive Chairman to Executive Chairman of the Board effective 1 July 2015.

⁴ Ms. Yvonne Goh was appointed as an Independent Director of the Company, effective 4 September 2015, to replace Mr. Patrick L. Go who resigned on 4 September 2015. Ms. Goh's appointment was recommended by the NC to the Board after reviewing her professional qualifications and experiences, and giving due consideration to the Board and gender diversity.

Board Responsibilities

The Board of Directors (the “**Board**”) oversees Management and ensures that the long-term interests of the Company’s shareholders are served. The Board provides entrepreneurial leadership and sets the strategic direction for the Company. It is responsible for the overall policies and integrity of the Group to ensure success. It is the Board’s policy, amongst other things, to review on an annual basis (i) the vision, mission and strategy of the Company; and (ii) Management’s performance.

The Board has adopted a set of internal guidelines specifying matters requiring the Board’s approval, such as, but not limited to, an approval of the Group’s strategic plans, appointment of Directors and key managerial personnel, annual budgets, major investment proposals, and review of the financial performance of the Group.

The Board of Directors shapes the long-term viability of the Company, reviews material issues and provides guidance on matters relating to shareholders and their concern, and sustainability.

The Board has also put in place a framework of prudent and effective controls that allows risks to be assessed and managed. The Board ensures that obligations to shareholders and other stakeholders are understood and complied with. With the Company Secretary’s assistance, the Board and Management are kept continually apprised of their compliance obligations and responsibilities arising from regulatory requirements and changes.

The Company has a team that looks after Compliance. There is a “Whistleblower Programme” in place. A separate team evaluates and manages Risks and both Compliance and Risk Issues are reported to the Board of Directors.

Treatment of Shareholders

The Group treats all shareholders fairly and equitably, and recognizes, protects and facilitates the exercise of shareholders’ rights. Moreover, the Group continually reviews and updates such governance arrangements.

Shareholders are informed of changes in the Company’s business that would likely to materially affect the value of the Company’s shares.

The Group ensures that shareholders have the opportunity to participate effectively in and vote at General Meetings. Shareholders are informed of the rules, including voting procedures that govern General Meetings.

Respect for Rights of Minority Shareholders and Stakeholders

The Group is committed to engaging its stakeholders and providing easy and regular access to timely, effective, fair, pertinent and accurate information about the Company, in clear language.

It is also committed to grow its business in a manner that sustains a healthy balance among diverse interests of all our stakeholders – the Group’s employees and their families, business partners, customers and host communities. To achieve this, the Company engages its stakeholders to identify key issues affecting them and the company.

In transactions involving interested persons⁵, the Company ensures that they are carried out on arm’s length commercial terms consistent with the Group’s usual business practices and policies and are not be prejudicial to the Company’s minority shareholders.

Disclosure Duties

The Group provides descriptive and detailed disclosure whenever possible and avoids boilerplate disclosure, and immediately announces any material information known to the Company concerning

⁵ Under the SGX-ST Listing Manual, “Interested Person” is defined as: (a) a Director, CEO or Controlling Shareholder of the listed company; or (b) an Associate of any such Director, CEO or Controlling Shareholder. A “Controlling Shareholder” is one who: (a) holds directly or indirectly 15% or more of the nominal amount of all voting shares in the company; or (b) in fact exercises control over a company.

the Company or any of its subsidiaries or associated companies.

Material information, including but not limited to, the Company's financial position, performance, ownership, strategies, activities and governance, are disclosed to all shareholders and investing community equally via the SGX-ST and PSE portals (i.e., no selective disclosure), and pursuant to the requirements of the Philippine Securities Regulation Code.

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

The Board approves the Company's vision, mission and strategy, and reviews them on an [annual basis](#).

(d) *Directorship in Other Companies*

(i) *Directorship in the Company's Group⁶*

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
Rolando C. Gapud	NutriAsia Pacific Ltd.	N/A
	FieldFresh Foods Private Ltd	N/A
	Del Monte Foods, Inc.	Chairman
	DMPL India Pte Ltd	N/A
	DMPL India Limited	N/A
	DMPL Foods Limited	N/A
	Del Monte Foods Holdings Limited	N/A
	Del Monte Foods Holdings, Inc.	Chairman
	S&W Fine Foods International Ltd.	Chairman
	Joselito D. Campos, Jr.	NutriaAsia Group of Companies
FieldFresh Foods Private Ltd.		N/A
Del Monte Foods, Inc.		Vice Chairman
DMPL Foods Limited		N/A
DMPL India Pte Ltd		N/A
DMPL India Limited		N/A
Del Monte Foods Holdings Limited		N/A
Del Monte Foods Holdings, Inc.		N/A
S&W Fine Foods International Ltd.		N/A
Del Monte Philippines, Inc.		Chairman
	Philippine Packing Management Service Corporation	Chairman
	South Bukidnon Fresh Trading, Inc.	Chairman
	Del Monte Txanton Distribution, Inc.	Chairman
	Edgardo M. Cruz, Jr.	NutriAsia Group of Companies
Del Monte Foods, Inc.		N/A
DMPL Foods Limited		N/A
Del Monte Foods Holdings Limited		N/A
Del Monte Foods Holdings, Inc.		N/A
DMPL India Limited		N/A

⁶ The Group is composed of the parent, subsidiaries, associates and joint ventures of the company.

	Del Monte Philippines, Inc.	N/A
	Philippine Packing Management Service Corporation	N/A
	S&W Fine Foods International Ltd.	N/A
	South Bukidnon Fresh Trading, Inc.	N/A
	Del Monte Txanton Distribution, Inc.	N/A
Benedict Kwek Gim Song	Del Monte Foods, Inc.	N/A
Emil Q. Javier	Del Monte Foods, Inc.	N/A
Godfrey E. Scotchbrook	Del Monte Foods, Inc.	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
Joselito D. Campos, Jr.	San Miguel Corporation	Independent
Emil Q. Javier	Centro Escolar University	Independent
Patrick L. Go⁷	Dynamic Holdings Ltd. (Hong Kong-listed)	Independent
Godfrey E. Scotchbrook	Boustead Singapore Ltd. (Singapore-listed)	Independent
	Convenience Retail Asia (Hong Kong-listed)	Non-Executive

(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:

As of [31 December 2015](#):

Director's Name	Name of the Significant Shareholder	Description of the relationship
Joselito D. Campos, Jr.	NutriAsia Pacific Ltd.	Mr. Campos is a director and a shareholder of NutriAsia Pacific Ltd.
	Bluebell Group Holdings Limited	Mr. Campos is a director of, and his family has interests in, Bluebell Group Holdings Limited
Rolando C. Gapud	NutriAsia Pacific Ltd.	Mr. Gapud is a director of NutriAsia Pacific Ltd.
	Bluebell Group Holdings Limited	Mr. Gapud is a director of Bluebell Group Holdings Limited
Egardo M. Cruz, Jr.	NutriAsia Pacific Ltd.	Mr. Cruz is a director of NutriAsia Pacific Ltd.
	Bluebell Group Holdings Limited	Mr. Cruz is a director of Bluebell Group Holdings Limited

(iv) *Has the company set a limit on the number of board seats in other companies (publicly listed,*

⁷ Mr. Patrick L. Go resigned as an Independent Director of the Company on 4 September 2015.

ordinary and companies with secondary license) that an individual director or CEO may hold simultaneously? In particular, is the limit of five board seats in other publicly listed companies imposed and observed? If yes, briefly describe other guidelines:

	Guidelines	Maximum Number of Directorships in other companies
Executive Director	In cases where a Director has multiple Board representations, the Nominating Committee ("NC") assesses whether such Director has been adequately carrying out his duties as a Director of the Company.	Executive Directors may simultaneously hold up to four (4) board seats in other listed companies.
Non-Executive Director	The NC takes note of the confirmations from Directors who hold multiple Board representations that their time and effort in carrying out their duties and responsibilities as Directors of the Company would not be compromised.	For Independent and Non-Executive Directors, a maximum of five (5) directorships and/or chairmanship has been set.
CEO	The contributions by Directors to and during meetings of the Board and Board Committees, as well as their attendance at such meetings, are also taken into account.	

(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, as of 31 December 2015⁸:

Name of Director	Number of Direct Shares	Number of Indirect Shares / Through (Name of Record Owner)	% of Capital Stock
Rolando C. Gapud	2,063,140	-	0.11
Joselito D. Campos, Jr.	7,621,466	-	0.39
Edgardo M. Cruz, Jr.	2,881,635	-	0.15
Dr. Emil Q. Javier	534,851	-	0.03
TOTAL	13,101,092	-	0.67

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

No

Identify the Chair and CEO:

Chairman of the Board	Rolando C. Gapud
CEO/Managing Director	Joselito D. Campos, Jr.

⁸ The change in the shareholdings of the members of the Board of Directors was a result of the rights offering conducted by the Company in the Philippines and Singapore which was completed in March 2015.

Mr. Gapud also purchased additional shares on 18, 19 and 20 November 2015, and 15 December 2015, which transactions were duly reported to the SGX-ST, PSE and SEC.

(b) Roles, Accountabilities and Deliverables

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

	Chairman	Chief Executive Officer/ Managing Director
Role	<p>The Chairman sets the tone of Board meetings to encourage proactive participation and constructive discussions on agenda topics.</p> <p>The Chairman presides at meetings of the Directors and members.</p> <p>During Board and Board Committee meetings, the Chairman ensures that adequate time is available for discussion of all agenda items, in particular, discussion on strategic matters and issues.</p>	<p>The CEO/Managing Director handles the management and administration of the Company's business.</p>
Accountabilities	<p>At any meeting of the members, the Chairman shall be responsible for deciding whether any resolution has been carried or not, and the result of his decision shall be announced to the meeting and recorded in the minutes. If in doubt as to the outcome of any resolution put to vote, he shall cause a poll to be taken of all votes cast upon such resolution.</p>	
Deliverables	<p>The Chairman ensures that Directors and shareholders alike receive clear, timely and accurate information from Management, thus maintaining the Company's high standards of corporate governance.</p>	

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

The NC reviews the succession planning of Board members, CEO and Key Management Personnel⁹ of the Company. The Company has in place a succession plan, with a portfolio of well-trained candidates to assume the responsibilities of Key Management Personnel in the event of an immediate vacancy.

In its long term drive towards excellence, the Company recognises the importance of sustainable leadership. To support this, a Succession Planning Programme has been established where a leadership talent bench is developed. The Company is committed to building and sustaining leadership capabilities by strengthening the talent pipeline, rolling out the leadership competencies, identifying high performers, and executing development and retention plans for these high performers.

The Company further drives functional excellence via an integrated employee development programme which includes training, on-the-job learning, coaching and mentoring.

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.

The Board supports the diversity advocated by the 2012 Code and the ACGS. The Board will review the Board's composition with a view to producing a firm Diversity Policy in the future.

At present, the current Directors of the Company bring invaluable experience, extensive business network and expertise in specialized fields such as strategic planning, mergers and acquisitions,

⁹ Key Management Personnel refers to the CEO and other persons having authority and responsibility for planning, directing and controlling the activities of the Company.

corporate finance and restructuring, accounting, marketing and business development, risk and crisis management, corporate communications and investor relations.

The size, composition, range of experience and the varied expertise of the current Board allow discussions on policy, strategy and performance to be critical, informed and effective.

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; Dr. Emil Q Javier, one of the Company's non-executive directors, is a Filipino agronomist widely recognized in the international community for his academic leadership and profound understanding of developing country agriculture. His experience and knowledge are extremely helpful to the Company's agro operations.

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

	Executive	Non-Executive	Independent Director
Role	As a working employee of the Company, he is responsible for and involved in its day-to-day affairs.	The Non-Executive Directors contribute to the Board process by monitoring and reviewing Management's performance against pre-determined goals and objectives.	The Independent Director provides a non-executive perspective and contributes a balanced viewpoint to the Board.
Accountabilities		Their views and opinions provide alternative perspectives to the Group's business. The Directors exercise independent judgment and discretion on the Group's business activities and transactions, in particular, in situations involving conflicts of interest and other complexities.	They exercise objective and independent judgment on the Group's corporate affairs.
Deliverables			

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

Independence is taken to mean that Directors have no relationship with the Company, or its related corporations, its 10% shareholders or its officers that could interfere, or be reasonably perceived to interfere, with the exercise of the Director's independent business judgment.

The NC, on an annual basis, determines whether or not a director is independent, taking into account the 2012 Code. The 2012 Code states that the independence of any Director who has served on the Board beyond nine (9) years from the date of his first appointment should be subject to particularly rigorous review.

The NC had assessed the independence of each Director, including Directors whose tenure had exceeded nine (9) years from the date of their first appointment. In this regard, the NC noted that Mr. Godfrey E. Scotchbrook (first appointed on 28 December 2000) would be deemed non-independent under the guidelines of the 2012 Code.

In addition, based on the NC's observation, Mr. Scotchbrook had demonstrated independent mindedness and conduct at the Board and Board Committee meetings. The NC is also of the firm view and opinion that he is able to exercise independent judgment in the best interest of the Company in the discharge of his duties as Directors despite their extended tenure in office.

The NC, having reviewed the individual Directors' judgment and conduct in carrying out their duties for the period in review, deems that Dr. Emil Q. Javier, Mr. Benedict Kwek Gim Song and Mr. Godfrey E Scotchbrook continue to be independent. [Also, the NC and the Board, after carefully assessing her independence and qualifications, considered Ms. Yvonne Goh to be independent based on the relevant criteria set out in the 2012 Code.](#)

Does the company have a term limit of five consecutive years for independent directors? If after two years, the company wishes to bring back an independent director who had served for five years, does it limit the term for no more than four additional years? Please explain.

The Company does not have a policy on term limits. The Company, however, follows the rules and guidelines of the 2012 Code.

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:

Mr. Rolando C. Gapud was re-designated from Non-Executive Chairman to Executive Chairman on 1 July 2015. Also, Mr. Patrick L. Go, one of the Independent Directors of the Company, resigned on 4 September 2015 and was replaced by Ms. Yvonne Goh effective on the same day.

Name	Position	Date of Cessation	Reason
Mr. Patrick L. Go	Independent Director	4 September 2015	Due to increasing commitments from family businesses

(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		
(i) Executive Directors	<i>Selection / Appointment</i> The NC is responsible for reviewing the Board's composition and effectiveness, and determining: (i) whether Directors possess the requisite qualifications and expertise; and (ii) whether the independence of Directors is compromised.	The NC undertakes the process of identifying the quality of directors aligned with the Company's strategic directions.
(ii) Non-Executive Directors	All appointments and re-appointments of Directors are first reviewed and considered by the NC and then recommended for approval by the Board. The NC has adopted procedures for the selection, appointment and re-appointment of Directors, in order to increase transparency of the nominating process.	Suitability of the nominee or candidate will be assessed based on his qualification and experience, past business and related experience, ability to commit time and effort in the effective discharge of duties and responsibilities, and track record.
(iii) Independent Directors	The NC does not usually engage the services of search consultants to identify prospective candidates and will consider recommendations and referrals provided the prospective candidates meet the qualification criteria established for the particular appointment. The NC determines whether the Directors possess the required qualifications and expertise. It reviews the appointments and then recommends for Board approval. <i>Appointment / Election and Re-Election</i>	The NC also identifies any core competencies that will complement those of current Directors. Board.

	<p>The Directors shall be elected by the members of the Company.¹⁰</p> <p>All Directors, except the Managing Director, hold office for a maximum period of three (3) years, whereupon they shall retire; a retiring Director, however, shall be eligible for re-election.¹¹</p> <p>Newly appointed Directors will be subject to re-election at the Annual General Meeting (“AGM”) following his appointment.</p> <p>The Directors may appoint any person to be a Director in case of a vacancy, who shall hold office until the next annual AGM and shall be available for re-election at that meeting.¹² Under the Articles, a vacancy occurs through the death, resignation or removal of a Director.</p>	
b. Re-appointment		
(i) Executive Directors	All directors hold office for a maximum period of three years whereupon they shall retire in accordance with the Company’s Articles but are eligible for re-election. ¹³	In general, contributions and performance of each Director are considered, taking into account his attendance and participation in the Board and Board committee meetings, as well as the time and effort accorded to the Company’s or the Group’s business and affairs.
(ii) Non-Executive Directors	The NC is tasked with the review of the performance and contribution of the Board in order to nominate them for re-election or re-appointment.	
(iii) Independent Directors		
c. Permanent Disqualification		
(i) Executive Directors	<p>The Group adopts the prescribed rules and procedures in the 2012 Code (and the Revised SEC Code of Corporate Governance) and Article 90 of the Company’s Articles which states:</p> <p>(1) A Director may be removed from office, with or without cause, by a special resolution of members.</p> <p>(2) If a Director becomes of unsound mind or becomes bankrupt, he shall be removed from office by an ordinary resolution of members or a resolution of Directors or shall resign.</p> <p>(3) If a Director becomes prohibited by law from acting as a director, he shall be removed from office by an ordinary resolution of members or a resolution of directors or shall resign immediately from the Board.</p>	
(ii) Non-Executive Directors		
(iii) Independent Directors		
d. Temporary Disqualification		
(i) Executive Directors	<p>The Group adopts the prescribed rules and procedures in the 2012 Code (and the Revised SEC Code of Corporate Governance) and Article 90 of the Company’s Articles which states:</p> <p>(1) A Director may be removed from office, with or without cause, by a special resolution of members.</p> <p>(2) If a Director becomes of unsound mind or becomes bankrupt, he shall be removed from office by an ordinary resolution of members or a resolution of Directors or shall resign.</p> <p>(3) If a Director becomes prohibited by law from acting as a director, he shall be removed from office by an ordinary resolution of members or a resolution of directors or shall resign immediately from the Board.</p>	
(ii) Non-Executive Directors		
(iii) Independent Directors		

¹⁰ Article 85 of the Articles.

¹¹ Article 88 of the Articles.

¹² Article 92 of the Articles.

¹³ Article 88 of the Articles.

e. Removal	
(i) Executive Directors	<p>The Group adopts the prescribed rules and procedures in the 2012 Code (and the Revised SEC Code of Corporate Governance) and Article 90 of the Company's Articles provides:</p> <p>(1) A Director may be removed from office, with or without cause, by a special resolution of members.</p> <p>(2) If a Director becomes of unsound mind or becomes bankrupt, he shall be removed from office by an ordinary resolution of members or a resolution of Directors or shall resign.</p> <p>(3) If a Director becomes prohibited by law from acting as a director, he shall be removed from office by an ordinary resolution of members or a resolution of Directors or shall resign immediately from the Board.</p>
(ii) Non-Executive Directors	
(iii) Independent Directors	
f. Re-instatement	
(i) Executive Directors	None.
(ii) Non-Executive Directors	
(iii) Independent Directors	
g. Suspension	
(i) Executive Directors	None.
(ii) Non-Executive Directors	
(iii) Independent Directors	

Voting Result of the last Annual General Meeting:

During the Company's last AGM held on [28 August 2015](#), the following directors were re-elected:

Name of Director	Votes Received (For)
Mr. Godfrey E. Scotchbrook	1,286,666,732
Mr. Edgardo M. Cruz, Jr.	1,286,173,012

6) Orientation and Education Program

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

New Directors undergo an orientation program whereby they are briefed by the Company Secretary on their obligations as Directors, as well as the Group's corporate governance practices, and relevant statutory and regulatory compliance issues, as appropriate. They are also briefed by Management on the Group's industry and business operations. Ongoing orientation includes visits to the Group's plantation and manufacturing facilities, in order for Board members to gain a firsthand understanding and appreciation of the Group's business operations.

Moving forward, timely updates on developments in accounting matters, legislation, jurisprudence, government policies and regulations affecting the Group's business and operations are likewise provided to all Directors.

(b) *State any in-house training and external courses, including programs and seminars, attended by Directors and Senior Management¹⁴ for the past three (3) years:*

¹⁴ Senior Management refers to the CEO and other persons having authority and responsibility for planning, directing and controlling the activities of the company.

