

COVER SHEET

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S.E.C. Registration Number

[illegible][illegible]

(Company's Full Name)

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[illegible]

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

ATTY. RODOLFO G. CORVITE, JR.

Contact Person

85286000

Company Telephone Number

0	5
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Month

2	9
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Day

I - A C G R

0	4
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Month

2	4
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Day

2025 Annual Meeting

Secondary License Type, If Applicable

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Dept. Requiring this Doc.

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Amended Articles Number/Section

7	4	4
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As of April 30, 2026

Total No. of Stockholders

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Domestic

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Foreign

Total Amount of Borrowings

To be accomplished by SEC Personnel concerned

[illegible]

File Number

LCU

[illegible]

Document I.D.

Cashier

S T A M P S

Remarks = pls. use black ink for scanning purposes.



SEC FORM -I-ACGR
INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

1. For the fiscal year ended : **December 31, 2025**
2. SEC Identification Number: **0000133653** 3. BIR Tax Identification No. : **000-132-413-000**
4. Exact name of Issuer as specified in its charter: **ASIAN TERMINALS, INC.**
5. **Manila, Philippines**
Province. Country or jurisdiction of
incorporation or organization
6. SEC Use Only)
Industry Classification Code
7. **ATI Head Office, A. Bonifacio Drive, Port Area, Manila 1018**
Address of principal office / Postal Code
8. **632-8528-6000**
Issuer's Telephone Number, including area code
9. **Not Applicable**
Former name, address and fiscal year, if changed since last report

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON- COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
The Board's Governance Responsibilities			
Principle 1: The company should be headed by a competent, working board to foster the long- term success of the corporation, and to sustain its competitiveness and profitability in a manner consistent with its corporate objectives and the long- term best interests of its shareholders and other stakeholders.			
Recommendation 1.1			
1. Board is composed of directors with collective working knowledge, experience or expertise that is relevant to the company's industry/sector.	Compliant	Provide information or link/reference to a document containing information on the following: 1. Academic qualifications, industry knowledge, professional experience, expertise and relevant trainings of directors. 2. Qualification standards for directors to facilitate the selection of potential nominees and to serve as benchmark for the evaluation of its performance The qualifications and experience of directors are stated in the SEC Form 17-A (pages 38-40) https://www.asianterminals.com.ph/uploads/SECFilings/SEC_Form_17A_2025_with_SR_ConsoFS_ParentFS_Redacted.pdf	
2. Board has an appropriate mix of competence and expertise.	Compliant		
3. Directors remain qualified for their positions individually and collectively to enable them to fulfill their roles and responsibilities and respond to the needs of the organization.	Compliant	Relevant training of directors on Corporate Governance disclosed in an advisement letter, posted in the Company website https://www.asianterminals.com.ph/uploads/SECFilings/Advisement%202025%20CG%20Training%20Certificates%20%20PSE_Redacted.pdf https://www.asianterminals.com.ph/uploads/SECFilings/MVJ%20CG%20Attendance_Redacted.pdf https://www.asianterminals.com.ph/uploads/SECFilings/Advisement%202025%20CG%20Training%20Certificate%20for%20EHTanco_Redacted.pdf	

Recommendation 1.2			
1. Board is composed of a majority of nonexecutive directors.	Compliant	Identify or provide link/reference to a document identifying the directors and the type of their directorships. In the 2025 General Information Sheet, the list of directors and their type of directorships are stated. https://www.asianterminals.com.ph/uploads/SECFilings/2025%20ATI%20GIS%20notarized Redacted%20(PSE%20EDGE).pdf https://www.asianterminals.com.ph/uploads/SECFilings/ATI%20Amended%20GIS%20Full Redacted.pdf https://www.asianterminals.com.ph/uploads/SECFilings/FINAL%20GIS%20AMENDED%20MARCH%202026 Redacted.pdf https://www.asianterminals.com.ph/uploads/SECFilings/ATI%20Amended%20GIS%20April%202026%20Final Redacted.pdf	
Recommendation 1.3			
1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	Compliant	Provide link or reference to the company's Board Charter and Manual on Corporate Governance relating to its policy on training of directors. The CG Manual states requirement on training of directors. Corporate Governance Manual (or CG Manual) Part II (1) B (1), page 3. This will likewise be incorporated in the Board Charter which is for approval of the Board. https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf Board Charter, Part VIII page 10 https://www.asianterminals.com.ph/uploads/BoardCommittees/ATI%20Board%20Charter%20(2018).pdf	
2. Company has an orientation program for first time directors.	Compliant		