The following are the trainings and seminars attended by the Company's Directors and Senior Management:

For Year 2013:

Date	No. of Hours	Training/Seminar	Organizer	Attendees
Philippines				
18 May 2013	8.0	SEC's Revised Code of Corporate Governance	Center for Global Best Practices	Edgardo M. Cruz, Jr
3-4 Jul 2013	16.0	Board Directors' Guide for Audit Committees	Center for Global Best Practices	Edgardo M. Cruz, Jr.
Singapore				
09 May 2013	3.5	Insights for Directors Forum	Singapore Corporate Governance Centre	Patrick L Go
28 May 2013	8.0	LCD Module 1: Listed Company Director Essentials: Understanding the Regulatory Environment in Singapore –What Every Director Ought to Know	Singapore Institute of Directors (SID)	Joselito D Campos, Jr Edgardo M Cruz, Jr
18 Jul 2013	2.0	Defamation, Privacy and Reputation Management	SID and RHTLaw Taylor Wessing LLP	Patrick L Go
17 Nov 2013	3.0	Deloitte Independent Non-Executive Directors Series Workshop #8: Accounting & Auditing Update for Smooth Year-End Financial Reporting Process	Deloitte	Patrick L Go
Hong Kong				
07 May 2013	1.0	Board Training on Sustainability – Considerations for Board of Directors	Convenience Retail Asia (CRA)	Godfrey E Scotchbrook
08 Aug 2013	1.0	Board Training on Inside Information Disclosure	CRA, presented by Davis Polk & Wardwell	Godfrey E Scotchbrook
14 Dec 2013	1.5	Board Training on: - Hong Kong Competition Ordinance - Changes to the Trade Description Ordinance	CRA, presented by Mayer Brown JSM	Godfrey E Scotchbrook

For Year 2014:

Date	No. of Hours	Training/Seminar	Organizer	Attendees
19 Sep 2014	3.0	Corporate Governance	SGV	Joselito D Campos, Jr
20-24 Oct 2014	45.0	Execution Programme on Innovation	Singularity University, Silicon Valley	Patrick L Go
21 Oct 2014	8.5	SEC – PSE Corporate Governance Forum	SEC and PSE	Antonio E S Ungson
18 & 20 Nov 2014	8.0	Hong Kong	Investor Relations Update	Godfrey E Scotchbrook
2-4 Dec 2014	24	Health Ingredients Europe and Natural	UBMi BV	Ma Bella B Javier

		Ingredients 2014		
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For Year 2015:

Date	No. of Hours	Training/Seminar	Organizer	Attendees
2 Apr 2015	9.5	Leadership Judgment and Succession	WPO/YPO	Patrick L Go
19 May 2015	3.5	EBL 3: Enterprise Risk Management	SID	Benedict Kwek Gim Song
9 Jul 2015	3.5	LCD 4: Nominating Committee Essentials	SID	Edgardo M. Cruz, Jr.
9 Jul 2015	5.0	LCD 5: Remuneration Committee Essentials	SID	Edgardo M. Cruz, Jr.
10 Jul 2015	3.5	LCD 6: Investor and Media Relations	SID	Edgardo M. Cruz, Jr.
16 Sep 2015	8.0	SID Directors' Conference 2015 – Boards and Innovation	SID	Benedict Kwek Gim Song and Yvonne Goh
1 Oct 2015	2.5	The Director and CFO Forum: Strengthening Financial Governance	SID	Benedict Kwek Gim Song
18 Nov 2015	3.0	Corporate Governance Roundup 2015	ACRA, SGX-ST, SID	Yvonne Goh

(c) Continuing education programs for directors: programs and seminars and roundtables attended during the year.

Please refer to the table in the preceding section.

Name of Director/Officer	Date of Training	Program	Name of Training Institution
same as above	-	-	-

B. CODE OF BUSINESS CONDUCT & ETHICS

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

To legally and ethically perform its business function and ensure consistency of its behavior, the Company has a Code of Business Ethics which Directors, Management and all employees abide by.

Business Conduct & Ethics	Directors	Senior Management	Employees
(a) Conflict of Interest			<p>Employees have the duty to observe candor, fairness and loyalty in carrying out their duties and responsibilities.</p> <p>Pursuant to the Code of Business Ethics (the "Code", for purposes of this section), all employees are prohibited from engaging in any activity or harboring any personal interests that conflict or even appear to conflict with the Company's interests.</p> <p>All employees are required to disclose any conflict of interest on an annual basis.</p>
(b) Conduct of Business and Fair Dealings			<p>The Code prescribes how the Company and its employees should deal with business partners and stakeholders, including customers, suppliers, shareholders, the government and relevant communities.</p>

	<p>Under the Code, the Company expects from all its officers and employees the highest standards of business and personal ethics, utmost fairness and actions in accordance with the highest moral principles.</p> <p>The Company acknowledges the importance of building a sound relationship with its suppliers. Accordingly, the Group shall conduct business with all customers on the basis of integrity, mutual interest and fairness.</p>
(c) Receipt of gifts from third parties	<p>The Company abhors any form of corruption by its employees and suppliers.</p> <p>The Code strictly prohibits any solicitation or offering of gifts, payments or commissions by Company employees or their families, or by suppliers or their representatives, in exchange for business or for personal gain.</p> <p>Employees should report any such violations or suspected violations.</p>
(d) Compliance with Laws & Regulations	<p>The Code requires that the Company shall endeavor to comply with all laws, rules and regulations that govern its business. The Company shall be guided by the principles of ethical conduct when dealing with the government, its agencies and instrumentalities.</p> <p>The Company shall respect the laws of all countries where it conducts business. The Company shall also promote honesty and integrity in dealing with government agencies and instrumentalities. All employees are prohibited from influencing the government's judgment or conduct through the giving of bribes or other unlawful inducements.</p>
(e) Respect for Trade Secrets/Use of Non-public Information	<p>The Company's Corporate Disclosure Policy sets the guidelines on the disclosure of company information to the investment community, the press, industry consultants and other audiences (the public) to govern the disclosure of material, non-public information in a manner designed to provide broad, non-exclusionary distribution of information so that the public has equal access to the information.</p> <p>The Company's Policy of Trade Secret Confidentiality and Non-Competition sets the guidelines for the handling of confidential company information.</p> <p>As a rule, the employees and officers shall protect company proprietary information from unauthorized disclosure to third parties.</p>
(f) Use of Company Funds, Assets and Information	<p>There are various Company policies covering the use of funds, assets and information. Examples include policies on IT security, revolving funds, approval levels, procurement, etc.</p> <p>Employees and officers are bound to safeguard company assets and facilities at all times.</p>
(g) Employment & Labor Laws & Policies	<p>The Code provides that the Company shall promote equal opportunity for employment and career advancement regardless of age, race, gender, ethnicity and religion. It opposes child labor and other forms of exploitation of workers.</p>
(h) Disciplinary action	<p>The Company has a Disciplinary Action Policy with the objective of ensuring that employees will have a better understanding of company rules and regulations that have a direct impact on their rights, welfare and safety and to assist supervisors and managers in handling disciplinary cases in order to guarantee that all employees will be afforded due process and receive fair and constructive treatment.</p>

<p>(i) Whistle Blower</p>	<p>A Whistleblower Protection Policy and Program has been in place since 2004 to promote the highest standards of business and personal ethics in the conduct of the Company's business. To uphold governance, this whistleblower policy encourages officers, employees, contractors, suppliers and business partners to report information about any fraudulent, unlawful, unethical, wasteful, unsafe practices against or involving the Company by protecting the whistleblower from any retaliation, harassment or adverse employment consequence or other discriminatory acts by reason of the reporting.</p> <p>The Board, together with the Chairman of the Audit and Risk Committee ("ARC"), had appointed the Group CFO as the Protection Officer, as well as the Head of Internal Audit as the Investigations Officer, to administer the Company's Whistleblower programme.</p> <p>These are the contact details:</p> <p>For legal compliance: +632 856 2557, +63 917 872 1472, or email legalcompliance@delmonte-phil.com</p> <p>For other matters: +6388 855 2090, +63 917 712 0311, or email othercompliance@delmonte-phil.com</p>
<p>(j) Conflict Resolution</p>	<p>The Company has a Contract Management Policy that actively monitors the relationship of the Company with its counterparties and provides for a forum for issues to be surfaced and resolved at the earliest opportunity.</p> <p>The Company participates in a labor management cooperation council at which the Company and employee unions discuss and resolve issues affecting the employees, their families and the communities. These LMCs pave the way for efficient and expeditious negotiations between the Company and the unions.</p>

2) Has the code of ethics or conduct been disseminated to all directors, senior management and employees?

Yes; the Code of Business Ethics had been disseminated to all directors, senior management and employees of the Company and the Group during the on-boarding process. It is also published in the Group's HR website which is accessible to all employees of the Group.

3) Discuss how the company implements and monitors compliance with the code of ethics or conduct.

The Company's Code of Business Ethics is covered in the on-boarding process with copies provided. Compliance is monitored through daily interactions, management reviews and whistleblowing reports.

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 Company's Interested Person Transactions (IPT) policy and manual set out the definitions, general guidelines, and

	<p>review and monitoring procedures to be adopted across the Group. The manual presents a comprehensive view of IPT and the procedures that all affected Group personnel, including members of senior management, directors and employees in Purchasing, Treasury, Finance, Sales, Legal and Internal Audit, must follow.</p>
(2) Joint Ventures	<p><i>Review</i></p> <p>The Company established review procedures to ensure that the IPTs: (1) will be carried out on an arm's length basis and on normal commercial terms; and (2) will not be prejudicial to the interests of the Company and its minority shareholders.</p> <p>In general, the transactions with related parties are carried out based on terms agreed between the parties. Pricing for the sales of products are market driven, less certain allowances. For purchases, the Group's policy is to solicit competitive quotations. Bids from any related party are evaluated on arm's length commercial terms and subject to bidding against third party suppliers. Purchases are normally awarded based on the lowest price.</p> <p>The Audit and Risk Committee ("ARC") reviews the internal audit report on the IPT on a quarterly basis to ascertain that the established review procedures are complied with.</p>
(3) Subsidiaries	
(4) Entities Under Common Control	<p>If, however, during such periodic reviews, the ARC determines that the review procedures have become inappropriate or insufficient in view of changes to the nature of, or the manner in which, the business activities of the Group are conducted, then the Company will revert to its shareholders for a fresh mandate based on a new set of guidelines and review procedures that would ensure compliance with the established standards above.</p>
(5) Substantial Stockholders	<p><i>Approval or Ratification</i></p> <p>The following are the categories of IPTs in the Company's manual:</p> <ol style="list-style-type: none"> 1. Mandated IPT – refers to an IPT between the Group and any Interested Person¹⁵ pursuant to a shareholders' mandate approved on an annual basis by the Company's shareholders, which is subject to renewal each year at the annual general meeting. However, despite the existence of the shareholders' mandate, Mandated IPTs are still subject to auditors and AC's review. 2. Non-Mandated IPT – refers to purchase or sale of fixed assets, undertakings or businesses, as well as transactions not included under the shareholders mandate, which may require announcements, management approval, Board approval and/or shareholders' approval, depending on the amounts involved.
(6) Officers including spouse/ children/ siblings/ parents	
(7) Directors including spouse/ children/ siblings/ parents	<p><i>Monitoring and Recording</i></p> <p>To facilitate recording of IPTs, each Group subsidiary's</p>

¹⁵ Under the Listing Manual of the SGX-ST, "Interested Person" is defined as: (a) a Director, CEO or Controlling Shareholder of the listed company; or (b) an Associate of any such Director, CEO or Controlling Shareholder. A "Controlling Shareholder" is one who: (a) holds directly or indirectly 15% or more of the nominal amount of all voting shares in the company; or (b) in fact exercises control over a company.

(8) Interlocking director relationship of Board of Directors	Controller shall establish two holding accounts that will be used in recording IPTs – one to record Mandated IPTs and the other to record Non-Mandated IPTs. Transactions recorded under these two holding accounts will then be cleared monthly to the proper accounts. The transactions that are recorded under the holding accounts will then be reported on a quarterly basis to the CFO for consolidation which will then be submitted to the ARC for evaluation and review.
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(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	-
Name of Officer/s	-
Name of Significant Shareholders	-

There are none.

(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	Annual disclosures
Group	Annual disclosures

5) Family, Commercial and Contractual Relations

(a) Indicate, if applicable, any relation of a family,¹⁶ 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 the 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:

Names of Related Significant Shareholders	Type of Relationship	Brief Description
NutriAsia Pacific Ltd. ("NAPL") ¹⁷	Contractual	NAPL was a guarantor in a US\$165 million bridge facility between/ among the Company, the Bank of the Philippine Islands and BPI Capital Corporation.

¹⁶ Family relationship up to the fourth civil degree either by consanguinity or affinity.

¹⁷ As of 31 December 2014, NAPL was a guarantor in a US\$165 million bridge facility between/among the Company, the Bank of the Philippine Islands and BPI Capital Corporation (the "BPI Bridge Loan"). However, as of 31 March 2015, the Company has paid the BPI Bridge Loan from the proceeds generated from the rights issue conducted in the Philippines and Singapore in March 2015.

(c) Indicate any shareholder agreements that may impact on the control, ownership and strategic direction of the company:

Name of Shareholders	% of Capital Stock Affected (Parties)	Brief Description of the 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 corporation and its stockholders, and the corporation and third parties, including regulatory authorities.

	Alternative Dispute Resolution System
Corporation & Stockholders	Stockholders who have concerns may initially elevate such matters or concerns to the Investor Relations Officer, the Company Secretary, Management or the Board of Directors.
Corporation & Third Parties	The Company considers and explores with the other parties involved, mutually acceptable alternative modes of dispute resolution to the extent that such modes are reasonable and will not prejudice the Company's interests.
Corporation & Regulatory Authorities	

C. BOARD MEETINGS & ATTENDANCE

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

Yes, the meetings of the Board of Directors are scheduled before the beginning of the fiscal year.

2) Attendance of Directors

The Board held a total of **five (5)** meetings **as of 31 December 2015¹⁸**. The Company's Articles allow for tele-conference and video-conference meetings to facilitate participation by Board members and Management.

Board	Name	Date of Election	No. of Meetings Held during the Year	No. of Meetings Attended	%
Chairman	Mr. Rolando C. Gapud	15 Apr 2014	5	5	100
Member	Mr. Joselito D. Campos, Jr.	28 Apr 2006	5	4	80
Member	Mr. Edgardo M. Cruz, Jr.	28 Aug 2015	5	5	100
Independent	Mr. Benedict Kwek Gim Song	15 Apr 2014	5	5	100
Independent	Mr. Patrick L. Go ¹⁹	30 Apr 2013	5	4	100
	Ms. Yvonne Goh ²⁰	4 Sep 2015		1	
Independent	Dr. Emil Q. Javier	30 Apr 2013	5	5	100
Independent	Mr. Godfrey E. Scotchbrook	28 Aug 2015	5	5	100

3) Do non-executive directors have a separate meeting during the year without the presence of any executive? If yes, how many times?

No.

¹⁸ Board meetings were held on 10 March, 25 June, 28 July, 3 September and 8 December 2015.

¹⁹ Mr. Patrick L. Go resigned as an Independent Director of the Company effective 4 September 2015.

²⁰ Ms. Yvonne Goh was appointed as Independent Director effective 4 September 2015, to replace Mr. Patrick L. Go.

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

No; under Article 114 of the Company's Articles, a meeting of directors is duly constituted if, at the commencement of the meeting, there are present in person or by alternate, not less than one-half of the total number of directors (or such other number as may be determined by a resolution of directors), unless there are only two (2) directors in which case the quorum shall be two (2), provided that in such a case, the chairman of the meeting shall not have the casting vote.

The Articles also define "resolution of directors" as: (a) a resolution approved at a duly convened and constituted meeting of directors of the Company or of a committee of directors of the Company, by the affirmative vote of a simple majority of the directors present at the meeting who voted and did not abstain; or (b) a resolution consented to in writing by all directors or of all members of the committee, as the case may be. Except that, where a director is given more than one vote, he shall be counted by the number of votes he casts for the purpose of establishing a majority.

5) Access to Information

(a) *How many days in advance are board papers²¹ for board of directors meetings provided to the board?*

The board papers are provided to the board of directors at least **five (5) business days before the date of meeting**.

(b) *Do board members have independent access to Management and the Corporate Secretary?*

Yes, the Directors have separate and independent access to Management and the Company 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, with the assistance of the Chairman, is responsible for ensuring that Board procedures are followed and regularly reviewed to ensure the effective functioning of the Board, and that the Company's Memorandum of Association ("**Memorandum**") and Articles of Association ("**Articles**"), and relevant rules and regulations are complied with.

The Company Secretary assists in the preparation of the Agenda for the Board meetings, and attends and prepares minutes of all Board and Board committee meetings.

The Company Secretary ensures the flow of qualitative information within the Board and its committees and between senior Management and the Non-Executive Directors. He is the primary channel of communication between the Company and the SGX-ST and the PSE.

The Company Secretary advises newly-appointed Directors on their duties and obligations as Directors, the Group's governance practices, and relevant statutory and regulatory compliance matters, as part of an orientation program.

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

Yes, the Company Secretary, Mr. Antonio Eugenio S. Ungson, is a lawyer by profession. He had previously served as company secretary in various companies during the course of his career. He also has an understanding of basic financial and accounting matters. As such, he possesses adequate skills necessary for the performance of his duties and responsibilities.²²

²¹ 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.

²² Ms. Tan San-Ju resigned as Company Secretary of the Company on 4 September 2015. To replace her, Mr. Antonio Eugenio S. Ungson, the Assistant Company Secretary, was re-designated as Company Secretary of the Company effective 4 September 2015.

(e) *Committee Procedures*

Disclose whether there is a procedure that Directors can avail of to enable them to get information necessary to be able to prepare in advance for the meetings of different committees:

Yes No

Committee	Details of the procedures
Executive	N/A
Audit	Management provides the Board with timely and complete information prior to Board committee meetings and on an ongoing basis. These include relevant materials, information and explanatory notes for matters that are presented to the Board committees, such as, but not limited to, budgets and forecasts.
Nominating	
Remuneration & Share Option	
Others (specify)	N/A

6) **External Advice**

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

Aside from access to the advice and services of Management and the Company Secretary, the Directors may, in appropriate circumstances, seek independent professional advice concerning the Company's affairs at the Company's expense.

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:

Existing Policies	Changes	Reason
-	None	-

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:

Process	CEO	Top 4 Highest Paid Management Officers
(1) Fixed remuneration	Proposals on remuneration packages for CEO and Key Management Personnel are made by Management and submitted to the Remuneration & Share Option Committee (" RSOC ") for consideration. The RSOC, having considered Management's proposals, would recommend the same to the Board for approval. Directors who are interested in any decision relating to their own remuneration would abstain from all discussions and deliberation in connection thereto. In conjunction with the review of remuneration matters of the Company's Key Management Personnel, the RSOC works with Management in	
(2) Variable remuneration		
(3) Per diem allowance		

(4) Bonus	reviewing individual performance appraisal reports and benchmarks studies conducted by Management.
(5) Stock Options and other financial instruments	Remuneration proposals are benchmarked against comparable companies.
(6) Others (specify)	The compensation structure for Key Executives of Group subsidiaries consists of two key components - fixed cash and a short term variable bonus. The fixed component includes salary, pension fund contributions and other allowances. The variable component comprises a performance-based bonus which is payable upon the achievement of individual and corporate performance targets.