3. Company has relevant annual continuing training for all directors.	Compliant	Provide information or link/reference to a document containing information on the orientation program and trainings of directors for the previous year, including the number of hours attended and topics covered. Advisement letter disclosed in the Company website https://www.asianterminals.com.ph/uploads/SECFilings/CG%20Training%202024%20Advisement_Redacted.pdf https://www.asianterminals.com.ph/uploads/SECFilings/Certificate%20of%20Attendance%20EHT_Redacted.pdf	
Recommendation 1.4			
1. Board has a policy on board diversity.	Compliant	Provide information on or link/reference to a document containing information on the company's board diversity policy. Indicate gender composition of the board. Part II (1) C (page 3 CG Manual). CG Manual posted in the Company Website. The Board is composed of all male directors, from different industries local and overseas. In 2015, the board elected a female director, showing that gender is not a criterion for the directorship.	
Optional Recommendation 1.4			
1. Company has a policy on and discloses measurable objectives for implementing its board diversity and reports on progress in achieving its objectives.		Provide information on or link/reference to a document containing the company's policy and measurable objectives for implementing board diversity. Provide link or reference to a progress report in achieving its objectives.	
Recommendation 1.5			
1. Board is assisted by a Corporate Secretary.	Compliant	Provide information on or link/reference to a document containing information on the Corporate Secretary, including his/her name, qualifications, duties and functions. Name: Atty. Rodolfo G. Corvite, Jr. Page 40 of SEC Form 17-A	

		https://www.asianterminals.com.ph/uploads/SECFilings/SEC Form 17A 2025 with SR ConsoFS ParentFS Redacted.pdf	
2. Corporate Secretary is a separate individual from the Compliance Officer.	Not-Compliant	Part II No 3 (pages 7 and 8 of the <u>CG Manual</u>)	The current Corporate Secretary has been connected with ATI since 1989 holding various functions and since 1997 both as Corporate Secretary and Compliance Officer. Over the years, the operations of the Company were governed efficiently by the Board as assisted by a single person performing the functions of Corporate Secretary and Compliance Officer
3. Corporate Secretary is not a member of the Board of Directors.	Compliant		
4. Corporate Secretary attends training/s on corporate governance.	Compliant	Provide information or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered. Advisement letter disclosed in the <u>Company website</u> . https://www.asianterminals.com.ph/uploads/SECFilings/Advisement%202025%20CG%20Training%20Certificates%20%20PSE Redacted.pdf	
Optional: Recommendation 1.5			
1. Corporate Secretary distributes materials for board meetings at least five business days before scheduled meeting.	Compliant	Provide proof that corporate secretary distributed board meeting materials at least five business days before scheduled meeting. The directors have real-time access to copies of board materials in electronic form through an internet-based app (Boardvantage) at least 5 days before the scheduled meeting giving them ample time to review and comment. All comments are transparent to the members of the Board.	

Recommendation 1.6			
1. Board is assisted by a Compliance Officer.	Compliant	Provide information on or link/reference to a document containing information on the Compliance Officer, including his/her name, qualifications, duties and functions.	
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	Compliant	Name: Atty. Rodolfo G. Corvite, Jr. Page 40 of <u>SEC Form 17-A</u> The Compliance Officer has the rank of Vice President.	
3. Compliance Officer is not a member of the board.	Compliant	Part II No 3 (pages 6 and 7 of the CG Manual) Compliance Officer is not a member of the Board. https://www.asianterminals.com.ph/uploads/SECFilings/Advisement%202025%20CG%20Training%20Certificates%20%20PSE Redacted.pdf	
4. Compliance Officer attends training/s on corporate governance.	Compliant	Provide information on or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered. Advisement letter disclosed in the <u>Company website</u> https://www.asianterminals.com.ph/uploads/SECFilings/Advisement%202025%20CG%20Training%20Certificates%20%20PSE Redacted.pdf	
Principle 2: The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the company's articles and by-laws, and other legal pronouncements and guidelines should be clearly made known to all directors as well as to stockholders and other stakeholders.			
Recommendation 2.1			
1. Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.	Compliant	Provide information or reference to a document containing information on how the directors performed their duties (can include board resolutions, minutes of meeting) Copies of board materials in electronic form through an internet-based application (Boardvantage) are forwarded to the directors as early as 5 days before the scheduled meeting giving them ample time to review and comment on relevant matters requiring their review and approval. Through	

		Boardvantage, the directors likewise have access to any matter discussed in previous meetings that could serve as reference for their actions on current matters for consideration. Acts of the Board are covered by appropriate Board resolutions.	
Recommendation 2.2			
1. Board oversees the development, review and approval of the company's business objectives and strategy.	Compliant	Provide information or link/reference to a document containing information on how the directors performed this function (can include board resolutions, minutes of meeting) Indicate frequency of review of business objectives and strategy.	
2. Board oversees and monitors the implementation of the company's business objectives and strategy.	Compliant	Acts of the Board are covered by appropriate Board resolutions arrive at after discussions and due deliberations. Information on how the Board acted on such matters are reflected in the <u>Information Statement</u> (pages 16-17). These acts are embodied in board resolutions. https://www.asianterminals.com.ph/uploads/SECFilings/PSE%20Disclosure%20DIS%202025%20-%20Copy Redacted.pdf	
Supplement to Recommendation 2.2			
1. Board has a clearly defined and updated vision, mission and core values.	Compliant	Indicate or provide link/reference to a document containing the company's vision, mission and core values. Indicate frequency of review of the vision, mission and core values. <u>Company Website</u> https://www.asianterminals.com.ph/ati_visionmission.aspx The vision, mission and core values are updated as necessary. Last update was in 2016.	

2. Board has a strategy execution process that facilitates effective management performance and is attuned to the company's business environment, and culture.	Compliant	Provide information on or link/reference to a document containing information on the strategy execution process. The Board discusses the Strategic Plan derived from the targets and objectives list as prepared by Management. The emphasis of the discussions focuses on strategic approaches to address current and future challenges. Progress updates are given during board meetings. Modifications, enhancements or changes in the strategy are undertaken as necessary.	
Supplement to Recommendation 2.3			
1. Board is headed by a competent and qualified Chairperson.	Compliant	Provide information or reference to a document containing information on the Chairperson, including his/her name and qualifications. Page 5 of the <u>Definitive information Statement</u> https://www.asianterminals.com.ph/uploads/SECFilings/PSE%20Disclosure%20DIS%202025%20-%20Copy_Redacted.pdf	
Recommendation 2.4			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	Compliant	Disclose and provide information or link/reference to a document containing information on the company's succession planning policies and programs and its implementation. The key officers are chosen based on their competencies/ qualifications for the position after due evaluation by the Board.	
2. Board adopts a policy on the retirement for directors and key officers.	Not Compliant		Directors are nominated and elected by stockholders based on their competence and qualifications. As stockholders, it is their right to nominate and elect directors who will represent their interest in the Company. The Company's duty is to evaluate or assess the qualifications of the nominees for election through structured nomination process.

Recommendation 2.5			
1. Board aligns the remuneration of key officers and board members with long term interests of the company.	Compliant	Provide information on or link/reference to a document containing information on the company's remuneration policy and its implementation, including the relationship between remuneration and performance. For the board, they have a fixed per diem for every meeting attended. The Company has an existing Performance Management Scheme for its key officers aligned with the objectives and targets of the Company.	
2. Board adopts a policy specifying the relationship between remuneration and performance.	Compliant	The Directors have a fixed per diem for every meeting attended. The Company has an existing Performance Management Scheme for its key officers aligned with the objectives and targets of the Company. Measurement is agreed or set at the beginning of the year and assessment is done twice a year. Remuneration and incentives depend on the results of the assessment.	
3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	Compliant		
Optional: Recommendation 2.5			
1. Board approves the remuneration of senior executives.	Compliant	Provide proof of board approval. The compensation of appointed officers is indicated are approved by the Board at the time of their appointment. Section 11 Article VI of the By-Laws requires board approval of the compensation of all officers. https://www.asianterminals.com.ph/uploads/ArticlesByLaws/Amended%20By-Laws%202022.pdf	

2. Company has measurable standards to align the performance-based remuneration of the executive directors and senior executives with long-term interest, such as claw back provision and deferred bonuses.	Compliant	Provide information on or link/reference to a document containing measurable standards to align performance-based remuneration with the long-term interest of the company. The Company has an existing Performance Management Scheme for its key officers aligned with the objectives and targets of the Company. Measurement is agreed or set at the beginning of the year and assessment is done twice a year. Remuneration and incentives depend on the results of the assessment.	
Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	Compliant	Provide information or reference to a document containing information on the company's nomination and election policy and process and its implementation, including the criteria used in selecting new directors, how the shortlisted candidates and how it encourages nominations from shareholders. Provide proof if minority shareholders have a right to nominate candidates to the board Provide information if there was an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director. The <u>Notice of Guidelines for Nomination</u> advises all stockholders of the company on how nominations would be submitted for election in the annual meeting, including the deadline for submission. https://www.asianterminals.com.ph/uploads/StockholdersNotice/2026%20Notice%20of%20Nomination.pdf Part II No. 4 (B) (Pages 9 to 12 of the <u>CG Manual</u>) provides the minimum qualifications to be possessed by nominees for election and the disqualifications (both permanent and temporary). <u>Nomination Committee Charter</u> provides the process and implementation of the nomination of directors.	
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Compliant		
3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.	Compliant		
4. Board nomination and election policy includes how the board shortlists candidates.	Compliant		
5. Board nomination and election policy includes an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.	Compliant		
6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	Compliant		

		https://www.asianterminals.com.ph/uploads/StockholdersNotice/2026%20Notice%20of%20Nomination.pdf	
Optional: Recommendation 2.6			
1. Company uses professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for candidates to the board of directors.		Identify the professional search firm used or other external sources of candidates.	
Recommendation 2.7			
1. Board has overall responsibility in ensuring that there is a group wide policy and system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions.	Compliant	Provide information on or reference to a document containing the company's policy on related party transaction, including policy on review and approval of significant RPTs. Identify transactions that were approved pursuant to the policy. Any probable related party transaction is submitted to the Audit Committee for evaluation and then elevated to the board for review and approval or to the stockholders as applicable and pursuant to the Revised Corporation Code. The ATI POMS Management Contract approved by the Board October 2, 2025, and the stockholders in the Special Stockholders' Meeting on January 30, 2026.	
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	Compliant		
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	Compliant	https://www.asianterminals.com.ph/uploads/SECFilings/ATI-POMS%20Management%20Contract%20Renewal%20-%20Copy_Redacted.pdf https://www.asianterminals.com.ph/uploads/StockholdersMinutes/Minutes%20of%20the%20Special%20Stockholder's%20Meeting%2030Jan2026_Redacted.pdf Related Party Transactions Policy <u>Company Website</u> . https://www.asianterminals.com.ph/uploads/RPT%20Policy%20of%20ATI.pdf	