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	A significant and appropriate proportion of the remuneration of EDs should be structured so as to link rewards to corporate and individual performance and align such Directors' interests with those of shareholders.	<p>Structure of the Directors' Fees:</p> <ul style="list-style-type: none"> • Board Chairman: US\$79,200 per annum • Directors: US\$43,200 per annum • ARC Chairman: US\$19,800 per annum • RSOC Chairman: US\$9,900 per annum • NC Chairman: US\$9,900 per annum <ul style="list-style-type: none"> • ARC Members: US\$10,800 per annum • RSOC Members: US\$5,400 per annum • NC Members: US\$5,400 per annum <p>The RSOC's recommendation for Directors' fees is made in consultation with the Chairman and endorsed by the entire Board, following which the recommendation is tabled for shareholders' approval at the Company's AGM.</p> <p>The Directors abstain from voting/discussion in respect of their own fees.</p>	<p>The level and structure of remuneration are:</p> <p>Aligned with the long-term interest and risk policies of the Company and are appropriate to attract, retain and motivate Directors to provide good stewardship of the Company; Performance-related and aligned with the interests of shareholders and promote the Company's long term success; Symmetric with risk outcomes; and Comparable with the industry and other companies.</p>
Non-Executive Directors	The NEDs should not be overly compensated to the extent that their independence may be compromised.		<p>The remuneration of NEDs is appropriate to the level of their contributions, taking into account factors, such as effort and time spent, and responsibilities.</p> <p>Based on guidelines of the Singapore Institute of Directors, the RSOC adopts a framework, which comprises a base fee, fees for membership on Board committees, as well as fees for chairing Board committees.</p>

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.

Yes; Article 95 of the Company's Articles provides that, with the prior approval by an ordinary resolution of members at a general meeting, the Directors may, by a resolution of Directors, fix or increase or any way vary the emoluments of Directors with respect to services to be rendered in any capacity to the Company, provided always that, in respect of an increase, fees payable to Directors shall not be increased, except pursuant to an ordinary resolution passed at a general meeting, where notice of the proposed increase had been given in the notice for that particular general meeting.

Remuneration Scheme	Date of Shareholders' Approval
Directors' fees and emoluments are tabled at stockholders' meeting annually, for stockholders' approval.	Annually: Latest was as of 28 August 2015, during the AGM of the Company's shareholders
The Del Monte Pacific Executive Stock Option Plan 1999 ("ESOP") of the Company	Approved and amended by its shareholders at general meetings held on 30 July 1999 and 21 February 2002, respectively. Expired on 24 July 2009.
Del Monte Pacific Restricted Share Plan ("Del Monte Pacific RSP") and Del Monte Pacific Performance Share Plan ("Del Monte Pacific PSP") (collectively the "Share Plans")	Approved by shareholders at general meeting held on 26 April 2005. ²³

3) Aggregate Remuneration

The following table shows the disclosure on remuneration of the Company's Directors and the CEO/Managing Director for the period in review²⁴:

a) For the Transition Period (from 1 January 2014 to 30 April 2014):

Remuneration Bands and Names of Directors	Fixed Salary/ Consultancy Fees %	Director Fees %	Variable Income/ Bonus%	Benefits in Kind %
EXECUTIVE DIRECTORS				
S\$250,000 to below S\$500,000				
Mr. Joselito D. Campos, Jr.	85	3	12	-
Below S\$250,000				
Mr. Edgardo M. Cruz, Jr.	74	10	15	1
Mr. Rolando C. Gapud ¹	-	100	-	-
NON-EXECUTIVE DIRECTORS				
Below S\$250,000				
Mr. Patrick L. Go	-	100	-	-
Dr. Emil Q. Javier	53 ²	43	4	-
Mr. Benedict Kwek Gim Song	-	100	-	-
Mr. Godfrey E. Scotchbrook	-	100	-	-

Notes:

¹ On 1 July 2015, Mr. Rolando C. Gapud was re-designated from Non-Executive Chairman to Executive Chairman of the Board.

² Refers to consultancy fees.

b) For FY 2015 (1 May 2014 to 30 April 2015):

Remuneration Bands and Names of Directors	Fixed Salary/ Consultancy Fees %	Director Fees %	Variable Income/ Bonus%	Benefits in Kind %
EXECUTIVE DIRECTORS				
Above S\$500,000				
Mr. Joselito D. Campos, Jr.	81	3	16	-
S\$250,000 to below S\$500,000				

²³ The Share Plans have expired on 25 April 2015.

²⁴ Due to the Company's change of financial year end to 30 April, any references to "the period in review" in this Corporate Governance Report shall mean to cover (i) the transition period from 1 January 2014 to 30 April 2014; and (ii) the financial year FY2015 from 1 May 2014 to 30 April 2015.

Mr. Edgardo M. Cruz, Jr.	84	15	-	1
Below S\$250,000				
Mr. Rolando C. Gapud ¹	-	100	-	-
NON-EXECUTIVE DIRECTORS				
Below S\$250,000				
Mr. Patrick L. Go	-	100	-	-
Dr. Emil Q. Javier	53 ²	43	4	-
Mr. Benedict Kwek Gim Song	-	100	-	-
Mr. Godfrey E. Scotchbrook	-	100	-	-

Notes:

¹ On 1 July 2015, Mr. Rolando C. Gapud was re-designated from Non-Executive Chairman to Executive Chairman of the Board.

² Refers to consultancy fees.

The remuneration of Directors and the CEO are disclosed in bands of S\$250,000/- with a maximum disclosure band of S\$500,000/- and above.

Although the disclosure is not in compliance with the recommendation of the 2012 Code, the Board is of the view that, given confidentiality and commercial sensitivity attached to remuneration matters, disclosure in bands of S\$250,000/- in excess of S\$500,000/- will not be provided.

Ms. Jeanette Beatrice Naughton has been appointed Vice President, Strategic Planning of the Company's USA subsidiary, Del Monte Foods, Inc. ("DMFI"), effective 1 March 2015. She is the daughter of Mr. Joselito D. Campos, Jr., the Company's Managing Director and CEO, and DMFI's Vice Chairman and Director. Ms. Naughton is responsible for spearheading DMFI's strategic planning function, with principal involvement in DMFI's mid-to-long term corporate vision, financial goals and key measures, business strategies and resources requirements. Her remuneration for the period in review was above S\$300,000 and below S\$350,000.

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:

Share Options

The following Directors have outstanding options as of 31 December 2015:

Director's Name	Number of Direct Options*	Number of Indirect Options	Number of Equivalent Shares	Total % from Capital Stock
Godfrey E. Scotchbrook	390,306	None	390,306	0.02%
Benedict Kwek Gim Song	325,255	None	325,255	0.02%
Total**	715,561	None	715,561	0.04%

Notes:

* At an exercise price of S\$0.627 per share.

** The total outstanding options as at 30 April 2015 are 900,000. The total number of outstanding options increased to 975,765 due to the additional options granted by the Company on 1 July 2015.

Of the total outstanding options, 750,000 options were granted on 07 March 2008. The option periods for this batch of options are:

- i. Up to 60% exercisable from 07 March 2010 to 06 March 2012;
- ii. Up to 40% exercisable from 07 March 2012 to 06 March 2018.

Of the total outstanding options, 150,000 additional options were granted on 30 April 2013, pursuant to an adjustment to account for the dilutive effect on unexercised options, arising from the bonus issue carried out by the Company in April 2013. The option period for this batch of options is 100% from 30 April 2013 to 6 March 2018.

Of the total outstanding options, 75,765 additional options were granted on 1 July 2015, pursuant to an adjustment to account for the dilutive effect on the unexercised options, arising from the rights issue carried out by the Company in March 2015. The option period for this batch of options is 100% from 1 July 2015 to 6 March 2018.

Share Awards

The following Directors have outstanding unvested share awards as of 31 December 2015:

Share Awards*	Number of Share Awards
Rolando C. Gapud	228,763
Benedict Kwek Gim Song	117,092
Godfrey E. Scotchbrook	117,092
Edgardo M. Cruz, Jr.	102,997
Emil Q. Javier	76,977
Total**	642,921

Notes:

* Up to 60% of share awards granted may be released from 22 August 2013 to 21 August 2016.

Remaining 40% of share awards granted may be released from 22 August 2016 to 21 August 2017.

** On 1 July 2015, an additional of 57,918 shares were awarded at the market price of S\$0.385 per share to six (6) Directors, arising from the rights issue of shares carried out by the Company in March 2015. The additional grant was pursuant to an adjustment to account for the dilutive effect arising from the rights issue on the unvested share awards previously granted by the Company.

(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:

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

Not applicable; there were no amendments or discontinuation of any incentive programs introduced.

5) Remuneration of Management

The following tables show the disclosure on remuneration of top 5 key management personnel who are not at the same time executive directors:

a) For the Transition Period (1 January 2014 – 30 April 2014):

Remuneration Bands and No. of Key Executives	Fixed Salary %	Variable Income/ Bonus %	Benefits in Kind %
Above S\$500,000			
1	39	60	1
Below S\$250,000			
1	90	8	2

1	82	16	2
1	80	17	3
1	95	-	5

b) For FY2015 (1 May 2014 to 30 April 2015):

Remuneration Bands and No. of Key Executives	Fixed Salary %	Variable Income/ Bonus %	Benefits in Kind %
Above S\$500,000			
1	42	57	1
S\$250,000 to below S\$500,000			
1	97	2	1
1	98	1	1
1	99	-	1
Below S\$250,000			
1	89	6	5

As with the disclosure on the remuneration of the Directors and CEO, the remuneration of the top five Key Executives are similarly disclosed in bands of S\$250,000/- with a maximum disclosure band of S\$500,000/- and above.

Although the disclosure is not in compliance with the recommendation of the 2012 Code, for personal security reasons, the names of the Company's top five (5) Key Management Personnel are not disclosed.

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 (ID)				
Executive ²⁵	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Audit and Risk Committee ("ARC") ²⁶	0	0	4 ²⁷	Under its terms of reference ("TOR"), the primary role of the ARC is to assist the Board with discharging its responsibility to safeguard the Company's assets, maintain adequate accounting records, develop and maintain effective systems of internal controls and risk management, ensure integrity of financial statements, and provide arrangements whereby concerns on financial improprieties or, other matters raised by whistle-blowers are investigated and appropriate follow up action taken. In particular, the ARC: 1. Reviews the scope and results of the audit and its cost effectiveness; 2. Ensures the independence and objectivity of the			

²⁵ The Board of Directors has not created or delegated its powers to an Executive Committee.

²⁶ On 25 June 2015, the Audit Committee was renamed as the Audit and Risk Committee.

²⁷ On 4 September 2015, the ARC was reconstituted on account of the appointment of Ms. Yvonne Goh (who replaced Mr. Patrick L. Go) and Dr. Emil Q. Javier as new members of the ARC.

				<p>external auditors;</p> <ol style="list-style-type: none"> 3. Reviews the non-audit services provided by the Company's external auditors; and 4. Reviews significant financial reporting issues so as to ensure the integrity of the Company's financial statements and any announcements relating to the Company's financial performance; 5. Conducts periodic reviews of all interested persons transactions; 6. Investigates any matter within its TOR, has unrestricted and has access to Management and the Head of the Internal Audit department, and has full discretion to invite any Director or Executive Officer to attend its meetings; and 7. Monitors the adequacy and effectiveness of the Group's internal controls system and internal audit function and ensures independent investigation of matters such as improprieties in financial reporting; and 8. Makes recommendations to the Board on the appointment, re-appointment and removal of the external auditors including the remuneration and terms of engagement of the external auditors. <p>In the period in review, the ARC had reviewed the audit and non-audit services of the external auditors and was satisfied that the auditors continue to be independent.</p>
Nominating Committee ("NC")	2	0	4	<p>Under its TOR, the NC is mainly responsible for making recommendations to the Board on all new Board appointments to ensure a formal and transparent process. It reviews the Board's composition and effectiveness, and determines whether Directors possess the requisite qualifications and expertise and whether the independence of Directors is compromised.</p> <p>The NC has adopted procedures for the selection, appointment and re-appointment of Directors.</p> <p>The NC will evaluate the suitability of a prospective candidate based on his qualification and experience, ability to commit time and effort in the effective discharge of his duties and responsibilities, independence, past business and related experience and track record. The NC will also identify any core competencies that will complement those of current Directors on the Board.</p> <p>The NC is also tasked with reviewing the performance and contribution of Directors in order to nominate them for re-election or re-appointment. The NC will review, in particular, the Directors' attendance and participation at meetings of the Board and Board committees and their efforts and contributions towards the success of the Group's business and operations.</p>
Remuneration and Share Option Committee ("RSOC") ²⁸	0	0	4	<p>The RSOC's principal function is to ensure that a formal and transparent procedure is in place for fixing the remuneration packages of the Directors as well as Key Executives of the Group. It is at liberty to seek independent professional advice as appropriate.</p> <p>Under its TOR, the RSOC is responsible for reviewing and recommending a remuneration framework for the Board and the Company's Key Senior Executives. The RSOC</p>

²⁸ The RSOC was reconstituted on 4 September 2015 on account of the appointment of Ms. Yvonne Goh (who replaced Mr. Patrick L. Go) and Dr. Emil Q. Javier as new members of the RSOC.

				assumed the role of the Employee Share Option Plan Committee, previously responsible for administering the Del Monte Pacific Executive Stock Option Plan, the Del Monte Pacific Restricted Share Plan and the Del Monte Pacific Performance Share Plan.			
				The RSOC considers all aspects of remuneration - Director's fees, salaries, allowances, bonuses, options, share awards and other benefits-in-kind. All remuneration matters are ultimately approved by the Board.			
Others	N/A	N/A	N/A	N/A	N/A	N/A	N/A

2) Committee Members

(a) Executive Committee

Office	Name	Date of Appointment	No. of Meetings Held	No. of Meetings Attended	%	Length of Service in the Committee
Chairman	-					
Member	-					
Member	-					
Member	-					
Member	-					

Not applicable.

(b) Audit and Risk Committee

As of 31 December 2015²⁹:

Office	Name	Date of Appointment	No. of Meetings Held	No. of Meetings Attended	%	Length of Service in the Committee
Chairman (Lead ID)	Benedict Kwek Gim Song	30 Apr 2007	5	5	100	8
Member (ED)	Rolando C. Gapud*	2 May 2006	2	2	100	9
Member (ED)	Edgardo M. Cruz, Jr.*	30 Apr 2007	2	2	100	8
Member (ID)	Godfrey E. Scotchbrook	28 Dec 2000	5	5	100	15
Member (ID)	Patrick L. Go**	26 July 2006	5	4	100	9
	Yvonne Goh**	4 Sep 2015		1		-
Member (ID)	Dr. Emil Q. Javier**	4 Sep 2015	1	1	100	-

*On 1 July 2015, the NC and the Board reconstituted the ARC to comprise solely of Independent Non-Executive Directors. Mr. Rolando C. Gapud (Executive Chairman) and Mr. Edgardo M. Cruz, Jr. (Executive Director) ceased to be members of the ARC effective 1 July 2015.

**On 4 September 2015, the ARC was again reconstituted in view of the resignation of Mr. Patrick L. Go and the appointment of Ms. Yvonne Goh and Dr. Emil Q. Javier, both Independent Directors, as members of the ARC.

²⁹ The ARC conducted a total of 5 meetings as of 31 December 2015 (i.e., on 9 March 2015, 25 June 2015, 28 July 2015, 2 September 2015 and 7 December 2015).

Disclose the profile or qualifications of the Audit Committee members.

The members of the ARC are highly qualified with two (2) members having the requisite financial management experience and expertise.

Mr. Benedict Kwek Gim Song is a Director and Chairman of the audit committee of NTUC Choice Homes. He is also a Director of Del Monte Foods, Inc, DMPL's US subsidiary. Mr. Kwek was Chairman of Pacific Shipping Trust from 2008 to 2012. He has over 30 years of banking experience, having served as the President and CEO of Keppel TatLee Bank. He has held various key positions at Citibank in the Philippines, Hong Kong, New York and Singapore. He holds a Bachelor of Social Science (Economics) degree from the then University of Singapore and attended a management development programme at Columbia University in the United States.

Ms. Yvonne Goh is a Director of UNLV Singapore Limited, the Singapore campus of the University of Nevada Las Vegas (UNLV), a state university of the State of Nevada, U.S.A. UNLV offers hospitality management programmes. She was a Managing Director of Boardroom Limited, a company listed on the SGX-ST and recently retired as Managing Director from the KCS Group in Singapore, a professional services organisation. Ms. Goh had served on the Board of WWF Singapore Limited, a registered charity and the Singapore chapter of WWF International, a leading global NGO. She was also a Director of the Accounting and Corporate Regulatory Authority ("ACRA"). Ms. Goh is a Fellow of the Singapore Institute of Directors and was 2nd Vice Chairman and Chairman of its Professional Development Committee. She is also a Fellow of the Institute of Chartered Secretaries and Administrators, U.K. and a past Chairman of the Singapore Association of Chartered Secretaries and Administrators.

Describe the Audit Committee's responsibility relative to the external auditor.

The ARC reviews the scope and results of the audit and its cost effectiveness. The ARC ensures the independence and objectivity of the external auditors. Likewise, it reviews the non-audit services provided by the Company's external auditors. The ARC reviews the audit and non-audit services of the external auditors and evaluates its independence.

(c) Nominating Committee

As of 31 December 2015³⁰:

Office	Name	Date of Appointment	No. of Meetings Held	No. of Meetings Attended	%	Length of Service in the Committee
Chairman (Lead ID)	Godfrey E. Scotchbrook	28 Dec 2000	1	1	100	15
Member (ED)	Edgardo M. Cruz, Jr	30 Apr 2007	1	1	100	8
Member (ED)	Rolando C. Gapud	2 May 2006	1	1	100	9
Member (ID)	Benedict Kwek Gim Song	30 Apr 2007	1	1	100	8
Member (ID)	Patrick L. Go*	26 Jul 2006	4	4	100	9
	Yvonne Goh*	4 Sep 2015	-	-	-	-
Member (ID)	Emil Q. Javier	30 Apr 2007	1	1	100	8

*Mr. Patrick L. Go resigned as an Independent Director of the Company on 4 September 2015, consequently relinquishing his membership in the NC. To replace Mr. Go, Ms. Yvonne Goh was appointed as a member of the NC effective 4 September 2015.

³⁰ The NC held only one (1) meeting as of 31 December 2015 (i.e., on 25 June 2015).

(d) Remuneration and Share Option Committee

As of 31 December 2015³¹:

Office	Name	Date of Appointment	No. of Meetings Held	No. of Meetings Attended	%	Length of Service in the Committee
Chairman (ID)	Godfrey E. Scotchbrook	28 Dec 2000	4	4	100	15
Member (ED)	Mr. Rolando C. Gapud*	02 May 2006	2	2	100	9
Member (ED)	Mr. Edgardo M. Cruz, Jr.*	30 Apr 2007	2	2	100	8
Member (Lead ID)	Benedict Kwek Gim Song	30 Apr 2007	4	4	100	8
Member (ID)	Patrick L Go**	26 Jul 2006	4	3	100	9
	Yvonne Goh**	4 Sep 2015		1		-
Member (ID)	Dr. Emil Q. Javier**	4 Sep 2015	1	1	100	-

*On 1 July 2015, the NC and the Board reconstituted the RSOC to comprise solely of Independent Non-Executive Directors. Mr. Rolando C Gapud (Executive Chairman) and Mr. Edgardo M. Cruz, Jr. (Executive Director) ceased to be members of the RSOC with effect from 1 July 2015.

**On 4 September 2015, the RSOC was reconstituted in view of the resignation of Mr. Patrick L. Go and the appointment of Ms. Yvonne Goh and Dr. Emil Q. Javier, both Independent Directors, as members of the RSOC.

(e) Others (Specify)

Provide the same information on all other committees constituted by the Board of Directors:

Office	Name	Date of Appointment	No. of Meetings Held	No. of Meetings Attended	%	Length of Service in the Committee
Chairman	-					
Member (ED)	-					
Member NED)	-					
Member (ID)	-					
Member	-					

Not applicable.