Supplement to Recommendations 2.7			
1. Board clearly defines the threshold for disclosure and approval of RPTs and categorizes such transactions according to those that are considered <i>de minimis</i> or transactions that need not be reported or announced, those that need to be disclosed, and those that need prior shareholder approval. The aggregate amount of RPTs within any twelve (12) month period should be considered for purposes of applying the thresholds for disclosure and approval.	Compliant	Provide information on a materiality threshold for RPT disclosure and approval, if any. Provide information on RPT categories. Materiality threshold of related party transaction is at ten percent (10%) or higher of a company's total assets based on its latest audited financial statement. In the review and approval of RPTs, the Audit Committee and the Board may consider the minimum criteria set forth in the Company Corporate Governance Manual (page 16) https://www.asianterminals.com.ph/uploads/RPT%20Policy%20of%20ATI.pdf https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf	
2. Board establishes a voting system whereby a majority of non-related party shareholders approve specific types of related party transactions during shareholders' meetings.	Compliant	Provide information on voting system, if any. All individual Material Related Party Transactions (MRPTs) shall be approved by at least 2/3 of the Board, with the majority of the Company's independent directors voting to approve the MRPT. Should there be no majority of the Company's independent directors obtained, the MRPT shall be ratified by 2/3 of the Company's outstanding capital stock. https://www.asianterminals.com.ph/uploads/RPT%20Policy%20of%20ATI.pdf	
Recommendation 2.8			
1. Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions	Compliant	Provide information on or reference to a document containing the Board's policy and responsibility for approving the selection of management. Identify the Management team appointed.	

(Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).		In the Organizational Meeting after every annual meeting, the Board convenes to appoint key officers of the Company. This is reflected in the submitted <u>SEC Form 17-C.</u> https://www.asianterminals.com.ph/uploads/SECFilings/Disclosure%20(ASM,%20Dividends%20and%20Org%20Meeting)_Redacted.pdf Head of control functions are appointed by the Board as stated in Part IV (B) page 19 of the <u>CG Manual</u> https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf	
2. Board is primarily responsible for assessing the performance of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	Provide information on or reference to a document containing the Board's policy and responsibility for assessing the performance of management. Provide information on the assessment process and indicate frequency of assessment of performance. The Company has a Performance Appraisal process that enumerates the Key Performance Indicators (KPI) aligned with the corporate objectives or target of the Company. Measurement is agreed or set at the beginning of the year and assessment is done twice a year. Remuneration and incentives depend on the results of the assessment.	
Recommendation 2.9			
1. Board establishes an effective performance management framework that ensures that Management's performance is at par with the standards set by the Board and Senior Management.	Compliant	Provide information on or link/reference to a document containing the Board's performance management framework for management and personnel. The Company has an existing Performance Appraisal process that enumerates the Key Performance Indicators (KPI) aligned with the corporate objectives or target of the Company. Measurement is agreed or set at the beginning of the year and assessment is done twice a year. Remuneration and incentives depend on the results of the assessment.	
2. Board establishes an effective performance management framework that ensures that	Compliant		

personnel's performance is at par with the standards set by the Board and Senior Management.			
Recommendation 2.10			
1. Board oversees that an appropriate internal control system is in place.	Compliant	Provide information on or link/reference to a document showing the Board's responsibility for overseeing that an appropriate internal control system is in place and what is included in the internal control system. Responsibility also delegated to the Audit Committee and stated in the Audit Committee Charter. Part IV pages 19 to 20 of the <u>CG Manual</u>	
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	Compliant	https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf	
3. Board approves the Internal Audit Charter.	Compliant	Provide reference or link to the company's Internal Audit Charter Part II (E) (b) of the <u>CG Manual</u>. The Audit Committee recommends to the Board, the approval of the Internal Audit Charter. The Internal Audit Charter (as amended) was reviewed by the Audit Committee on May 10, 2022.	
Recommendation 2.11			
1. Board oversees that the company has in place a sound enterprise risk management (ERM) framework to effectively identify, monitor, assess and manage key business risks.	Compliant	Provide information on or link/reference to a document showing the Board's oversight responsibility on the establishment of a sound enterprise risk management framework and how the board was guided by the framework. Provide proof of effectiveness of risk management strategies, if any.	