3) Changes in Committee Members

Indicate any changes in committee membership that occurred during the year and the reason for the changes:

- a) In line with the recommendations of the 2012 Code and pursuant to the guidelines provided in the ACGS, the Company's ARC and RSOC were reconstituted to comprise solely of independent Non-Executive Directors.³²

Mr. Rolando C. Gapud (Executive Chairman) and Mr. Edgardo M. Cruz, Jr. (Executive Director) ceased to be members of the Company's ARC and RSOC, effective 1 July 2015.

³¹ The RSOC conducted a total of four (4) meetings as of 31 December 2015 (i.e. on 10 March 2015, 25 June 2015, 3 September 2015 and 8 December 2015).

³² As announced to the SGX-ST and the PSE on 1 July 2015.

- b) Mr. Patrick L. Go resigned as an Independent Director of DMPL effective 4 September 2014, and consequently relinquished his positions as member of the ARC, NC and RSOC. Ms. Yvonne Goh was appointed to replace Mr. Go as an Independent Director, as well as a member of the ARC, NC and RSOC effective 4 September 2015.³³

Dr. Emil Q. Javier was also appointed as a member of the ARC and RSOC effective 4 September 2015.³⁴

4) Work Done and Issues Addressed

Describe the work done by each committee and the significant issues addressed during the period in review (CY2015).

Name of Committee	Work Done	Issues Addressed
Executive	Not applicable.	
Audit and Risk	Review of following Quarterly Reports such as: Management reports, consolidated financials of the Group and each business unit, review quarterly results announcements/press releases, internal audit reports; enterprise risk management and monitor major risk areas of the Company, corporate compliance report, external auditors' reports, review the non-audit services provided by the Auditors, determine independence of the Auditors, propose the re-appointment of Messrs KPMG as Auditors, report on Contingent Liabilities, report on Interested Person Transactions, report on Ageing of Receivables, consider the adequacy of internal controls addressing financial, operational and compliance risks; receive whistle blowing reports (where applicable); findings of ARC performance evaluation for FY2015; meet with the External Auditors and Internal Auditor without the presence of Management; ARC responsibilities calendar; ARC's compliance with its TOR; and report on conversion of DMFI financials from US GAAP to IFRS.	
Nominating	Review / consider / recommend the following: Board performance evaluation for FY2015, the findings of the NC performance evaluation for FY2015, nomination of the Directors named for re-election at the forthcoming AGM, nomination of Directors over age of 70 for continuation in office, confirmation of independence by the Independent Directors, multiple board representations held by directors, re-designation of Board Chairman and Company Secretary, composition of the Board of Directors and the Board Committees, NC's compliance with its TOR.	
Remuneration and Share Option	Review / consider / recommend the following: Findings of the RSOC performance evaluation for FY2015, performance appraisals of the CEO, COO and Key Management Personnel of the Group, Directors' fees for the financial year ending 30 April 2015, RSOC's compliance with its TOR, FY2015 Key Management Personnel Salary Plans for the Group, including the CEO & COO of the Company, and Key Management Personnel of the Group, and proposed long term incentive plan for the Company (i.e., Employee Share Option Plan).	
Others (specify)	Not applicable.	

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 (FY2016).

³³ As announced to the SGX-ST and the PSE on 4 September 2015.

³⁴ As announced to the SGX-ST and the PSE on 4 September 2015.

Name of Committee	Planned Programs	Issues to be Addressed
Executive	N/A	
Audit	The ARC shall continue to review the financial reporting issues of the Company, and evaluate the adequacy and effectiveness of the Group's internal controls and risk management policies, as well as its internal audit functions. The ARC shall also periodically review the interested person transactions of the Group.	
Nominating	The NC shall continue to assess the effectiveness of the Board and its committees, the contributions of the members of the Board, and determine the independence of each Director.	
Remuneration and Share Option	The RSOC shall continue to review the remuneration framework and packages of the Directors and Key Management Personnel, and make appropriate recommendations to the Board. It will recommend the implementation of new share option plans/new share plans to be adopted by the Company (the existing share option scheme and share plan had since lapsed), and determine any other long-term incentive scheme.	
Others (specify)	N/A	

F. RISK MANAGEMENT SYSTEM

1) Disclose the following:

(a) Overall risk management philosophy of the company;

The Board of Directors has overall responsibility for the establishment and oversight of the Group's risk management framework. The ARC is responsible for developing and monitoring the Group's risk management policies. The committee reports regularly to the Board of Directors on its activities. The Group's risk management policies are established to identify and analyze the risks faced by the Group, to set appropriate risk limits and controls, and to monitor risks and adherence to limits.

The ARC oversees how management monitors compliance with the Group's risk management policies and procedures, and reviews the adequacy of the risk management framework in relation to the risks faced by the Group.

The ARC is assisted in its oversight role by Internal Audit. Internal Audit undertakes both regular and ad hoc reviews of risk management controls and procedures, the results of which are reported to the ARC.

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

Based on the internal controls established and maintained by the Group, work performed by the internal and external auditors, and reviews performed by Management and the ARC, the ARC and the Board are of the opinion that the Group's internal controls, addressing financial, operational, compliance and information technology risks, and risk management systems were adequate and effective as at 30 April 2015.

The Board had received written confirmation from the CEO and the Chief Financial Officer (a) that the financial records have been properly maintained and the financial statements give a true and fair view of the Company's operations and finances; and (b) that the Company's risk management and internal control systems remain adequate and effective.

(c) Period covered by the review;

The review covers: (i) the transition period from 1 January 2014 to 30 April 2014; and (ii) FY 2015 (1 May 2014 to 30 April 2015).

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

Risk management processes and results are reviewed quarterly to reflect changes in market conditions and the Group's activities. The Group, through its training and management standards and procedures, aims to develop a disciplined and constructive control environment in which all employees understand their roles and obligations.

Risk assessment and evaluation take place as an integral part of the annual operating plan ("AOP"). Having identified key risks to the achievement of the Group's AOP, mitigating actions are formulated in respect of each significant risk. Identified risks are also included and monitored in the corporate risk register, and mitigating measures are followed up.

The Board continually monitors the Group's risk management process to ensure that an appropriate balance between risk and control is achieved.

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

Not applicable; a review was conducted during and for the transition period in 2014 and FY 2015.

2) Risk Policy

(a) Company/Group

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
Enterprise-Risk Management Program	The Group has an established enterprise-wide risk management program that aims to provide a structured basis for proactively managing financial, operational, compliance and information technology risks in all levels of the organization. Risk management is a regular board agenda item.	
Group Assets	It is the Group's practice to assess annually with its insurance brokers and insurance companies the risk exposure relating to the assets of, and the possible liabilities from, its operations. Assets are insured at current replacement values. Additions during the current year are automatically included with provision for inflation protection. During the financial in review, all major risks were adequately covered, except where the premium costs were considered excessive in relation to the probability and extent of a loss.	
Foreign Currency	The Group normally enters into transactions denominated in various foreign currencies. In addition, the Group maintains their respective books and accounts in their functional currencies. As a result, the Group is subject to transaction and translation exposures resulting from currency exchange rate fluctuations, especially between the Philippine peso and the US dollar. To a certain extent, the Group has a natural hedge for the Philippine peso and the US dollar due to its revenue and cost mix. Its US subsidiary, DMFI, hedges its exposure to the Mexican peso to the US dollar, through certain forward rate contracts.	
Inflation	The Group's costs are affected by inflation. However, the Group has lessened the impact of cost increases by actively controlling its overall cost structure and introducing productivity-enhancing and cost management measures. The Group also considers inflation in pricing adjustments with its market customers.	
Cash and Interest Rate Management	The Group's cash balances are placed with reputable global and major US and Philippine banks and financial institutions. The Group manages its interest	

	<p>income by placing the cash balances with varying maturities and interest rate terms. This includes investing the Group's temporary excess liquidity in short term low-risk securities from time to time. The Group obtains financing through bank borrowings and leasing arrangements. Financing is obtained from bank credit facilities, for both short-term and long-term requirements and/or through the sale of assets, particularly receivables from its customers.</p> <p>The Group's policy is to obtain the most favorable interest rate available without increasing its foreign currency exposure. DMFI manages its interest rate exposure through certain fixed-rate contracts.</p>
<p>Indebtedness</p>	<p>Given the scale of the acquisition in February 2014 of the Del Monte consumer food business in the US (now referred to as DMFI) and the amount of financing involved, the Group's gearing and financial obligations have increased significantly. Risks arise if there is a general economic slowdown that may impact the Group's performance which subsequently may affect the Group's ability to service its interest and debt obligations.</p> <p>The Group expects to meet its financial obligations by increasing its operating cash flow and managing its interest rate risk by swapping variable with fixed interest rates. The majority of the LBO loans in the US have been swapped to fixed rates starting February 2016.</p> <p>The Group expects to increase operating cash flow through the following:</p> <ul style="list-style-type: none"> • Expected sales and profit growth in the US, which accounts for approximately 80% of Group sales, by growing the core business, adding the contribution from the recently acquired Sager Creek vegetable business, expansion into new channels such as food service, new target markets such as Asians and Hispanics, and new geographies such as Mexico; • Expected sales and profit growth in DMPL's Asian business with the continuous expansion of the S&W brand in Asia and the Middle East both in packaged and fresh products, and growth of the Philippine business; • Expected cost savings from outsourcing of the US back office functions to the Philippines, productivity enhancements and operational efficiencies.
<p>New ERP system in USA</p>	<p>In January 2015, DMFI implemented a new ERP, SAP, and migrated its finance and accounting functions to the Philippines. Given the new systems and processes involved, there are risks to timely and accurate processing of customer and vendor activity, along with the decision-making associated with the steady flow of detailed quality information. The Group will manage this by retaining existing staff in Pittsburgh for up to four months post going live, early knowledge transfer to key members of the new staff, and solid training for all staff involved with SAP.</p>
<p>Customer</p>	<p>A relatively limited number of customers account for a large percentage of the Group's total sales. In FY2015, DMFI's top customer, Walmart (including Walmart's stores and supercenters, as well as Sam's Club), accounted for more than 20% of Group sales. As such, it also accounts for a material share of total trade receivables. DMFI has a dedicated sales team to service this account. Moreover, the Group is expanding into new channels, new target markets and new geographies.</p>
<p>Credit Risk</p>	<p>The Group sells its products through major distributors and buyers in various geographical regions. Management has a credit risk policy which includes, among others, the requirement of certain securities to ensure prompt observance and performance of the obligations of its distributors and other buyers from time to time.</p> <p>The group monitors its outstanding trade receivables on an ongoing basis. There is no significant concentration of credit risk with any distributor or buyer.</p>

<p>Branded Business</p>	<p>The Group's branded business in the US, the Philippines and the Indian subcontinent through Del Monte, and in Asia and the Middle East through S&W, is affected by a number of factors, including, but not limited to competition, acceptance of new products, industry trends, distribution expansion, penetration and business partners' risks.</p> <p>The Group's exposure to these risks is managed through the following processes, among others:</p> <ul style="list-style-type: none"> • Focus on consumption-driven marketing strategies; • Shift to branded value-added, packaged products with emphasis on innovation, health and wellness, quality, competitiveness and consumer appeal; • Market and customer diversification; • Increased penetration of high-growth distribution channels and markets; • Building on closer working relationships with business partners.
<p>International Business</p>	<p>The Group's overall earnings from its trading activities with international customers are primarily affected by movements in the worldwide supply, demand and prices of its products. Prices for pineapple juice concentrate are largely affected by the supply situation in Thailand and the demand situation in the international markets. Given that this is an industrial commodity product, prices are quite volatile. The Group is shifting production towards more branded ready-to-drink beverage to decommoitize its concentrate product.</p>
<p>Trademark Use and Intellectual Property Rights</p>	<p>While the Group holds the <i>Del Monte</i> trademark rights for packaged food products in the USA, South America, Philippines, the Indian subcontinent and Myanmar, the <i>Del Monte</i> trademark is licensed to other companies that are independent of the Group. Acts or omissions by any of such companies or any of the licensees of the <i>Del Monte</i> trademark may adversely affect the value of the <i>Del Monte</i> trademark and demand for the Group's products. Accordingly, DMFI (the owner and licensor of the <i>Del Monte</i> trademarks) periodically reviews and audits the licensees' compliance with the license agreements. If warranted, DMFI may take legal action, including litigation, to enforce these agreements.</p> <p>The Group relies on trademark, trade secret, patent and other intellectual property laws, as well as non-disclosure and confidentiality agreements and other methods, to protect its proprietary information, technologies and processes. However, the Group may also be subject to intellectual property infringement or violation claims. To the extent necessary, the Group engages in litigation to determine the scope and validity of such claims, change its products or cease selling certain products.</p>
<p>Product Recalls and Litigation</p>	<p>The Group may be exposed to product recalls, including voluntary recalls or withdrawals, and adverse public relations if the Group's products are alleged to cause injury or illness, or if the Group is alleged to have mislabeled or misbranded its products or otherwise violated governmental regulations. The Group may also voluntarily recall or withdraw products that the Group considers below standards, whether for taste, appearance or otherwise, in order to protect its brand reputation.</p> <p>The Group has in place a robust Quality Management and Food Safety System that is designed to meet high global standards in product quality, food safety, hygiene and service. Manufacturing programmes have been established to identify and control hazards that impact on food safety and product quality. These programs' effectiveness is periodically verified by various third-party certification bodies following well accepted quality systems and standards such as ISO 9001:2008, GMP, HACCP, GLP, GAP, BRC, IFS and FSSC. Moreover, the Group has established a system to effectively manage incidents that may require immediate action to protect its brands, including procedures to manage emergency situations that may impact consumer safety, product quality or regulatory compliance. In the event that a product withdrawal or recall is initiated, a well documented traceability procedure is initiated. A complete identification of production lots from all raw and packaging materials used up to</p>

	<p>distribution is accomplished within eight hours. Effectiveness of these procedures is tested by an annual conduct of a mock recall.</p>
Agricultural Output	<p>The output of the plantation is subject to certain risk factors relating to weather conditions, crop yields, outgrowers and service providers' performance, and leasehold arrangements. To manage any impact from heavy rainfall and floods, plantings are done in various locations to minimize tonnage loss, and towing units have been augmented to ensure continuity of harvest during wet conditions.</p>
Natural Disasters in the Philippines	<p>The Company's plantations are located in the northern part of Mindanao which is outside the typhoon belt and any earthquake faults. The plantations are located on a high elevation which minimizes the risk of flooding. However, there can be no assurance that natural catastrophes will not materially disrupt the Group's business operations, or that the Group is fully capable to deal with these situations with respect to all the damages and economic losses resulting from these catastrophes.</p> <p>To manage these risks, the Group develops and executes a long-term strategic plan and annual operating plan, supported by a contingency plan and risk management measures. It also has in place disaster recovery plans and business continuity plans.</p>
Drought in USA	<p>The ongoing drought in California is endangering fruit trees such as peach affecting peach quality, volume and pricing. Reduced peach volumes, higher product costs and pricing could significantly reduce consumer demand. The Group is exploring sourcing peaches from other areas in the USA and from foreign sources. Higher peach product costs are expected to be offset by lower costs from productivity enhancements and operational efficiencies.</p> <p>DMFI operates and contractually grows food in seven states in the United States where water availability may be in jeopardy. Its other water risks include:</p> <ul style="list-style-type: none"> • Fresh water shortages due to drought and pressures on limited surface and groundwater supplies. Increased drought may pose a particular risk to water supplies in MEX, CA, TX (the Carrizo-Wilcox Aquifer), and WI (the Central WI Sand and Gravel Aquifer) near term as well as longer term (over the next 15-45 years); • New regulatory restrictions on fresh water use and grey water discharges; • Reputational damage if issues of sustainable and equitable water use are not properly addressed; and • Increasing costs and/or reduced revenues due to all of the above risks. <p>To minimize the risks, the Group needs to:</p> <ul style="list-style-type: none"> • Invest in technologies to improve water conservation; • Encourage business culture to make saving water a daily priority; • Reuse and/or recycle water in operations as many times as possible before discharging to grey water; • Improve the quality of grey water discharges through source point pollution control and new raw product processing methods that discharge less pollutants of concern; and • Work with growers to encourage the use of more water-efficient irrigation systems and techniques to use less water.
Access to Land	<p>The Group's pineapple growing operations cover a total of approximately 23,000 hectares of land in Mindanao, the Philippines. Growership agreements typically provide for an initial 10-year period renewable at the Group's option on a cycle-to-cycle basis, up to five cycles, with each cycle averaging 40 months. Other agreements have been negotiated to provide for an extended period of 20 years.</p> <p>In January 1997, the Group concluded negotiations with the Del Monte</p>

	<p>Employees' Agrarian Reform Beneficiaries Cooperative for the renewal of their agreement covering approximately 8,000 hectares for a term of 25 years effective from 11 January 1999. This may be further renewed by agreement of the parties.</p> <p>In addition, the Group has under lease approximately 1,000 hectares from the National Development Corporation, a Philippines government-owned and controlled corporation. This lease was renewed for a term of 25 years on 1 March 2007.</p> <p>The Group manages potential risks by conducting standard due diligence on land used in its operations, as well as through a dedicated team tasked with sourcing land and renewing existing land leases.</p>
Operations	<p>As an integrated producer of packaged and fresh fruit products for the world market, the Group's earnings are inevitably subject to certain other risk factors, which include general economic and business conditions, change in business strategy or development plans, production efficiencies, input costs and availability, litigious counterparties, insurgent activities and changes in government regulations, including, without limitation, environmental regulations. The Group develops and executes a long-term strategic plan and annual operating plan, supported by a contingency plan and risk management measures. It also pursues productivity-enhancing and efficiency-generating work practices and capital projects.</p> <p>To manage insurgency risks in its operating units in the Philippines, the Group has strengthened security measures.</p>
Compliance	<p>The Group closely monitors changes in legislation and government regulations affecting the Group's business, including, but not limited to, environmental matters, labor, and food safety. It has a compliance program that aims to monitor and ensure the Group's compliance with laws and regulations. Compliance is a regular board agenda item.</p>

Note: The table already includes the risk policies covering the Company and the Group.

(b) *Group*

Give a general description of the Group'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:

The Group implements an enterprise-wide approach to risk management. Please refer to the above for details.

(c) *Minority Shareholders*

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

Risk to Minority Shareholders
There is a risk that shareholders who hold a significant number of the Company's outstanding shares may not act in the interest of other shareholders. The risk is managed through policies that are intended to protect the rights of minority shareholders, including the Company's policies on interested person transactions, conflict of interest, etc.

3) Control System Set Up

(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 Assessment (Monitoring and Measurement Process)	Risk Management and Control (Structures, Procedures, Actions Taken)
Operational, Financial, Compliance and Information Technology Risks	DMPL's Risk Management and Internal Control Policy is adopted from the COSO Framework ("Committee of Sponsoring Organizations of the Treadway Commission's "Internal Control-Integrated Framework"). Risk management reporting is a regular Board agenda.	

(b) *Group*

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

The Group implements an enterprise-wide approach to control systems. Please refer to the above for details.

(c) *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 and Risk Committee	<p>The ARC provides oversight on management's implementation of risk management and internal control processes and obtains assurance on the adequacy and effectiveness of these processes.</p> <p>Internal Audit undertakes both regular and ad hoc reviews of risk management controls and procedures, the results of which are reported to the ARC. From time to time, the ARC also commissions third party firms to conduct independent reviews of risk management and internal control processes.</p>	

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;*

The Group's Internal Control Policy adopted COSO Framework's definition of internal control as a process effected by an entity's board of directors, management and other personnel designed to provide reasonable assurance regarding the achievement of objectives in the following categories: effectiveness and efficiency of operations, reliability of financial reporting, and compliance with applicable laws and regulations.

The Group maintains an effective system of internal controls addressing financial, operational, compliance and information technology risks. These controls are designed to provide reasonable assurance as to the effectiveness and efficiency of operations, reliability of financial reporting, and compliance with applicable laws and regulations.

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

Based on the internal controls established and maintained by the Group, work performed by the internal and external auditors, and reviews performed by Management and the ARC, the ARC and the Board are of the opinion that the Group's internal controls, addressing financial, operational, compliance and information technology risks, and risk management systems were adequate and

effective as at 30 April 2015.

The Board had received written confirmation from the CEO and the Chief Financial Officer (a) that the financial records have been properly maintained and the financial statements give a true and fair view of the Company's operations and finances; and (b) that the Company's risk management and internal control systems remain adequate and effective.

(c) *Period covered by the review;*

The review covers: (i) the transition period from 1 January 2014 to 30 April 2014; and (ii) FY 2015 (1 May 2014 to 30 April 2015).

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

The effectiveness of these controls is subject to review by the Group's Internal Audit department and is monitored by the ARC. In addition, the Company's external auditors also review the effectiveness of the Group's key internal controls as part of their audit for the year with respect to financial reporting. Significant non-compliance in internal controls, together with recommendations for improvement, is reported to the ARC. A copy of this report is also issued to the concerned department for follow-up action. From time to time, the ARC also commissions third party firms to conduct independent reviews of risk management and internal control processes.

Risk assessment and evaluation takes place as an integral part of the annual operating plan ("AOP"). Having identified key risks to the achievement of the Group's AOP, mitigating actions are formulated in respect of each significant risk. Identified risks are also included and monitored in the corporate risk register, and mitigating measures are followed up.

The Board will, on a continuing basis, endeavor to further enhance and improve the Company's system of internal controls and risk management policies.

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

Not applicable; a review was conducted during and for the transition period in 2014 and FY2015.

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 Outsource Internal Audit Function	Name of Chief Internal Auditor/Auditing Firm	Reporting process
The Internal Audit Department is responsible for reviewing the risk management, control and governance processes to determine whether these are adequate and effectively implemented.	In-house	Gil Ramon Veloso (Group Head – Internal Audit)	The head of Internal Audit reports functionally to the ARC and administratively to the CEO.

(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.

(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?

As mentioned in Section G (2)(a) above, the head of the Internal Audit Department reports functionally to the ARC and administratively to the CEO.

The ARC has the authority to investigate any matter within its TOR and has unrestricted access to the Head of the Internal Audit Department. The ARC monitors the adequacy and effectiveness of the Group's internal audit function. In the same manner, the Internal Audit Charter provides for the Internal Audit's full and free access to the ARC, including 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.

Progress Against Plans	Quarterly and annually
Issues³⁵	Quarterly and annually
Findings³⁶	Quarterly and annually
Examination Trends	Quarterly and annually

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 & Procedures	Implementation
Revenue recognition policy	Implemented
Advertising and promotions policy	Implemented
Procurement policy	Implemented
IT Security policy	Implemented
Conflict of interest policy	Implemented
Whistleblower protection policy	Implemented

³⁵ "Issues" are compliance matters that arise from adopting different interpretations.

³⁶ "Findings" are those with concrete basis under the Company's policies and rules.

Contract management policy	Implemented
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(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 (example, 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
<p>The Internal Audit Charter provides that the Internal Audit reports functionally to the ARC. It is free to allocate resources, and plan and execute its audits without management interference. The hiring, firing and compensation of the head of IA are also approved by the ARC.</p> <p>To ensure independence of the external auditor, it seeks prior approval from the ARC in relation to any non-audit services which may be provided to the Company.</p>	<p>In addition to the Company's Code of Business Ethics:</p> <p>The Company's Corporate Disclosure Policy sets the guidelines on the disclosure of company information to the investment community, the press, industry consultants and other audiences (the public) to govern the disclosure of material, non-public information in a manner designed to provide broad, non-exclusionary distribution of information so that the public has equal access to the information.</p> <p>The Company's Policy of Trade Secret Confidentiality and Non-Competition sets the guidelines for the handling of confidential company information.</p> <p>The Company's Securities Dealings Policy adopts and operationalizes the statutory prohibition on certain designated persons within the Company to deal in the Company's securities while in possession of unpublished material price-sensitive information and/or to provide such information to others.</p>		

(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 Chief Executive Officer, the Chief Financial Officer and the Chief Compliance Officer.

H. ROLE OF STAKEHOLDERS

1) Disclose the company's policy and activities relative to the following:

	Policy	Activities
Customers' welfare	<p>The Company shall continually provide high quality products and best in class service to its customers. It shall endeavor to be the world's best source of processed pineapple, tropical fruit and other products in terms of quality, supply reliability, customer service and price competitiveness.</p> <p>Consumer satisfaction, health and safety shall always be of paramount concern to the Company.</p> <p>The Company's advertising shall be truthful. Information on the Company's products and services must be</p>	<p>The Group implements strict controls throughout operations to ensure that the products consistently meet the highest levels of quality, safety and purity.</p> <p>The Group also maintains a product traceability program that tracks products shipped to customers.</p> <p>The agro- agro-industrial processes in the Philippines are accredited by the world's leading certifying bodies, with seven and 19 quality audits performed in January-April 2014 and FY2015, respectively, by</p>

	<p>accurately communicated</p>	<p>reputable, independent international auditors, business partners and customers.</p> <p>Also, to ensure customer satisfaction, the Company strives to establish effective communication lines with its customers and be always sensitive to consumers' concerns and needs.</p>
<p>Supplier/contractor selection practice</p>	<p>The Company acknowledges the importance of building a sound relationship with its suppliers. Accordingly, the Company shall conduct business with all customers on the basis of integrity, mutual interest and fairness.</p>	<p>The Company conducts business with all customers on the basis of integrity, mutual interest and fairness.</p> <p>A Supplier Quality Management programme and product traceability measures are in place to respond to customer requirements.</p>
<p>Environmentally friendly value-chain</p>	<p>The Company shall contribute positively to the environment and the communities in which it operates. It shall also promote social responsibility by supporting the health, education and welfare of these communities.</p> <p>The Company shall protect the environment. The Company shall strive to conserve natural resources, promote sound environmental values and practices, and manage waste effectively, as well as comply with the laws and regulations of the jurisdictions in which it operates.</p> <p>The Group communicates its Environmental Policy to its stakeholders in supporting resource-efficient processes that would enhance the Group's environmental footprint.</p> <p>The Group views full compliance with all applicable regulations as a minimum goal, and strive to exceed industry standards across its operations.</p>	<p>The Group's environmental management system sets out rigorous guidelines and processes to ensure that the Group's facilities meet the highest standards of environmental performance.</p> <p><i>Land Use</i></p> <p>The Group's land use practices are mainly aimed at improving plantation yield through ecologically friendly land preparation, plant disease management and chemical application; efficient water sourcing and drainage; and use of sustainable planting materials.</p> <p>The Group has initiated programs to minimize waste, improve efficiencies in electricity and water consumption; increase usage of recycled but viable packaging materials; measure production efficiencies via 5S, Total Productive Maintenance and 6 Sigma; enhance the health and well-being of our workforce and their families; and ensure compliance of our service providers with local labor laws.</p> <p><i>Waste Management</i></p> <p>The Group's pineapple pulp waste disposal system converts a by-product of the cannery into feed for our cattle farm at the plantation.</p> <p>The Group operates effluent treatment plants that treat wastewater discharged from agro-industrial facilities. A high-filtration extraction system processes excess juice into pineapple concentrate and syrup, significantly reducing volume of wastewater.</p>

		<p>Plantation-based families share in our total conservation effort as they segregate domestic solid waste right in their own homes. Recyclable materials collected from households are sold to fund community projects.</p> <p><i>Responsible Use of Materials</i></p> <p>The Group conducts regular safety audits on our fertilizer and chemical storage and work areas.</p> <p><i>Green Initiatives</i></p> <p>We undertake innovative composting, community-based tree planting and reforestation of denuded areas close to our operations sites.</p>
Community interaction	<p>As a responsible corporate citizen, the Group continues to contribute to the development and upliftment of the quality of life in communities where the Group operates.</p> <p>The rich heritage of partnership that the Group has with host communities inspires us to continue to make a difference in the lives of thousands of families around the Group's worksites and in other areas where insurgency and unrest have hampered growth.</p> <p>With a mission to raise the level of global health and wellness, the Company helps to bring greater awareness on health, nutrition and food safety to our host communities.</p>	<p>The Company undertakes various outreach programs to improve the welfare of the local communities in which it operates. These programs may include scholarships, health care, family planning, sports development and other acts of charity.</p> <p>Del Monte Foundation, Inc., a non-stock and non-profit organization, spearheads the Company's community programs in close coordination with the Del Monte Plantation and Cannery teams.</p>
Anti-corruption programmes and procedures	<p>The Company abhors any form of corruption by its employees and suppliers. Any solicitation or offering of gifts, payments or commissions by Company employees and their families, or by suppliers and their representatives, in exchange for business or for personal gain is strictly prohibited. Employees are expected to report any such violations or suspected violations.</p>	<p>The Group implements a Whistleblower Policy that aims to deter and uncover any corrupt, illegal, unethical, fraudulent or other conduct detrimental to the interest of the Group committed by officers and employees, as well as third parties/any other persons, such as suppliers and contractors.</p>
Safeguarding creditors' rights	<p>The Company seeks to build a sound relationship with its business partners and suppliers including its creditors.</p>	<p>The Company seeks to continue doing business with its partners including its creditors on the basis of integrity, mutual interest and fairness.</p>

2) **Does the company have a separate corporate responsibility (CR) report/section or sustainability report/section?**

The Company's Corporate Social Responsibility is part of the Annual Report.

3) Performance-enhancing mechanisms for employee participation.

(a) *What are the company's policy for its employees' safety, health, and welfare?*

The Group is a people-driven organization committed to growing wellness and a high quality of life through healthy working relationships with all its stakeholders, including employees.

The employees are the Group's most valuable resource. Close to 7,000 full time employees work at the plantation, manufacturing facilities and administrative offices in the US, Venezuela, Mexico, Philippines, India and Singapore.

The Group is committed to provide its employees a safe and healthy working environment. It is also committed in upholding [fundamental human rights and adhering to labor standards](#).

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

i. *Safety, Health and Environment Awareness*

The Group places a high importance on health and safety and, as such, provides safety training for operations employees and enforces the use of personal protective equipment. The trainings are also extended to service providers in both the plantation and cannery. The Group also conducted truck inspection, safety talks and initiated accident forums on safety and training on defensive driving.

Also, through a comprehensive educational program on Safety, Health and Environment Awareness and strong partnership with the Group's workteams, headways were attained in preventing worksite accidents and enhancing preparedness for all types of emergencies (fire, flood, earthquake, terrorism) within our work sites.

- **Project Safe**

Information drives, surveillance audits and safety drills are conducted regularly across all plantation facilities, including employee homes, and at the cannery.

In 2014, close to 100 percent of Cannery and Plantation-based employees and service contractors targeted for Occupational Health and Safety (OSH) training completed over 13,000 training hours.

All newly-hired regular employees, service providers and project-based contractors underwent a comprehensive Safety Orientation within 6 days of work deployment.

- **Handling and Use of Industrial Materials and Equipment**

The Group complies with government standards in the use of fertilizers and industrial chemicals, including safe transport and handling, and collection and recovery of packaging materials.

Government regulatory permits and licenses required for fertilizer-handling operations were renewed by the Fertilizer and Pesticide Authority of the Philippines, which included 4 licenses as institutional use of fertilizer and pesticide and as importer-end user of these chemicals; registration of 14 Fertilizer Warehouses; and accreditation of Supervisors and Managers overseeing chemical application. Regular in-house safety audits were also conducted in the Group's fertilizer and chemical storage, and work areas.

Workers handling chemicals were issued new protective equipment and have undergone regular medical check-ups. A total of 645 chemical handlers (both regular and service providers) gained valuable lessons as they completed a total of 2,777 training hours through 13 training sessions on Chemical Handlers and Applicators Safe use Education (CHASE).

- **Water Sampling**

Water samplings were conducted twice-a-year in 105 sampling points to monitor pesticide

residue in areas within and around our plantation sites, as required by Philippine regulatory bodies, including the Fertilizer and Pesticide Authority and Department of Environment and Natural Resources-Environment Management Bureau. Analysis results are submitted in a quarterly self-monitoring report to the DENR-EMB.

Within the Group's manufacturing site, a Renewable Energy Plant, completed in 2014, converts bio-waste to energy to help power processing lines as it cleanses industrial waters and sustains marine life.

- Fleet and Safety Program

The Group's Fleet Safety Program at the plantation and cannery addresses the regulation of vehicles (lift trucks, moving farm equipment, motor and other vehicles) deployed within worksites. This covers the issuance of vehicle entry passes, orientation and continuing education of drivers on road safety rules and regulations, assessment of driver competency through written and actual tests, and issuance of Operators Permit to qualified regular employees and service providers/contractors. Close to 10,000 training hours were devoted to training 1,400 individuals on defensive driving techniques, road safety and emergency preparedness.

- Hazard Identification, Risk Assessment, and Determining Controls (HIRADC) Program

The HIRADC program helps teams identify potential and existing workplace hazards, assess levels of risk, and determine controls necessary to address these identified hazards. Under the Group's site-wide 5S/TPM (Total Productive Maintenance) program, workteams actively transform the Environment, Health and Safety (EHS) Pillar to enhance machine and equipment safety and attain Overall Equipment Effectiveness.

- Site-Wide Preparedness during Natural and Man-Made Calamities

Collaborative efforts between labor and management members of Safety, Health, Environment and Emergency Preparedness (SHEEP) Committees have ensured site-wide preparedness and response during natural and man-made calamities. This has been showcased by overwhelming support from "Volunteer Brigades" during recent floods and typhoons that hit operational areas in Mindanao.

Many of the employees, service contractors and plantation-based families had earlier participated in day or night drills covering earthquake evacuation; first aid response; fire drill covering product recovery and spill response; and terrorist attack. SHEEP teams cascade directives to shop floor level and ensure its effectiveness; they submit quarterly to the local office of the Philippines Labor Department Minutes of Monthly Meetings. A similar organization and set-up among service contractors provides Site Management with a forum to discuss contractor safety performance, compliance and other issues.

- Health Awareness Lectures

Supplementing safety and health training, Site Management provides employees and families with opportunities to enhance over-all health and wellness. Health awareness lectures focusing on work-related and lifestyle-induced illnesses and outbreaks (in specific worksites) of life-threatening viruses and illnesses were conducted by our health service provider for over 300 participants on Cardiovascular Diseases, Diabetes Mellitus and Ebola during the year.

ii. Welfare of Employees

Workers are paid above average rates in the industry, and are informed of the terms and conditions of employment prior to their appointment. They also undergo annual medical examinations or whenever required. Child and forced labour and any other form of exploitation are not practised. Discrimination on the grounds of nationality, ethnic group, religion, age and gender goes against the Group's Code of Business Ethics.

A comprehensive package of salaries and fringe benefits for employees is considered one of the

most upgraded packages for agri-industrial workers in Southern Philippines. Employees enjoy benefits which include:

- a. Free retirement plan with a vesting provision granting benefits to employees with 10 or more years of service upon resignation.
- b. Voluntary supplementary provident plan with a vesting provision granting benefits to employees with 10 or more years of service.
- c. Medical and Dental plan – administered by a Health Maintenance Organization (HMO) which includes free hospitalization at the company's 95-bed hospital and accredited hospitals and clinics; medicines; and medical and dental services.
- d. Housing Benefits
 1. Company Housing Units (for Plantation employees only); and
 2. Monthly Housing Subsidy for those not enjoying company housing units.
- e. Rice Allowance
- f. Free transportation to and from work.
- g. Free school bus for employees' children.
- h. Annual vacation ranging from 16 to 25 days based on years of service.
- i. Sick leave with pay for 16 to 18 days for the rank-and-file, and 19 to 20 days for supervisors and executives.
- j. Bereavement leave of 3 days with pay.
- k. Paternity leave of 7 days with pay, up to four entitlements
- l. Death benefits: 12 months salary based on current rate or the employee's Personal Retirement Account (PRA) consisting of Company's contributions and earnings, whichever is higher, plus 1 week's pay per year of regular service but not exceeding 6 weeks' pay.
- m. Scholarship programs.
- n. Educational, religious and recreational facilities.
- o. 18-hole golf course open to all employees.
- p. Maintains and subsidizes schools (Del Monte School, Our Lady of Lourdes Elementary School and Holy Cross High School).
- q. Voluntary Membership to Consumer and Credit Cooperatives for all employees.

The Group's agro-industrial workers enjoy one of the most attractive compensation and benefit packages. Complementing government-mandated privileges for all employees and qualified dependents is a broad range of free medical and dental services, a comprehensive retirement package, and voluntary plans for providential and insurance benefits.

In Mindanao, the Plantation employees live with their families in Group-owned houses and dormitories (for unmarried employees) within housing camps complete with social hall, chapel, playground and plaza, day care centre, primary and secondary schools, camp clinics and a 100-bed hospital managed by a medical service provider. Employee-organized cooperatives provide our workers with services that enhance economic benefits for their families. Cooperative members enjoy annual dividends and patronage refunds.

Children of the Cannery employees enjoy free year-round weekend tutorials on basketball and, as scheduled, other sports (tennis, swimming, martial arts) and creative skills (photography, theatre arts). Core Values are introduced through learning exposure that help them grow a strong sense of community and family life.

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

(i) Training and Development

The Group cultivates a culture of excellence in encouraging its people to innovate and strive for continuous improvement. To address this, the following programs and projects are being implemented by the Group:

- [The Group's Roadmap to Global Competitiveness focuses on building the capabilities of each employee on the ground. With the Centre of Excellence on Talent Management, key leaders at the plantation, cannery and Philippine market have developed a Competency Framework that will guide their teams towards achieving the Company's Strategic Roadmap](#)

- The Group's LeAD core program is a leadership training program that aims to train and develop the competencies and skills of **supervisory and** managerial employees.
- The following training facilities on-site help employees upgrade technical and other skills:

In 2014, the Pine U- Plantation technical school was re-launched. At "PineU" (Pineapple University), plantation personnel hone their farming expertise through formal sessions and benchmarking trips. "ManU" (Manufacturing University) opened a breakthrough for cannery staff to reorient on processes and adapt to new technologies. ManU also administers two-year supervisory and trade-traineeship programmes for high-potential applicants and long-serving employees. On the faculty are our senior managers, who count among leading experts in their respective fields. Similar development programs are implemented in Finance through its Finance University and Marketing's Brand Leadership University (BLU).

In FY2015, the total training hours in the Philippines increased by 26% vs FY2014 which included leadership and business training programmes, culture building, technical and regulatory training.

- In the US, the Group offers specific development programmes to help employees meet organizational objectives, enhance their careers and maintain a consistently high level of performance.
- A management succession plan is also in place, with a portfolio of well-trained candidates to immediately assume responsibilities of Key Management Personnel in the event of vacancy.

(ii) Employee Engagement

As part of the ongoing employee engagement programmes, our employees in the Philippines are involved in various activities that promote a healthy work-life balance which include philanthropic work, sports, fitness classes, music, arts, outreach, summer outing, Halloween and Christmas parties, and eco-projects such as tree planting, and the Brown Bag lifestyle series focus on employee health.

In the USA, we have an adoption assistance programme, community service day allocation (one volunteer day time-off per year), matching gifts, etc.

To improve employee communication, our Human Resources Department in the Philippines has enhanced the online HRIS system called MyHR, an online system that maximizes technology for fast and accurate employment transactions. Employees can access and update their personal data, apply for leave, request for certificate of employment, view corporate announcements, download HR forms, policies and videos, and update and monitor employee performance.

Other employee engagement initiatives by the company include the Montee stores, where employees can purchase DMPL products at a discount, and the Montee Pass, a tie-up with various restaurants and stores for employee discounts and privileges.

In the Philippines, Labour-Management Cooperation (LMC) councils meet regularly to discuss and decide issues affecting employees, their families, the Group and the community. Memorandums of Agreement (MOA) with three key labour unions stipulate wage increases and enhancements in benefits for farm and factory workers from year to year.