2. The risk management framework guides the board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.	Compliant	Part II No. 4 (E) on Audit Committee and Part IV of the CG Manual Pages 19 to 20 The functions of the Chief Risk Officer (CRO) are performed by the VP for Business Development. At least once a year, the key risk areas are identified, risk assessments are made and control strategies recommended. These matters are reported to the Board by the Management on a yearly basis.	
Recommendation 2.12			
1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary role.	Compliant	Provide link to the company's website where the Board Charter is disclosed. https://www.asianterminals.com.ph/uploads/BoardCommittees/ATI%20Board%20Charter%20(2018).pdf	
2. Board Charter serves as a guide to the directors in the performance of their functions.	Compliant		
3. Board Charter is publicly available and posted on the company's website.	Compliant		
Additional Recommendation to Principle 2			
1. Board has a clear insider trading policy.	Compliant	Provide information on or link/reference to a document showing company's insider trading policy. Company Website https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#itp	
Optional: Principle 2			
1. Company has a policy on granting loans to directors, either forbidding the practice or ensuring that the transaction is conducted at arm's length basis and at market rates.		Provide information on or link/reference to a document showing company's policy on granting loans to directors, if any.	

2. Company discloses the types of decision requiring board of directors' approval.		Indicate the types of decision requiring board of directors' approval and where there are disclosed.	
Principle 3. Board committees should be set up to the extent possible to support the effective performance of the Board's functions, particularly with respect to audit, risk management, related party transactions, and other key corporate governance concerns, such as nomination and remuneration. The composition, functions and responsibilities of all committees established should be contained in a publicly available Committee Charter.			
Recommendation 3.1			
1. Board establishes board committees that focus on specific board functions to aid in the optimal performance of its roles and responsibilities.	Compliant	Provide information or link/reference to a document containing information on all the board committees established by the company. <u>Company Website.</u> https://www.asianterminals.com.ph/ati_corpgov_boardcommittees.aspx https://www.asianterminals.com.ph/uploads/SECFilings/Disclosure%20(ASM,%20Dividends%20and%20Org%20Meeting)_Redacted.pdf	
Recommendation 3.2			
1. Board establishes an Audit Committee to enhance its oversight capability over the company's financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations.	Compliant	Provide information or link/reference to a document containing information on the Audit Committee, including its functions. Indicate if it is the Audit Committee's responsibility to recommend the appointment and removal of the company's external auditor. Part II 4 (E) pages 14 to 16 of the <u>CG Manual</u> . The recommendation to appoint external auditors (or their re-appointment/removal) on page 15.	
2. Audit Committee is composed of at least three appropriately qualified nonexecutive directors, the majority of whom, including the Chairman is independent.	Compliant	Provide information or link/reference to a document containing information on the members of the Audit Committee, including their qualifications and type of directorship. For the composition of the Audit Committee, <u>Company Website</u> . https://www.asianterminals.com.ph/ati_corpgov_boardcommittees.aspx	

		https://www.asianterminals.com.ph/uploads/SECFilings/Disclosure%20(ASM,%20Dividends%20and%20Org%20Meeting)_Redacted.pdf For the qualifications of the members, the <u>Information Statement</u> . Page 6 for Atty. Monico Jacob Page 7 for Amb. Teodoro L. Locsin, Jr. Page 5 for Mr. William Wassaf Khoury Abreu <i>The Audit Committee also performs the function of the Board Risk Oversight Committee and Related Party Transactions Committee</i>	
3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.	Compliant	Provide information or link/reference to a document containing information on the background, knowledge, skills, and/or experience of the members of the Audit Committee. For the qualifications of the members, the <u>Information Statement</u> . Page 6 for Atty. Monico Jacob Page 7 for Amb. Teodoro L. Locsin, Jr. Page 5 for Mr. William Wassaf Khoury Abreu	
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	Compliant	Provide information or link/reference to a document containing information on the Chairman of the Audit Committee Page 7 of the <u>Information Statement</u> Composition of the Audit Committee, <u>Company Website</u> https://www.asianterminals.com.ph/ati_corpgov_boardcommittees.aspx	
Supplement to Recommendation 3.2			
1. Audit Committee approves all non-audit services conducted by the external auditor.	Compliant	Provide proof that the Audit Committee approved all non-audit services conducted by the external auditor. Page 15, <u>CG Manual</u> . The Audit committee shall examine all non-audit services. No non-audit services were conducted by the external auditors as reflected in <u>page 31 of the Management Report attached to the Information Statement</u> .	

		https://www.asianterminals.com.ph/uploads/SECFilings/PSE%20Disclosure%20DIS%202025%20-%20Copy Redacted.pdf	
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	Compliant	Provide proof that the Audit Committee conducted regular meetings and dialogues with the external audit team without anyone from management present.	The external auditors present updates to the Audit Committee on any significant issues noted, without impediments from management.
Optional: Recommendation 3.2			
1. Audit Committee meet at least four times during the year.	Compliant	Indicate the number of Audit Committee meetings during the year and provide proof. Four (4) regular meetings for the whole year were held. One of the main duties of the Audit Committee is to review and approve the quarterly financial reports in their meetings as stated in the CG Manual (Page 20). The committee review is done before the financial reports are disclosed to the SEC and PSE. The Audited financial statement for the previous year is approved during the first meeting of the current year and attached to the SEC Form 17A All financial reports including the Audited Financial Statement are filed within the timelines provided by SEC and PSE. https://www.asianterminals.com.ph/uploads/SECFilings/SEC%20Form%2017Q%20ATI%20Q1%202025 Redacted.pdf https://www.asianterminals.com.ph/uploads/SECFilings/SEC%20Form%2017Q%20ATI%20Q2%202025 Redacted.pdf https://www.asianterminals.com.ph/uploads/SECFilings/ATI%20SEC%2017Q%20Q3%202025 Redacted.pdf https://www.asianterminals.com.ph/uploads/SECFilings/SEC%2017Q%201st%20Quarter%202026 Redacted.pdf	