LMCs prepare the ground for efficient and short negotiations between Union and Management, as manifested in the signing of two MOA's covering enhanced economic and social benefits for approximately 3,000 employees at the plantation and cannery in the Philippines.

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

The Group is committed to providing a motivating environment that recognizes and rewards our employees based on performance, teamwork, and continuous improvement in both the short term and long term, and should be designed to:

- a) Motivate our employees to deliver the company's profitable growth goals;
 - b) Reward performance;
 - c) Retain top performers and high potentials; and
 - d) Promote teamwork.
- The Company's performance incentive plan aims to motivate and reward employees who contribute towards attaining and exceeding the Company's annual business objectives. The award is based on the degree to which divisional and corporate financial objectives are met. This incentive plan covers employees at the levels of supervisors and above.
 - The Company is one of the first in the Philippines who offered the "flexible benefits program" where regular monthly paid employees of its subsidiary are able to choose their own set of benefits that will support their personal health and wellness objectives. The range of options includes spa and massage services, membership in fitness gyms, sign-up for sports tournaments, educational subsidy for dependents, optical allowance, etc.
 - The Company rewards all regular employees for their dedicated and continuous service upon completing a minimum of 5 years and every 5 years thereafter, up to 40 years of service through the Service Awards Program. The awardee receives a special token and an increasing cash amount for each milestone year.

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.**

A Whistleblower Policy has been in place since 2004 to promote the highest standards of business and personal ethics in the conduct of the Group's affairs.

The policy aims to deter and uncover corrupt, illegal, unethical, fraudulent or other conduct detrimental to the Group's interests committed by officers and employees, as well as third parties/any other persons, such as suppliers and contractors. The Group encourages its officers and employees, suppliers and contractors to provide information that evidences unsafe, unlawful, unethical, fraudulent or wasteful practices. It does not disregard anonymous complaints.

This policy enables the Group to effectively deal with reports from whistleblowers in a manner that will protect the identity of the whistleblower and provide for the appropriate use of the information provided. It also establishes the policies for protecting whistleblowers against reprisal by any person internal or external to the Company and provide for the appropriate infrastructure including the appointment of a "Whistleblower Protection Officer", a "Whistleblower Investigations Officer" and alternative means of reporting.

The Board, together with the Chairman of the ARC, had appointed the Group CFO as the Protection Officer, as well as Mr. Gil Ramon Veloso, the Head of Internal Audit, as the Investigations Officer, to administer the Company's Whistleblower program.

The following are the contact details:

For legal compliance: +632 856 2557, +63 917 872 1472, or email legalcompliance@delmonte-phil.com
 For other matters: +6388 855 2090, +63 917 712 0311, or email othercompliance@delmonte-phil.com

I. DISCLOSURE AND TRANSPARENCY

1) Ownership Structure

(a) *Holding 5% shareholding or more*

As of 31 December 2015³⁷:

³⁷ On 11 March 2015, an aggregate of 641,935,335 ordinary shares were additionally listed on the Main Boards of the PSE and the SGX-ST as a result of the rights offering conducted in the Philippines and in Singapore.

As of 31 December 2015, the Company's total number of outstanding shares (excluding treasury shares) is

Shareholder	No. of Shares	Percent	Beneficial Owner
NutriAsia Pacific Limited ³⁸	1,155,030,190	59.44%	NutriAsia Pacific Limited
Bluebell Group Holdings Limited ³⁹	148,226,771	7.63%	Bluebell Group Holdings
Lee Pineapple Company Pte. Ltd.	100,422,000	5.17%	Lee Pineapple Company Pte Ltd.

Name of Senior Management	Number of Direct Shares	Number of Indirect Shares / Through (name of record owner)	% of Capital Stock
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	Yes
Dividend policy	Yes
Details of whistle-blowing policy	Yes
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 programme attended by each director/commissioner	Yes
Number of board of directors/commissioners meetings held during the year	Yes
Attendance details of each director/commissioner in respect of meetings held	Yes
Details of remuneration of the CEO and each member of the board of directors/commissioners	No

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

Explanation on Non-Disclosure of Remuneration Details

The remuneration of Directors and the CEO are disclosed in bands of S\$250,000/- with a maximum disclosure band of S\$500,000/- and above.

The remuneration of the top five Key Executives are similarly disclosed in bands of S\$250,000/- with a maximum disclosure band of S\$500,000/- and above.

Although the disclosure is not in compliance with the recommendation of the 2012 Code, the Board is of the view that given confidentiality and commercial sensitivity attached to remuneration matters, disclosure in bands of S\$250,000/- in excess of S\$500,000/- will not be provided. In addition, for personal security reasons, the names of the Company's top five Key Management Personnel are not disclosed.

Ms. Jeanette Beatrice Naughton has been appointed Vice President, Strategic Planning of DMFI, effective 1 March 2015. She is the daughter of Mr. Joselito D. Campos, Jr., the Company's Managing

1,943,214,106 shares.

³⁸ As of 31 December 2014, NutriAsia Pacific Ltd is a substantial and controlling shareholder of the Company, holding 869,315,246 shares therein. Its immediate holding company is NutriAsia Holdings Ltd. (formerly known as NutriAsia San Miguel Holdings Limited), the ultimate shareholders of which are Golden Chambers Investment Limited ("GCIL") and Star Orchids Limited ("SOL"), which hold 57.8% and 42.2% respectively through their intermediary companies - NutriAsia Holdings Ltd, NutriAsia Inc and Well Grounded Limited. GCIL and SOL are incorporated in the British Virgin Islands, and are beneficially owned by the Campos family.

³⁹ Bluebell Group Holdings Limited and NutriAsia Pacific Ltd. have common shareholders and are, thus, affiliated to each other.

Director and CEO, and DMFI's Vice Chairman and Director. Her remuneration for the period in review was above S\$300,000 and below S\$350,000.

3) External Auditor's Fee

The aggregate external audit fees that accrued for the audit of the Company's financial statements for the transitional period from 1 January 2014 to 30 April 2014⁴⁰ and FY2015 (1 May 2014 to 30 April 2015) and for services that were provided by the Company's external auditor are as follows:

Name of Auditor	Year Ended 30 April 2015		Four Months Ended 30 April 2014	
	Audit Fee (US\$'000)	Non-Audit Fee (US\$'000)	Audit Fee (US\$'000)	Non-Audit Fee (US\$'000)
KPMG LLP	322	222	246	-
Other auditors	2,658	590	200	8

4) Medium of Communication

List down the mode/s of communication that the company is using for disseminating information.

The Company's disclosures and announcements are disseminated through the SGX-ST and PSE portals, the Company's email alerts and website.

The Group provides descriptive and detailed disclosure whenever possible and avoids boilerplate disclosures, and immediately announces any material information known to the Company concerning the Company or any of its subsidiaries or associated companies.

Material information are disclosed to all shareholders and the investing community equally via the SGX-ST and PSE portals (i.e., no selective disclosure), including the Company's financial position, performance, ownership, strategies, activities and governance.

The Company observes a closed window period of two (2) weeks prior to the announcement of its quarterly results and 1 month prior to the announcement of its full year results. During this period, the Company does not meet nor communicate with the investing community to ensure no selective disclosure is made.

The Company announces its financial results on a quarterly basis within the prescribed timeframe and holds joint briefings with the investing community on its half-year and full-year performance in an accessible central location. Key Executives are present during the briefings.

The Management Discussion and Analysis (MD&A) report, press release and presentation on the Company's financial results are disseminated through SGXnet, PSE Edge, the Company's email alerts and website all on the same day.

The Company strengthens relationships with the investing community through one-on-one meetings, participation in at least 2 annual conferences, forums and road shows organized by stock broking and investing companies, to augment 2 briefings a year.

The Company organizes trips to its plantation and cannery, as well as trade checks, for the investing community, providing them with firsthand appreciation and understanding of the Company's operations and markets.

The corporate website (www.delmontepacific.com) has a dedicated and comprehensive IR section that is user-friendly with easily downloadable and updated press releases, announcements, quarterly reports, presentations and annual reports. Announcements are uploaded as soon as they are released to the SGXnet.

⁴⁰ In May 2014, the Company announced the change of its fiscal year end from 31 December to 30 April. The information on the external auditor's fees for the audit of the Company's financial statements covering the fiscal year from 1 May 2014 to 30 April 2015 are not yet available.

The following are also included in the IR site: IR calendar; next events; dividend policy and payout details; bio-data of Directors and senior management; and corporate governance. The following are uploaded in other sections of the website: sustainability; and Code of Business Ethics.

5) **Date of release of audited financial report:**

In May 2014, the Company announced the change of its fiscal year end from 31 December to 30 April. Following this change, the first fiscal year report of the Company would cover the transitional period from 1 January 2014 to 30 April 2014 and the regular twelve-month period from 1 May 2014 to 30 April 2015.

[The Company's annual report for FY2015 was released on 13 August 2015.](#)

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
Shareholding structure	Yes
Group corporate structure	Yes
Downloadable annual report	Yes
Notice of AGM and/or EGM	Yes
Company's constitution (Company's Memorandum and Articles)	Yes

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

Not applicable.

7) **Disclosure of RPT**

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 Company has an Interested Person Transactions (IPT) policy and manual that set out the definitions, general guidelines, and review and monitoring procedures to be adopted across the Company and the Group for **IPTs** compliance with the Listing Manual of the SGX-ST. The manual presents a comprehensive view of IPT and the procedures that all affected Group personnel, including members of senior management, directors and employees in Purchasing, Treasury, Finance, Sales, Legal, Internal Audit, must follow in order to comply with the SGX-ST rules. Non-compliance with the SGX-ST's requirements may lead to a range of sanctions such as public reprimand or in the worst case, de-listing.

The ARC reviews the internal audit report on the IPTs to ascertain that the established review procedures to monitor such transactions have been complied with. The ARC reviews the IPTs on a quarterly basis. If during these periodic reviews, the ARC is of the view that the review procedures as stated above have become inappropriate or insufficient in view of changes to the nature of, or the manner in which, the business activities of the Group are conducted, the Company will revert to its shareholders for a fresh mandate based on new guidelines and review procedures to ensure that IPTs meet the established criteria.

In addition to the foregoing, the Company supplements its internal systems with stringent approval threshold requirements to ensure that IPTs are undertaken on an arm's length basis and on normal commercial terms, and will not be prejudicial to the interests of the Company and its minority shareholders.

The Company maintains a register of transactions carried out with Interested Persons and the Company's internal audit plan will incorporate an annual review of all transactions entered into in the relevant financial year pursuant to the IPT mandate.

The following is a summary of IPTs that were entered into by the Company and/or its subsidiaries (the “Group”) with certain Interested Persons⁴¹ for FY2015 (1 May 2014 to 30 April 2015), SY2015 (transition period from 1 January 2014 to 30 April 2014) and CY2013 (1 January 2013 to 31 December 2013):

Related Party Transaction	Relationship	Nature	FY 2015 US\$'000	SY 2014 US\$'000	CY 2013 US\$'000
Del Monte Philippines, Inc. (DMPI Retirement Fund)	Retirement fund of the Company's subsidiary	Rental to DMPI Retirement Fund	1,519	169	40
		Purchases of Services to DMPI Retirement Fund	-	8	-
		Management fees from DMPI Retirement Fund	(5)	(2)	(5)
Del Monte Philippines, Inc. (DMPI Provident Fund)	Retirement fund of the Company's subsidiary	Rental to DMPI Provident Fund	-	5	4
NutriAsia Inc. (NAI)	Affiliate of the Company	Rental to NAI Retirement Fund	582	-	-
		Purchases of Production Materials	392	43	-
		Toll Pack Fees	472	169	-
		Recharge of Inventory Count Shortage	(363)	-	-
		Shared IT Services from NAI	(419)	(27)	(87)
		Sale of tomato sauce with NAI	(1,627)	(641)	-
TOTAL			551	(276)	(48)

J. RIGHTS OF STOCKHOLDERS

1) Right to participate effectively in 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	Under Article 75 of the Articles, a meeting of members is duly constituted if, at the commencement of the meeting, there are present in person by proxy two members entitled to vote on resolution of members to be considered at the meeting.
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(b) System Used to Approve Corporate Acts

Explain the system used to approve corporate acts.

System Used	Electronic poll voting
Description	For greater transparency, the Company had, since 2013, instituted electronic poll voting and all resolutions are put to vote by electronic poll at its Annual General Meetings and General Meetings. Announcement of the detailed results of the number of votes cast for and against each resolution, and the respective percentages is also made on the same day.

(c) Dividends

⁴¹ Under the SGX-ST Listing Manual, “Interested Person” is defined as: (a) a Director, CEO or Controlling Shareholder of the listed company; or (b) an Associate of any such Director, CEO or Controlling Shareholder. A “Controlling Shareholder” is one who: (a) holds directly or indirectly 15% or more of the nominal amount of all voting shares in the company; or (b) in fact exercises control over a company.

The following is the dividend declaration history of the Company for 2012, 2013 and 2014:

	Declaration Date	Record Date	Payment Date
FY2012	8 August 2012 27 February 2013	17 August 2012 07 March 2013	05 September 2012 27 March 2013
FY2013	12 August 2013	20 August 2013	04 September 2013
FY2014	Nil	Nil	Nil
FY2015	Nil	Nil	Nil

(d) *Stockholders' Participation*

1. *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.*

The Company encourages shareholder participation at General Meetings and ensures that the venue for General Meetings is in a central location easily accessed by public transportation. It also ensures that shareholders have the opportunity to participate effectively in and vote in the Annual General Meetings and General Meetings either in person or by proxy. Shareholders are informed of the rules, including voting procedures, which govern General Meetings.

The Memorandum and Articles of the Company do not allow corporations which provide nominee or custodial services to appoint more than two proxies to vote. The Company does, however, allow non-shareholders to attend the AGM as observers.

Resolutions on each distinct issue are tabled separately at General Meetings.

In General Meetings, shareholders are given the opportunity to communicate their views and direct questions to Directors and Senior Management regarding the Company. The Chairman of the Board, the respective Chairman of the ARC, NC and RSOC, all other Directors, and the external auditors are present to assist the Board in addressing shareholders' questions. [The Chairman of the ARC attended the most recent AGM held in August 2015.](#)

2. *State the company policy of asking shareholders to actively participate in corporate decisions regarding:*

a. Amendments to the Company's constitution

Section 12 of the Company's Memorandum and Article 169 of the Company's Articles state that the Company may amend its Memorandum and Articles by a special resolution of members subject always, for so long as the shares of the Company are listed on the Designated Stock Exchange, to the prior written approval of the Designated Stock Exchange.

Under the Articles, "special resolution" is defined as:

- (a) A resolution approved at a duly convened and constituted meeting of the members of the Company by the affirmative vote of:
 - (i) A majority of not less than three-fourths of the votes of the shares which were present at the meeting and entitled to vote thereon and were voted and not abstained; or
 - (ii) A majority of not less than three-fourths of the votes of each class or series of shares which were present at the meeting and entitled to vote thereon as a class or series and were voted and not abstained; or

- (b) A resolution consented to in writing by:
 - (i) A majority of not less than three-fourths of the votes of shares entitled to vote thereon; or
 - (ii) A majority of not less than three-fourths of the votes of each class or series of shares entitled to vote thereon as a class or series.

b. Authorization of additional shares

Under Article 59 of the Company's Articles, the Company may, by an ordinary resolution of members, increase its authorized capital (or, by special resolution of members, reduce its authorized share capital) and, in connection therewith, the Company may, in respect of any unissued shares, increase (or reduce) the number of such shares, increase (or reduce) the par value of any such shares or effect any combination of the foregoing accordingly.

The Articles define "ordinary resolution" as:

- (a) A resolution approved at a duly convened and constituted meeting of the members of the Company by the affirmative vote of:
 - (i) a simple majority of the votes of the shares which were present at the meeting and entitled to vote thereon and were voted and not abstained; or
 - (ii) a simple majority of the votes of each class or series of shares which were present at the meeting and entitled to vote thereon as a class or series and were voted and not abstained; or
- (b) A resolution consented to in writing by:
 - (i) An absolute majority of the votes of shares entitled to vote thereon; or
 - (ii) An absolute majority of the votes of each class or series of shares entitled to vote thereon as a class or series.

c. Transfer of all or substantially all assets, which in effect results in the sale of the company.

Article 15(1) of the Articles provides, subject to the provisions of these Articles, the unissued shares of the Company shall, with the approval of the members in general meeting, be at the disposal of the directors who may, without limiting or affecting any rights previously conferred on the holders of any existing shares or class or series of shares, offer, allot, grant options over or otherwise dispose of shares to such persons, at such times and upon such terms and conditions as the Company may, by resolution of directors, determine provided always that:

- (a) No shares shall be issued so as to transfer a controlling interest in the Company without the prior approval of the members in general meeting; and
- (b) Any other issue of shares, the aggregate of which would in any one financial year of the Company exceed the limits referred to in Regulation 15(3), shall be subject to the approval of the members in general meeting.

Also, Article 102(2) states that any sale or disposal by the directors of the Company's main undertaking shall be subject to the approval of the members of the Company in a general meeting.

3. Does the company observe a minimum of 21 business days for giving out of notices to the AGM where items to be resolved by shareholders are taken up?

Section 67 of the Articles provides that an annual general meeting and any general meeting at which the passing of a special resolution of members is to be considered shall be called by not less than twenty-one (21) clear days' notice in writing.

The Company was incorporated and registered in the British Virgin Islands. Section 65(4) of the Company's Articles states that the period of notice shall be exclusive of the day on which it is served or deemed to be served and exclusive of the day on which the meeting is to be held. All other general meetings may be called by not less than fourteen (14) clear days' notice in

writing but a general meeting may be called by shorter notice with a few exceptions under the Company's Articles.

a. *Date of sending out notices:*

The Company first sent out the notice of 2015 AGM and 2015 GM on 13 August 2015 which satisfies the requirement of 14 clear days' notice provided in the Company's Articles.

b. *Date of the Annual/Special Stockholders' Meeting:*

The Company's latest AGM was held on 28 August 2015. A general meeting was likewise held on the same day.

4. *State, if any, questions and answers during the Annual/Special Stockholders' Meeting.*

At the AGM and GM held on 28 August 2015, questions were raised by the Company's shareholders, and addressed by the Chairman and Management team.

At the AGM, the shareholders asked questions relating to the Company's audited financial statements for the past year, acquisition of the Consumer Food Business in the U.S., dividend pay-out post acquisition, gearing levels, main competitors of the Consumer Food Business in the U.S., and how the Company intends to service its debts. The queries were sufficiently addressed by the Chairman, together with the Company's CFO and COO. The shareholders were assured that the Group's business is strong.

At the GM, the shareholders raised questions on the proposed listing and issuance of preference shares in Singapore / Philippines, dividend policy, and net margins. The Chairman responded to all these inquiries by providing relevant answers and adequate explanations to the shareholders.