		SEC Form 17A https://www.asianterminals.com.ph/uploads/SECFilings/SEC Form 17A 2025 with SR ConsoFS ParentFS Redacted.pdf	
2. Audit Committee approves the appointment and removal of the internal auditor.	Compliant	Provide proof that the Audit Committee approved the appointment and removal of the internal auditor. Page 14, CG Manual https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf page 13 of the Information Statement https://www.asianterminals.com.ph/uploads/SECFilings/PSE%20Disclosure%20DIS%202025%20-%20Copy Redacted.pdf	
Recommendation 3.3			
1. Board establishes a Corporate Governance Committee tasked to assist the Board in the performance of its corporate governance responsibilities, including the functions that were formerly assigned to a Nomination and Remuneration Committee.	Compliant	Provide information or reference to a document containing information on the Corporate Governance Committee, including its function. Indicate if the Committee undertook the process of identifying the quality of directors aligned with the company's strategic direction, if applicable. Company Website https://www.asianterminals.com.ph/ati_corpgov_boardcommittees.aspx https://www.asianterminals.com.ph/uploads/BoardCommittees/(V2)%20CG%20COMM.pdf	
2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	Not Compliant	Provide information or link/reference to a document containing information on the members of the Corporate Governance Committee, including their qualifications and type of directorship. Composition of the Committee on the Company Website . https://www.asianterminals.com.ph/ati_corpgov_boardcmmittees.aspx	ATI has only 2 independent directors in compliance with the provisions of the Securities and Regulations Code and Company Bylaws. The two elected independent directors are known publicly to possess integrity and probity

		For the qualifications of the members, the Information Statement. Page 6 for Chief Justice Artemio V. Panganiban (ret.) Page 7 for Amb. Teodoro L. Locsin, Jr. Page 5 for Mr. William Wassaf Khoury Abreu https://www.asianterminals.com.ph/uploads/SECFilings/PSE%20Disclosure%20DIS%202025%20-%20Copy_Redacted.pdf	and has efficiently and competently performed their functions which greatly contributed to the success of the Company. One independent director (ID) was a former Chief Justice of the Supreme Court of the Philippines and the other is a lawyer and was the former Secretary of Foreign Affairs and an incumbent Philippine Ambassador to the United Kingdom
3. Chairman of the Corporate Governance Committee is an independent director.	Compliant	Provide information or link/reference to a document containing information on the Chairman of the Corporate Governance Committee. For the qualifications of the Committee Chairman, the Information Statement. Page 6 for Chief Justice Artemio V. Panganiban (ret.) https://www.asianterminals.com.ph/uploads/SECFilings/PSE%20Disclosure%20DIS%202025%20-%20Copy_Redacted.pdf	
Optional: Recommendation 3.3			
1. Corporate Governance Committee meet at least twice during the year.		Indicate the number of Corporate Governance Committee meetings held during the year and provide proof thereof.	
Recommendation 3.4			
1. Board establishes a separate Board Risk Oversight Committee (BROC) that should be responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness.	Not Compliant	Provide information or link/reference to a document containing information on the Board Risk Oversight Committee (BROC), including its functions. Page 5, Audit Committee Charter, posted on the Company Website https://www.asianterminals.com.ph/uploads/BoardCommittees/Amended%20Audit%20Committee%20Charter%20(2022).pdf https://www.asianterminals.com.ph/uploads/SECFilings/Disclosure%20(ASM,%20Dividends%20and%20Org%20Meeting)_Redacted.pdf	ATI does not have a separate Board Risk Oversight Committee, but this function is assigned to the Audit Committee as stated in the Explanation in Recommendation 3.2 (m) as mentioned in SEC Memorandum Circular No. 19 series of 2016. The Company's operations are not as complex as other listed companies. Services are confined only to those relating to port

		Pages 15 and 16 of the <u>CG Manual</u>	management, cargo handling and other port related services. The Audit Committee is headed by a competent qualified Chairman adept in good governance.
2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	Compliant	Provide information or link/reference to a document containing information on the members of the BROC, including their qualifications and type of directorship. Members of the Audit Committee exercise the functions of the Board Risk Oversight Committee (<i>Please see "Additional Information "on Recommendation 3.2. ,No. 2).</i> ATI does not have a separate Board Risk Oversight Committee. Its functions are assigned to the Audit Committee as stated in the Explanation in Recommendation 3.2 (m) mentioned in SEC Memorandum Circular No. 19 series of 2016. The Company's operations are not as complex as other listed companies. Services are confined only to those relating to port management, cargo handling and other port related services. The Audit Committee is headed by a competent qualified Chairman adept in good governance.	
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Compliant	Provide information or link/reference to a document containing information on the Chairman of the BROC (Please see "Additional Information "on Recommendation 3.2. ,No. 4) ATI does not have a separate Board Risk Oversight Committee. Its functions are assigned to the Audit Committee as stated in the Explanation in Recommendation 3.2 (m) as mentioned in SEC Memorandum Circular No. 19 series of 2016. The Company's operations are not as complex as other listed companies. Services are confined only to those relating to port management, cargo handling and other port related services. The Audit Committee is headed by a competent qualified Chairman adept in good governance. Information on the Committee Chairman on Page 7 of the <u>Information Statement</u>	

		https://www.asianterminals.com.ph/uploads/SECFilings/PSE%20Disclosure%20DIS%202025%20-%20Copy Redacted.pdf Composition of the Audit Committee posted on the Company Website . https://www.asianterminals.com.ph/ati_corpgov_boardcommittees.aspx	
4. At least one member of the BROCC has relevant thorough knowledge and experience on risk and risk management.	Compliant	Provide information or link/reference to a document containing information on the background, skills, and/or experience of the members of the BROCC. For Background of the Members of the Audit Committee (exercising BROCC functions) please see "Additional Information "on Recommendation 3.2. ,No. 2)	
Recommendation 3.5			
1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related party transactions of the company.	Not Compliant	Provide information or link/reference to a document containing information on the Related Party Transactions (RPT) Committee, including its functions. ATI does not have a separate Related Party Transactions Committee. However, its functions are assigned to the Audit Committee as stated in the Explanation in Recommendation 3.2 (m) as mentioned in SEC Memorandum Circular No. 19 series of 2016. The Company's operations are not as complex as other listed companies. Services are confined only to those relating to port management, cargo handling and other port related services. The Audit Committee is headed by a competent qualified Chairman adept in good governance. For the functions: Page 3, Audit Committee Charter posted on the Company Website https://www.asianterminals.com.ph/uploads/BoardCommittees/Amended%20Audit%20Committee%20Charter%20(2022).pdf Page 16 of the CG Manual https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf For the qualifications of the members, the Information Statement . Page 6 for Atty. Monico Jacob	

		Page 7 for Amb. Teodoro L. Locsin, Jr. Pages 5 for Mr. William Wassaf Khoury Abreu	
2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.	Compliant	Provide information or link/reference to a document containing information on the members of the RPT Committee, including their qualifications and type of directorship. For Background of the Members of the Audit Committee (exercising RPT Committee functions) please see "Additional Information "on Recommendation 3.2., No. 2) For the qualifications of the members, <u>the Information Statement</u> . Page 6 for Atty. Monico Jacob Page 7 for Amb. Teodoro L. Locsin, Jr. Page 5 for Mr. William Wassaf Khoury Abreu	
Recommendation 3.6			
1. All established committees have a Committee Charter stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.	Compliant	Provide information on or link/reference to the company's committee charters, containing all the required information, particularly the functions of the Committee that is necessary for performance evaluation purposes. Charters are posted in the <u>Company Website</u> . https://www.asianterminals.com.ph/ati_corpgov_boardcommittees.aspx	
2. Committee Charters provide standards for evaluating the performance of the Committees.	Compliant		
3. Committee Charters were fully disclosed on the company's website.	Compliant	Provide link to company's website where the Committee Charters are disclosed. Executive Committee https://www.asianterminals.com.ph/uploads/BoardCommittees/ATI%20Exec.%20Comm%20Charter%20Final%20Draft.pdf	

		Audit Committee https://www.asianterminals.com.ph/uploads/BoardCommittees/Amended%20Audit%20Committee%20Charter%20(2022).pdf Nomination Committee https://www.asianterminals.com.ph/uploads/BoardCommittees/(V2)NomComm%20Charter.pdf Compensation Committee https://www.asianterminals.com.ph/uploads/BoardCommittees/(V2)Compensation%20Comm%20Charter.pdf Corporate Governance Committee https://www.asianterminals.com.ph/uploads/BoardCommittees/(V2)%20CG%20COMM.pdf	
Principle 4. To show full commitment to the company, the directors should devote the time and attention necessary to properly and effectively perform their duties and responsibilities, including sufficient time to be familiar with the corporation's business.			
Recommendation 4.1			
1. The Directors attend and actively participate in all meetings of the Board, Committees and shareholders in person or through tele/videoconferencing conducted in accordance with the rules and regulations of the Commission.	Compliant	Provide information or link/reference to a document containing information on the process and procedure for tele/videoconferencing board and/or committee meetings. Provide information or link/reference to a document containing information on the attendance and participation of directors to Board, Committee and shareholders' meetings. The attendance of the Board to the meetings for 2024 was disclosed to the SEC and posted on the <u>Company Website</u>. https://www.asianterminals.com.ph/uploads/SECFilings/2024%20BOD%20Certification%20on%20Attendance_Redacted.pdf The attendance of the Board and the Members of various Committee meetings are reflected in their respective Minutes.	