5. *Results of Annual/Special Stockholders' Meeting's Resolutions*

(a) *Annual General Meeting*

At the Company's AGM held on 28 August 2015, the following resolutions were put to shareholders and duly passed by way of poll:

Resolution	Approving	Dissenting
<u>Resolution 1</u> Adoption of the Directors' Report and Audited Financial Statements together with the Auditors' Report thereon, for (i) the transition period from 1 January 2014 to 30 April 2014 (the "Transition Period"); and (ii) the financial year from 1 May 2014 to 30 April 2015 ("FY2015")	1,286,571,782	209,700
<u>Resolution 2</u> Re-election of Mr. Godfrey E Scotchbrook, a Director retiring pursuant to Article 88 of the Company's Articles of Association	1,286,666,732	391,200
<u>Resolution 3</u> Re-election of Mr. Edgardo M Cruz, Jr, a director retiring pursuant to Article 88 of the Company's Articles of Association	1,286,173,012	376,900
<u>Resolution 4</u> Approval of payment of Directors' fees of up to US\$684,000/- for (i) the period from 1 January 2015 to 30 April 2015; and (ii) the financial year from 1 May 2015 to 30 April 2016 ("FY2016"), to be paid quarterly in	1,286,377,682	545,000

arrears		
Resolution 5		
Authority to fix, increase or vary the emoluments of Directors	1,286,161,132	468,800
Resolution 6		
Authority to issue Shares	1,198,018,729	88,736,183
Resolution 7		
Authority to allot and issue Shares under the Del Monte Pacific Executive Stock Option Plan 1999 and Del Monte Pacific Restricted Share Plan and the Del Monte Pacific Performance Share Plan	1,198,456,579	88,869,483
Resolution 8		
Renewal of shareholders' mandate for Interested Person Transactions	123,475,206	670,450

The following were required to abstain from voting on any resolutions:

- i. Mr. Edgardo M Cruz, Jr, a Director of the Company, holding 2,881,635 ordinary shares in the Company, being interested in Resolution 3 had abstained in the voting thereof; and
- ii. NutriAsia Pacific Limited, a controlling shareholder of the Company, holding 1,155,030,190 ordinary shares in the Company, being interested in Resolution 8 had abstained in the voting thereof; and Mr. Joselito D Campos Jr, being deemed interested in the shares held by NutriAsia Pacific Limited had also abstained in the voting of Resolution 8.

(b) General Meeting

At the Company's general meeting held on **28 August 2015**, the following resolutions were put to shareholders and duly passed by way of poll:

Resolution	Approving	Dissenting
Resolution 1		
Proposed adoption of Share Purchase Mandate	1,279,261,687	149,000
Resolution 2		
Appointment of Ernst & Young LLP as the new Auditors of the Group, in place of retiring Auditors, KPMG LLP	1,279,222,487	62,900
Resolution 3		
Appointment of Sycip Gorres Velayo & Co. (Ernst & Young Philippines) as the Philippine Auditors of the Group	1,279,384,607	62,900

No shareholder was required to abstain from voting on any resolution taken up during the GM.

6. Date of publishing of the result of the votes taken during the most recent AGM for all resolutions.

The results of the votes taken at the AGM and GM were uploaded to the SGX-ST portal on the same day **28 August 2015** and to the PSE EDGE on **29 August 2015**.

(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:

Modifications	Reason for Modification
<p> Holders of shares in the Company that were lodged in the PSE were allowed to vote in Manila by manually accomplishing the ballots instead of electronically voting.</p>	<p> Electronic voting is not available in Manila.</p>

(f) *Stockholders' Attendance*

(i) *Details of Attendance in the Annual/Special Stockholders' Meeting Held:*

Type of Meeting	Names of Board Members/ Officers Present	Date of Meeting	Voting Procedure (by poll)	% of SH Attending in Person	% of SH in Proxy	Total % of SH Attendance
Annual	<p>Rolando C. Gapud Joselito D. Campos, Jr. Edgardo M. Cruz, Jr. Patrick L. Go Godfrey E. Scotchbrook Benedict Kwek Gim Song</p> <p>Luis F Alejandro Ignacio C.O. Sison Tan San-Ju</p>	28 Aug 2015	<p>Singapore – via electronic poll</p> <p>Philippines – via paper ballot voting</p>	1.35%	0.28%	1.68%
Special	<p>Rolando C. Gapud Joselito D. Campos, Jr. Edgardo M. Cruz, Jr. Patrick L. Go Godfrey E. Scotchbrook Benedict Kwek Gim Song</p> <p>Luis F. Alejandro Ignacio C.O. Sison Tan San-Ju</p>	28 Aug 2015	<p>Singapore – via electronic poll</p> <p>Philippines – via paper ballot voting</p>	1.35%	0.28%	1.68%

(ii) *Does the company appoint an independent party (inspectors) to count and/or validate the votes at the AGM/GMs?*

Yes, the Company appointed independent scrutineers for purposes of tabulating and validating the votes cast at the 2015 AGM and GM. The firms and/or persons appointed to act as scrutineers were as follows:

- Ms. Madelyn Kwang of DrewCorp Services Pte Ltd for the proceedings in Singapore; and
- Atty. Kristel Ann Marie Bejar of Ortega, Bacorro, Odulio, Calma & Carbonell for the proceedings in the Philippines.

(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, common shares carry one vote per share.

(g) *Proxy Voting Policies*

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

	Company's Policies
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<p>Execution and acceptance of proxies</p>	<p>The proxy form must be duly accomplished, signed and dated by the shareholder, and submitted to the designated officer, in accordance with the instructions given in the Notice of Meeting (AGM/GM). The proxy form is distributed together with the printed Notice of Meetings and Annual Report.</p> <p>Article 70 of the Company's Articles provides:</p> <p>(1) A member may be represented at a meeting of members by a proxy who need not be a member of the Company to speak and vote on behalf of the member, and to vote on a show of hands, on any matter at any general meeting.</p> <p>(2) An instrument of proxy shall be deemed to confer on the holder thereof the authority to demand or join in demanding that a poll be taken at any general meeting or annual general meeting.</p> <p>In the case of joint ownership of shares, Article 73 shall govern:</p> <p>(a) if two or more persons hold shares jointly each of them may be present in person or by proxy at a meeting of members and may speak as a member;</p> <p>(b) if only one of the joint owners is present in person or by proxy he may vote on behalf of all joint owners; and</p> <p>(c) if two or more of the joint owners are present in person or by proxy they must vote as one and the person whose name stands first on the register of members shall be entitled to vote.</p>
<p>Notary</p>	<p>Proxies do not need to be notarized.</p>
<p>Submission of Proxy</p>	<p>Article 72 provides, the instrument appointing a proxy shall be produced at the place appointed for the meeting, or such other place as may specified in the instrument, forty-eight (48) hours before the time for holding the meeting at which the person named in such instrument proposes to vote.</p>
<p>Several Proxies</p>	<p>The Memorandum and Articles of the Company do not allow corporations which provide nominee or custodial services to appoint more than 2 proxies to vote. At present, only the Central Depository (Pte) Ltd (in Singapore) is permitted to appoint more than 2 proxies.</p> <p>Article 71 states:</p> <p>(1) Every member is entitled to attend and vote at a general meeting of the Company where such member is the holder of two or more shares, such person shall be entitled to appoint not more than two proxies to attend and vote instead of him at the same meeting provided that, if the member is the Depository:</p> <p>(a) the Depository may appoint more than two proxies to attend and vote at the same general meeting and each proxy shall be entitled to exercise the same powers on behalf of the Depository as the Depository could exercise, including the right to vote individually on a show of hands provided that, on a show of hands or otherwise, it is the votes allocated to the shares that shall be counted and not the number of members who actually voted; and X X X</p> <p>(2) In any case where a form of proxy appoints more than one proxy (including the case where such appointment results from a nomination by a Depositor), the proportion of the shareholding</p>

	concerned to be represented by each proxy shall be specified in the form of proxy.
Validity of Proxy	<p>Article 71 (b) and (c) further provide:</p> <p>(b) Unless the Depository specifies otherwise in a written notice to the Company, the Depository shall be deemed to have appointed as the Depository's proxies to vote on behalf of the Depository at a general meeting of the Company each of the Depositors who are individuals and whose names are shown in the records of the Depository as at a time not earlier than forty-eight (48) hours prior to the time of the relevant general meeting supplied by the Depository to the Company and notwithstanding any other provisions in these Articles, the appointment of proxies by virtue of this Article 71(1)(b) shall not require an instrument of proxy or the lodgement of any instrument of proxy;</p> <p>(c) The Company shall accept as valid in all respects the form of instrument of proxy approved by the Depository (the "CDP Proxy Form") for use at the date relevant to the general meeting in question naming a Depositor (the "Nominating Depositor") and permitting that Nominating Depositor to nominate a person or persons other than himself as the proxy or proxies appointed by the Depository. The Company shall, in determining rights to vote and other matters in respect of a completed CDP Proxy Form submitted to it, have regard to the instructions given by and the notes (if any) set out in the CDP Proxy Form. The submission of any CDP Proxy Form shall not affect the operation of Article 71(1)(b) and shall not preclude a Depositor appointed as a proxy by virtue of Article 71(1)(b) from attending and voting at the relevant meeting but in the event of attendance by such Depositor, the CDP Proxy Form submitted bearing his name as the Nominating Depositor shall be deemed to be revoked.</p>
Invalidated Proxy	<p>Article 71 further provides:</p> <p>(d) the Company shall reject any CDP Proxy Form of a Nominating Depositor if his name is not shown in the records of the Depository as at a time not earlier than forty-eight (48) hours prior to the time of the relevant general meeting supplied by the Depository to the Company;</p>
Proxies executed abroad	There is no requirement that proxies executed abroad must be authenticated.
Validation of Proxy	<p>Article 71 (e) states that, on a poll, the maximum number of votes which a Depositor or proxies appointed pursuant to a CDP Proxy Form in respect of that Depositor is able to cast shall be the number of shares credited to the Securities Account of the Depositor as shown in the records of the Depository as at a time not earlier than forty-eight (48) hours prior to the time of the relevant general meeting supplied by the Depository to the Company, whether that number is greater or smaller than the number specified in any CDP Proxy Form or instrument of proxy executed by or on behalf of the Depository.</p>
Violation of Proxy	For security holders with shares listed in the PSE, the Philippine stock transfer agent is the one responsible for receiving and validating the accomplished proxy forms.

(h) Sending of Notices

State the company's policies and procedure on the sending of notices of Annual/Special Stockholders' Meeting.

Policies	Procedure
<p>As a rule, the notice of a general meeting of members shall be sent to the Company's shareholders at least 14 clear days.</p> <p>The Company takes into account the provisions of its Articles, as well as the listing rules of the SGX-ST and the PSE, as well as the SEC.</p>	<p>Article 67 of the Company's Articles provides:</p> <p>An annual general meeting and any general meeting at which the passing of a special resolution of members is to be considered shall be called by not less than twenty-one (21) clear days' notice in writing. All other general meetings may be called by not less than fourteen (14) clear days' notice in writing but a general meeting may be called by shorter notice:</p> <p>(a) in the case of a meeting called as an annual general meeting, if it is so agreed by all the members entitled to attend and vote thereat;</p> <p>(b) in the case of any other meeting, if it is so agreed by a majority in number of the members having the right to attend and vote at the meeting, being a majority together holding not less than ninety per cent (90%) of the total number of shares entitled to vote on all matters to be considered at the meeting, or ninety per cent (90%) of the votes of each class or series of shares where members are entitled to vote thereon as a class or series; and</p> <p>(c) in all cases, if all members holding shares entitled to vote on all or any matters to be considered at the meeting have waived notice of the meeting and for this purpose presence at the meeting shall be deemed to constitute waiver.</p> <p>For so long as the shares of the Company are listed on the Designated Stock Exchange, at least fourteen (14) days' notice of any general meeting shall be given by advertisement in an English daily newspaper in circulation in Singapore and in writing to the Designated Stock Exchange.</p> <p>Article 156 of the Articles states:</p> <p>Any notice, document, information or written statement to be given by the Company to members may be served in the case of members holding registered shares in any way by which it can reasonably be expected to reach each member or by mail addressed to each member at the address shown in the share register and in the case of members holding shares issued to bearer, in the manner provided in the Memorandum.</p> <p><i>Note: "Clear days" is, in relation to the period of notice, that period excluding the day when notice is given or deemed to be given and the day when it is given or on which it takes effect.</i></p> <p>Rule 704(15) of the SGX-ST Listing Rules provides that all notices convening meetings must be sent to stockholders at least 14 calendar days before the date of meeting (excluding the date of notice and date of meeting).</p> <p>In the Philippines, however, the SEC requires that whenever an annual or special meeting will be held, the Company should furnish its stockholders the information statement, proxy form and management report at least 15 business days prior to the date of the stockholders' meeting.</p>

(i) *Definitive Information Statements and Management Report*

<p>Date of Actual Distribution of Definitive Information Statement and Management Report and Other Materials held by market participants/certain beneficial owners</p>	<p>13 August 2015</p>
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Date of Actual Distribution of Definitive Information Statement and Management Report and Other Materials held by stockholders	13 August 2015
State whether CD format or hard copies were distributed	The Company's Annual Report, Definitive Information Statement, and other reference materials, such as, but not limited to, the Memorandum on Interested Person Transactions and the Circular on the relevant resolutions tabled for shareholders' approval, were distributed in CD format to the shareholders.
If yes, indicate whether requesting stockholders were provided hard copies	N/A

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

As of the AGM/GM held on 28 August 2015:

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.	Yes
The amount payable for final dividends.	No dividends were declared
Documents required for proxy vote.	Yes

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

N/A

2) Treatment of Minority Stockholders

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

Policies	Implementation
<p>The Group treats all shareholders fairly and equitably, and recognizes, protects and facilitates the exercise of shareholders' rights. Moreover, the Group continually reviews and updates such governance arrangements.</p> <p>Shareholders are informed of changes in the Company's business, which are likely to materially affect the value of the Company's shares.</p> <p>The Group ensures that all shareholders have the opportunity to participate effectively in and vote at General Meetings. Shareholders are informed of the rules, including voting procedures, which govern General Meetings.</p>	Implemented

(b) Do minority stockholders have a right to nominate candidates for board of directors?

The Company's Articles state:

No person other than a director retiring at the meeting shall, unless recommended by the directors for election, be eligible for election as a director at any general meeting unless not less than eleven (11) clear days before the date appointed for the meeting there shall have been lodged at the Office a notice in writing signed by a member (other than the person to be proposed) duly qualified to attend and vote at the meeting for which such notice is given of his intention to propose such person for election and also a notice in writing signed by the person to be proposed of his willingness to be elected, provided that in the case of a person recommended by the Board for election not less than nine (9) clear days' notice in writing shall be necessary and notice of each and every such person shall be served on the members at least seven (7) days prior to the meeting at which the election is to take place.

K. INVESTORS 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.

The IR policy of the Company promotes fair and equitable treatment of all shareholders, while recognizing, protecting and facilitating the exercise of shareholders' rights. This is consistent with the listing requirements of the SGX-ST and PSE, and reinforces the Company's commitment to providing easy and regular access to timely, effective, fair, pertinent and accurate information about the Company.

IR is a key function in the Company. As such, the IR manager reports directly to the CFO, who coordinates with the Senior Management on IR, as required. The CFO reports to the CEO who, together with the Executive Committee, gets involved with IR, as needed. The CFO also updates the Board and Senior Management on IR developments and feedback.

- 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 email) of the officer responsible for investor relations.

	Details
(1) Objectives	The objective of IR is to enhance shareholder value.
(2) Principles	<p>The Company's IR is guided by principles of trust, good corporate governance, transparency, openness and quality of disclosure, fairness, timeliness, proactiveness and engagement, accessibility, employment of information technology, and continuous improvement.</p> <p>In summary, these are the principles and corresponding actions which the Company adheres to.</p> <p>a) Trust – Grounded on SGX-ST guidelines and principles.</p> <p>b) Good Corporate Governance – Code of Corporate Governance pillars including Communication with Shareholders; Governance and Transparency Index (GTI).</p> <p>c) Transparency, Openness and Quality of Disclosure – Clear communication of business strategy and outlook; issuance of profit alerts, if warranted; management of market expectation.</p> <p>d) Fairness – No selective disclosure; closed-window period</p> <p>e) Timeliness – Timely and accurate information disclosed immediately via the SGXnet, PSE Edge, and the Company's corporate website; IR team is responsive to emails and calls, and targets one day turnaround to answer enquiries.</p> <p>f) Proactiveness and Engagement – Reaching out to the investing community through briefings, one-on-one meetings, conference calls, brokers'</p>

	<p>conferences, email updates.</p> <p>g) Accessibility – Contact details on IR homepage and annual report; IR manager is contactable by mobile phone.</p> <p>h) Employment of IT/latest tools – Email alerts, corporate website, keeping abreast of different online platforms in the market.</p> <p>i) Continuous improvement – Peer benchmarking, attending IR tasks and forums, keeping abreast of new Code of Corporate Governance and GTI; implementation of best practices.</p>
(3) Modes of Communications	<p>The Group provides descriptive and detailed disclosure whenever possible and avoids boilerplate disclosures, and immediately announces any material information known to the Company concerning the Company or any of its subsidiaries or associated companies.</p> <p>Material information are disclosed to all shareholders and the investing community equally via the SGX-ST and PSE portals (i.e., no selective disclosure), including the Company’s financial position, performance, ownership, strategies, activities and governance.</p> <p>The Company observes a closed window period of 2 weeks prior to the announcement of its quarterly results and 1 month prior to the announcement of its full year results. During this period, the Company does not meet nor communicate with the investing community to ensure no selective disclosure is made.</p> <p>The Company announces its financial results on a quarterly basis within the prescribed timeframe and holds joint briefings with the investing community on its half-year and full-year performance in an accessible central location. Key Executives are present during the briefings.</p> <p>The Management Discussion and Analysis (MD&A) report, press release and presentation on the Company’s financial results are disseminated through SGXnet, PSE Edge, the Company’s email alerts and website all on the same day.</p> <p>The Company strengthens relationships with the investing community through one-on-one meetings, participation in at least 2 annual conferences, forums and road shows organized by stock broking and investing companies, to augment 2 briefings a year.</p> <p>The Company organizes trips to its plantation and cannery, as well as trade checks, for the investing community, providing them with firsthand appreciation and understanding of the Company’s operations and markets.</p> <p>The corporate website (www.delmontepacific.com) has a dedicated and comprehensive IR section that is user-friendly with easily downloadable and updated press releases, announcements, quarterly reports, presentations and annual reports. Announcements are uploaded as soon as they are released to the SGXnet.</p> <p>The following are also included in the IR site: IR calendar; next events; dividend policy and payout details; bio-data of Directors and senior management; and corporate governance. The following are uploaded in other sections of the website: sustainability; and Code of Business Ethics.</p> <p>The Company is committed to providing easily accessible, timely and relevant information. To maintain an open channel of communication, the Company has an email alert system whereby emails on its developments and updates are sent out to investors on a regular basis. Such information is also announced to the public via the SGXnet and PSE Edge systems.</p> <p>Various IR and communication modes are employed by the Company to</p>

	establish and maintain frequent engagement and regular dialogue with the investing community, not just for the Company to provide them with information but also to gather their feedback and address their concerns. Insights gathered are taken and where appropriate, acted upon.
(4) Investors Relations Officer	Jennifer Luy jluy@delmontepacific.com Tel: (65) 6324 6822 / Fax: (65) 6221 9477

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?*

These matters are subject to review and approval by the Company's Board of Directors.

For material or very important transactions, the Company adheres to the requirements and procedures prescribed by the PSE and the SGX-ST, and other regulatory authorities.

Name of the independent party the board of directors of the company appointed to evaluate the fairness of the transaction price.

The Company had engaged Ernst & Young to undertake an independent valuation of the Consumer Food Business. The business was valued as at 31 July 2013 at a valuation range of US\$1.53 billion to US\$1.75 billion.

L. CORPORATE SOCIAL RESPONSIBILITY INITIATIVES

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

As a leading global food company, a Corporate Sustainability Team was organized to develop strategic plans guided by the Global Reporting Initiative (GRI) framework and included corporate sustainability as part of the Company's strategic plan, which goes beyond corporate social responsibility and environmental compliance.

In line with its sustainability commitment, many initiatives were taken through business plans, productivity and cost efficiency programs, agricultural enhancement measures, supply chain improvements, capital expenditure and facilities improvement projects, and other key programs.

The initiatives undertaken by the Group [as of 30 April 2015](#) are set forth in the following table:

1) FOR THE COMMUNITY

Substantial focus was given to making life better to the communities where the Company operates. Social services for education, health and livelihood were provided to over 100 communities in Bukidnon and Misamis Oriental, Philippines.

Del Monte Foundation, Inc. (the "Foundation"), a non-stock and non-profit organization, spearheads the Group's efforts as it expands its reach in the community. The Foundation employs a framework for identifying and selecting community projects, in coordination with the Del Monte Plantation and Cannery teams, which is in line with the policies and procedures for Sustainability projects.

a) Education, Scholarships and Youth Development

Initiative	Beneficiary
1. <i>Building and Construction of Classrooms</i> Consistent with the Group's commitment to	<ul style="list-style-type: none"> One 2-classroom building for the Impalutao

<p>help the national government address the shortage in school facilities, the Foundation undertook the construction and donation of classrooms in Mindanao, where the vast pineapple fields in the town are located.</p>	<p>Integrated School in Impasug-ong;</p> <ul style="list-style-type: none"> • One classroom for Sumilao Elementary School; and one classroom for the Sumilao National High School Annex in Upper Culaman, Sumilao
<p>2. <i>Donating additional chairs and tables for students in public schools</i></p> <p>The Foundation provided additional chairs and tables in public schools as student population grows each year. The chairs and tables were made by recycling wooden pallets from the DMPI Cannery.</p> <p>Students attest that they could learn and perform better in class with individual chairs than when previously sharing a desk among 3-4 students.</p>	<ul style="list-style-type: none"> • Kiddie tables and chairs made studying more comfortable for 200 pupils; and • 1,100 public school students learn better with individual armchairs
<p>3. <i>Scholarship Grants</i></p> <p>Gifted children earn quality education from pre-school and primary levels up to post-graduate studies through the Group's academic scholarship, grants-in-aid and sports scholarship programs.</p>	<ul style="list-style-type: none"> • A total of 35 new Del Monte Barrio Scholars join the pioneer 110 Barrio Scholars recruited from last year by the Foundation. • For the school year 2014-2015, 375 Del Monte scholars were enrolled in different schools in the region under academic, barrio and sports scholarships as well as from the Jose Yao Campos Grants-in-Aid. 15 college scholars graduated in March 2015. 11 scholars who graduated in 2014 and took licensure examinations with the support of the Foundation also made it with flying colors.
<p>4. <i>Donation of Educational Tools and Materials</i></p> <p>a) Public elementary schools in Sumilao and Impasug-ong received supplementary learning aides for their kindergarten classes. The assistance was in response to a clamor for appropriate instructional and learning tools in the recently opened kindergarten level in public primary education institutions.</p> <p>b) The Foundation donated desk top computers and computer tablets to schools in the barrios with no computer facilities.</p>	<ul style="list-style-type: none"> • 40 kindergarten classes in Sumilao and Impasug-ong benefited from the learning aids and educational toys donated. • 10 public schools were the recipients of desk top computers
<p>5. <i>Participation in Brigada Eskwela</i></p> <p>The Foundation participated in Department of Education's Brigada Eskwela – an annual collective nationwide voluntary effort of doing minor repairs and clean-ups on their schools in preparation for the start of the school year campaign.</p>	<ul style="list-style-type: none"> • The Foundation helped identified schools via provision of services, construction and painting materials, furniture and other materials being donated
<p>6. <i>Playground Equipment become Centers of Fun in 7</i></p>	

<p>By recycling steel pallets from the Del Monte Cannery, the Foundation livened up community grounds and made playing outdoors more fun for young residents in some areas.</p>	<ul style="list-style-type: none"> • The playground equipment were situated in the various barangays in Mindanao.
<p>7. Countryside Sports Tournament Kick-off</p> <p>The Countryside Sports Tournament is among the youth development activities initiated by the Foundation and is being undertaken through a partnership with Plantation LMC (Labor Management Cooperation) by location. The Foundation provides the resources and support needed by the LMC's to organize and implement the event.</p>	<ul style="list-style-type: none"> • It brings together youth and adults from neighboring barangays through a friendly yet competitive sports contest such as basketball and volleyball. • In 2014, the North and West Crop Production Unit LMC's in Libona successfully implemented the tournament
<p>8. Youth Seminars and Leadership Trainings</p> <p>The Foundation organized 2 symposia on Drug Abuse Prevention to curb the alarming incidence of drug addiction, in cooperation with the Philippine Drug Enforcement Agency which provided resource persons for the events.</p>	<ul style="list-style-type: none"> • Seminars on drug abuse were conducted in Pangantucan, Bukidnon. • The Foundation scholars and selected community leaders also participated in the following trainings: Reboot: A Leadership & Character Formation Course (May 2014); Youth Leadership Summit in Malaybalay (May 2014); and Values Enrichment Seminar (October 2014)

b) Community Health and Home Care Education

Initiative	Beneficiary														
<p>1. Medical and Dental Missions</p> <p>Continuing its commitment to bring medical assistance to communities which have little access to doctors and medicines, the Foundation conducted free clinics in selected locations. The improved service has included dental extraction beginning this year.</p>	<ul style="list-style-type: none"> • A total of 3,600 patients benefited from the medical and dental missions conducted in Cacaon, Talakag; San Jose, Quezon; Hinaplanan, Claveria; Kuya, Maramag; Guihean, Impasug-ong; Gandingan, Pangantucan; Butong, Quezon; Kalugmanan, Manolo Fortich. 														
<p>2. Home Care Education Programs for Women</p> <p>The Foundation continues to implement its Home Care Education Program (HCEP), a 5-month program that teaches women proper nutrition, preventive health, family planning, herbal remedies, emergency care and livelihood skills, among others. The course has been enhanced to include FAITH (Food Always in the Home) Gardening, which aims to make households self-reliant for their daily food needs. Following were the areas reached by the HCEP during the year:</p>	<ul style="list-style-type: none"> • Through DMFI's partnership with the DSWD, the program has also expanded its reach to Pantawid Pamilyang Pilipino (4P's) beneficiaries to help them towards self-sufficiency. • The following were the areas reached by the HCEP during the year: <table border="1" data-bbox="890 1805 1422 2040"> <thead> <tr> <th colspan="2">Area</th> <th>No. of</th> </tr> <tr> <th>Municipality</th> <th>Barangay</th> <th>Beneficiaries</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Manolo Fortich</td> <td>Ticala (proper)</td> <td>72</td> </tr> <tr> <td>Ticala (Upper Bunga)</td> <td>45</td> </tr> <tr> <td>Libona</td> <td>Capihan (proper)</td> <td>75</td> </tr> </tbody> </table>	Area		No. of	Municipality	Barangay	Beneficiaries	Manolo Fortich	Ticala (proper)	72	Ticala (Upper Bunga)	45	Libona	Capihan (proper)	75
Area		No. of													
Municipality	Barangay	Beneficiaries													
Manolo Fortich	Ticala (proper)	72													
	Ticala (Upper Bunga)	45													
Libona	Capihan (proper)	75													

		Capihan (Sitio Mantaboo)	35
		Nangka	44
	Lantapan	Capitan Juan	47
	Pangantucan	Gandingan	62
		Adtuyon	64
	Malaybalay City	Capitan Anghel	47
	Impasug-ong	San Juan, La Fortuna	50
		Invatas, La Fortuna	40
	Sumilao	Vista Villa	39
		Puntian	44
		Lupiagan	46
<p>3. <i>Mobile Clinic</i></p> <p>Through the Mobile Clinic Program, the Foundation is able to bring free medicines and provide the services of a doctor to communities where medical care is out of reach. The team also recommends interventions to help improve health conditions in a particular area. It gives feedback on its significant findings to the municipal health officers or recommends health education classes to be conducted by the Foundation.</p>			<ul style="list-style-type: none"> The Mobile Clinic serves 1 to 2 barangays daily; covering about 40 areas per month.
<p>4. <i>Trainings for Barangay Health Workers (BHW)</i></p> <p>Barangay Health Workers in several areas underwent training with the Foundation to further their knowledge and skills. The trainings were 1 or 2 day sessions with topics ranging from the basic taking of vital signs and immunizations to expanding their role in the community through disaster preparedness. The Foundation helps the BHW's become more effective in their roles as promoters of health and wellness in the community.</p>			<ul style="list-style-type: none"> 700 barangay health workers in Lantapan, Libona, Manolo Fortich, Impasug-ong, Sumilao and Puerto
<p>5. <i>Educational Sessions and Information Campaigns</i></p> <p>The Foundation conducted short educational sessions in small communities to influence residents towards a better way of life. Topics covered depend on the need identified by the local leaders as relevant to their constituents and the community as a whole.</p>			<ul style="list-style-type: none"> Community residents in 57 barangays and sitios learned from the Foundation's educational sessions and information campaigns on subjects relating to budgeting, diabetes prevention and cure, disaster preparedness, family and marriage, proper hygiene, responsible farming, etc.
<p>6. <i>Toilet Project</i></p> <p>In partnership with the LGU, the Foundation completed the toilet project for families living near or around the pineapple fields.</p>			<ul style="list-style-type: none"> 106 families in Malaybalay benefitted from this project.

c) Technical Skills Training and Livelihood Development

Initiative	Beneficiary
<p>1. <i>Technical Skills Training Program</i></p> <p>All of the graduates from the communities where we conducted the Foundation's Technical Skills Training Program who applied for national certification also passed the assessment tests conducted by TESDA.</p> <p>The NC-II TESDA certification gives our graduates the edge in applying for employment or looking for better opportunities in their locality or abroad. The courses offered were identified based on a community's needs and opportunities and upon consultation with the LGU's.</p>	<ul style="list-style-type: none"> In 2014, close to 800 individuals graduated from various community-based skills training and passed the assessment tests conducted by TESDA. <p>These were out-of-school youth, unemployed heads of families and members of the 4P's in the company's 22 areas of operation.</p>
<p>2. <i>Community Education Centers Turned Over to the LGU</i></p> <p>After over 20 years of use, the Foundation's Community Education Centers (CEC's) built on government land in Manolo Fortich and Libona were formally turned- over to the LGU's.</p>	<ul style="list-style-type: none"> It would allow the local government to maximize the use of the facilities for its own purpose while relieving the Foundation of the responsibility of maintaining the CEC's which it no longer uses.
<p>3. <i>Donation of Fishing Boats to Typhoon Victims</i></p> <p>Through the joint contribution of the Foundation and employees of the Group, 10 brand new 18- and 20-footer fiberglass fishing boats were donated to Northern Leyte communities.</p>	<ul style="list-style-type: none"> 7 of the fishing boats were given to fishermen's families to boost their livelihood; 3 boats were turned over to Bantay Dagat Association (Sea Watch Association) to help safeguard local waters against illegal fishing and support search and rescue operations.
<p>4. <i>Community Feeding</i></p> <p>Since 2010, DMFI supports a hunger-relief charity work by having contributed more than 12 million pounds of product to Feeding America or local food banks. Feeding America is the US' largest non-profit organization addressing hunger.</p>	<ul style="list-style-type: none"> Each year the Feeding America network provides food assistance to more than 25 million low-income people facing hunger in the US, including more than 9 million children and nearly 3 million senior citizens, through their network of more than 200 food banks throughout the country. These food banks support about 63,000 local charitable agencies that distribute food directly to Americans in need by way of some 70,000 programs including food pantries, soup kitchens, emergency shelters, and after-school programs.

2) FOR THE ENVIRONMENT

The Company also embarked on environmental initiatives that will contribute to water conservation, recycling and energy consumption. It will continue to explore ways to reduce its environmental footprint and improve its social responsibility.

Initiative	Beneficiary
<p>1. <i>Tree Planting</i></p> <p>The Foundation has partnered with schools and organizations to gather volunteers to</p>	<ul style="list-style-type: none"> A total of 15,000 trees were planted in the vicinity of the Del Monte Plantation in CY 2014.

<p>plant more trees. Beneficiaries of its training programs also planted trees in community tree parks prior to their graduation. DMFI scholars gathered to continue their yearly commitment to plant trees during school break.</p>	<p>Seedlings came from the farmers' organizations in Imbayao, Malaybalay and Balubal, Cagayan de Oro, which the Foundation supports.</p>
<p>2. <i>Reforestation of Mt. Kitanglad</i></p> <p>The Bukidnon Protected Area Management Board has granted the Foundation the permission to adopt a 10-hectare area in Mt. Kitanglad to reforest. A Memorandum of Agreement between the Foundation and the Dept. of Environment and Natural Resources formalized the agreement.</p>	<ul style="list-style-type: none"> • A small community of about 50 households belonging to the Higaonon tribe has been established in Sitio Mantaboo, Sil-ipon, Libona, the location of the agro-forestry project.
<p>3. <i>Environmental Fora with LGU-Libona</i></p> <p>Recognized as a partner in development by the LGU of Libona, the Foundation has been invited to participate in environmental fora jointly organized by the local and national government and Enterprise Works Worldwide Phils. (EWWP).</p>	<ul style="list-style-type: none"> • These were called upon to promote programs aimed to protect Libona's watersheds and bodies of water, which in turn contribute to the Cagayan de Oro City river basin.

3) OTHER PROJECTS

Initiative	Beneficiary
<p><i>Rehabilitation of Water System</i></p> <p>The Foundation helped rehabilitate the water system in Brgy. Kulasi, one of the pineapple plantation areas of Del Monte in Sumilao. The community suffered from poor water supply because its water system from the main water source was comprised of pipes of various sizes.</p> <p>To help the residents have better access to potable water, the Foundation provided 23 rolls or over a thousand meters of polyethylene water pipes for the rehabilitation of the barangay's existing water system.</p>	<ul style="list-style-type: none"> • About 170 households in Barangay Kulasi, Sumilao • Water system rehabilitation at Brgy. Laturan, Libona and at lower Sitio Laruc, Kisolon, Sumilao

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.

1) Board of Directors

The Board, through the NC, implements an annual evaluation process to assess the effectiveness of the Board as a whole. The evaluation process is undertaken as an internal exercise and involves Board members completing a questionnaire covering areas relating to the following:

- a. Board composition;
- b. Information to the Board;
- c. Board procedures;
- d. Board accountability;

- e. Communication with CEO and Key Executives;
- f. Succession planning of Key Executives; and
- g. Standards of conduct by the Board.

The evaluation process takes into account the views of each Board member and provides an opportunity for Directors to provide constructive feedback on the workings of the Board, including its procedures and processes and if these may be improved upon.

Led by the Chairman, this collective assessment was conducted by means of a confidential questionnaire completed by each Director, which is collated, analysed and discussed with the NC and the Board with comparatives from the previous year. Recommendations to further enhance the effectiveness of the Board are implemented, as appropriate.

2) Individual Directors

The NC is tasked with reviewing the Directors' performance and contributions in order to nominate them for re-election or re-appointment. The NC will review, in particular, the Directors' attendance and participation at meetings of the Board and Board committees, and their efforts and contributions towards the success of the Group's business and operations.

In cases where a Director has multiple Board representations, the NC also assesses whether such Director has been adequately carrying out his duties as a Director of the Company.

In determining whether each Director is able to devote sufficient time to discharge his duty, the NC has taken cognizance of the 2012 Code requirement, but is of the view that its assessment should not be restricted to the number of board representations of each Director and his respective principle commitments per se. The contributions by Directors to and during meetings of the Board and Board Committees, as well as their attendance at such meetings, should also be taken into account.

3) Board Committees

a) *Nominating Committee*

The NC implements an evaluation process to assess the effectiveness of the NC as a whole. The evaluation process is undertaken as an internal exercise and involves NC members completing a questionnaire covering areas relating to:

- i. Memberships and appointments;
- ii. Conduct of NC meetings;
- iii. Trainings and resources available;
- iv. Reporting to the Board;
- v. Process for selection and appointment of new Directors;
- vi. Nomination of Directors and re-election;
- vii. Independence of Directors;
- viii. Board performance evaluation;
- ix. Succession planning;
- x. Multiple Board representations;
- xi. Standards of conduct; and
- xii. Communication with shareholders.

The evaluation process takes into account the view of each NC member and provides for an opportunity for the NC to give constructive feedback on the workings of the NC, including procedures and processes adopted and if these may be improved upon.

The evaluation exercise is carried out by the NC on an annual basis.

b) *Audit and Risk Committee*

The ARC implemented an evaluation process to assess the effectiveness of the ARC as a whole. The evaluation process is undertaken as an internal exercise and involves ARC members completing a questionnaire covering areas relating to:

- i. Memberships and appointments;
- ii. Conduct of ARC meetings;
- iii. Trainings and resources available;
- iv. Financial reporting processes;
- v. Financial and operational internal controls;
- vi. Risk management systems;
- vii. Internal and external audit processes;
- viii. Whistle-blowing reporting processes; and
- ix. ARC's relationship with the Board.

The evaluation process takes into account the views of each ARC member and provides an opportunity for the ARC to give constructive feedback on the workshops of the ARC, including procedures and processes adopted and if these may be improved upon.

The evaluation exercise would continue to be carried out by the ARC on an annual basis.

c) *Remuneration and Share Option Committee*

The RSOC implemented an evaluation process to assess the effectiveness of the RSOC as a whole. The evaluation process is undertaken as an internal exercise and involves RSOC members completing a questionnaire covering areas relating to:

- i. Memberships and appointments;
- ii. Conduct of RSOC meetings;
- iii. Trainings and resources available;
- iv. Scope of remuneration matters reviewed;
- v. Reporting to the Board;
- vi. Standards of conduct; and
- vii. Communication with shareholders.

The evaluation process takes into account the views of each RSOC members and provides an opportunity for the RSOC to give constructive feedback on the workings of the RSOC, including procedures and processes adopted and if these may be improved upon.

The evaluation exercise would continue to be carried out by the RSOC on an annual basis.

4) **CEO/President**

[The Board conducts an annual performance assessment of the CEO.](#) The CEO/Managing Director's evaluation is based on his key deliverables and criteria set.

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

Violation of analogous corporate governance policies could warrant the imposition of penalties which range from reprimand to removal or dismissal of the concerned director, officer or employees.

SECRETARY'S CERTIFICATE

I, **ANTONIO EUGENIO S. UNGSON**, of legal age, Filipino and with office address at JY Campos Centre, 9th Avenue corner 30th Street, Bonifacio Global City, Taguig City 1634, Philippines, after having been sworn in accordance with law, hereby depose and say, that:

1. I am the Company Secretary, Chief Legal Counsel and Chief Compliance Officer of Del Monte Pacific Limited (the "**Company**"), an international business company incorporated under the laws of the British Virgin Islands, with registered office address at Craigmuir Chambers, P.O. Box 71, Road Town, Tortola, British Virgin Islands.

2. Pursuant to the Company's Articles of Association, the Board of Directors duly approved the changes and updates to the Company's Annual Corporate Governance Report ("**ACGR**") for the year 2015 as follows:

"RESOLVED That:

- 1) *The Directors hereby approve the changes and updates for 2015 to the Company's ACGR, as reflected in the ACGR attached to these resolutions as Annex "A"; and*
- 2) *The Directors hereby authorize the Company Secretary, Antonio E. S. Ungson, to issue the required Secretary's Certificate confirming the Board of Directors' approval of the changes and updates to the Company's ACGR."*

3. The foregoing statements are in accordance with the records of the Company.

IN WITNESS WHEREOF, I have hereunto affixed my signature and seal this MAR 16 2016 at MAKATI CITY.



ANTONIO EUGENIO S. UNGSON
Company Secretary, Chief Legal Counsel
and Chief Compliance Officer

MAKATI CITY SUBSCRIBED AND SWORN TO before me this MAR 16 2016 at _____, affiant exhibited to me his Passport No. EC3335333 issued at DFA NCR East and valid until 1 February 2020.

Doc. No. 391;
Page No. 80;
Book No. 798;
Series of 2016.

ATTY. VIRGILIO R. BATALLA
NOTARY PUBLIC FOR MAKATI CITY
APPT. NO. 132
UNTIL DEC 31, 2016
ROLL OF ATTY. NO. 42348
MCLE COMPLIANCE NO. IV-0016333-4/10/13
IBP No. 70576, LIFETIME MEMBER YR. 2003
PTR No. 532-3505 JAN. 04, 2016
EXECUTIVE BLDG. CENTER
MAKATI AVE. COR., JUPITER ST. MAKATI CITY