2. The directors review meeting materials for all Board and Committee meetings.	Compliant	App-based materials are uploaded, and the Board can readily access, download or print copies anytime using their assigned accounts. Materials are uploaded at least 5 days before the actual date of meeting.	
3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	Compliant	Provide information or link/reference to a document containing information on any questions raised or clarification/explanation sought by the directors. Questions, clarifications and discussions thereof were all reflected in the Minutes of the meetings of the Board and the Committees.	
Recommendation 4.2			
1. Non-executive directors concurrently serve in a maximum of five publicly-listed companies to ensure that they have sufficient time to fully prepare for minutes, challenge Management's proposals/views, and oversee the long-term strategy of the company.	Not Compliant	Disclose if the company has a policy setting the limit of board seats that a non-executive director can hold simultaneously. Provide information or reference to a document containing information on the directorships of the company's directors in both listed and non-listed companies.	The Company basis for non-executive directors serving in publicly listed companies is the capacity of the director to perform their duties diligently and submit themselves to reasonable indicative limit. Among the directors, Chief Justice Artemio Panganiban (ret.), Mr. Eusebio H. Tanco and Atty. Monico Jacob have more than 5 directorships. All the said directors are competent and have diligently performed their functions and regularly the board meetings and board committee meetings of ATI. Part 4 B (d and e) of the CG Manual (Page 11) provides that the Nomination Committee shall consider as a guideline the number of directorships or active memberships and officerships in other corporations XXX <u>the optimum number shall be related to the capacity of a director to perform his duties diligently in general.</u> The Manual provides that the

			CEO and all directors shall submit themselves to <u>reasonable indicative limit on membership</u> in other Board. Directorships are indicated in the <u>Information Statement pages 5 to 7.</u>
Recommendation 4.3			
1. The directors notify the company's board before accepting a directorship in another company.	Compliant	Provide copy of written notification to the board or minutes of board meeting wherein the matter was discussed. In 2025, no notifications were received from any director accepting a directorship in another company.	
Optional: Principle 4			
1. Company does not have any executive directors who serve in more than two boards of listed companies outside of the group.	Not Compliant		Part 4 B (d and e) of the CG Manual (Page 11) provides that the Nomination Committee shall consider as a guideline the number of directorships or active memberships and officerships in other corporations XXX <u>the optimum number shall be related to the capacity of a director to perform his duties diligently</u> in general. The Manual provides that the CEO and all directors shall submit themselves to <u>reasonable indicative limit on membership</u> in other Board. Directorships are indicated in the <u>Information Statement pages 5 to 7.</u>
2. Company schedules board of directors' meetings before the start of the financial year.	Compliant	The schedules are agreed upon during the last board meeting for the year.	

3. Board of directors meet at least six times during the year.	Compliant	Indicate the number of board meetings during the year and provide proof. Seven (7) Meetings <u>SEC Disclosure on Attendance to 2025 Meetings</u> https://www.asianterminals.com.ph/uploads/SECFilings/Attendance%20to%20the%202025%20Board%20%20meetings_Redacted.pdf	
4. Company requires as minimum quorum of at least 2/3 for board decisions.	Compliant	Indicate the required minimum quorum for board decisions. The bylaws provide majority of the number of directors to constitute quorum. Majority and 2/3 consist of 5 as there are only 8 directors.	

Principle 5: The board should endeavor to exercise an objective and independent judgment on all corporate affairs

Recommendation 5.1

1. The Board has at least 3 independent directors or such number as to constitute one-third of the board, whichever is higher.	Not Compliant	Provide information or link/reference to a document containing information on the number of independent directors in the board.	The Company has 2 independent directors and is compliant to the minimum requirement of the Securities and Regulation Code (SRC) and Company By-laws. The two elected independent directors are known publicly to possess integrity and probity and has efficiently and competently performed their functions and greatly contributed to the success of the Company. One independent director (ID) was a former Chief Justice of the Supreme Court of the Philippines and the other is a lawyer and was the former Secretary of Foreign Affairs and incumbent Philippine Ambassador to the United Kingdom.
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			Information Statement page 8 and Certifications are attached as Annexes “1” and “2” of the DIS. https://www.asianterminals.com.ph/uploads/SECFilings/PSE%20Disclosure%20DIS%202025%20-%20Copy_Redacted.pdf
Recommendation 5.2			
1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.	Compliant	Provide information or link/reference to a document containing information on the qualifications of the independent directors. Attached as Annexes “1” and “2” of the Information Statement https://www.asianterminals.com.ph/uploads/SECFilings/PSE%20Disclosure%20DIS%202025%20-%20Copy_Redacted.pdf	
Supplement to Recommendation 5.2			
1. Company has no shareholder agreements, by-laws provisions, or other arrangements that constrain the directors’ ability to vote independently.	Compliant	Provide link/reference to a document containing information that directors are not constrained to vote independently. Item 4 No. 3 Page 4, of the Information Statement states that voting trusts or similar agreement do not exist.	
Recommendation 5.3			
1. The independent directors serve for a cumulative term of nine years (reckoned from 2012).	Not Compliant	Provide information or link/reference to a document showing the years IDs have served as such. Amb. Teodoro L. Locsin Jr. had been an independent director of ATI from 2010 to 2018. He stepped down in 2018 to assume a position in the government as the Secretary of Foreign Affairs. When Atty. Roberto Lim resigned in August 2022, Amb. Locsin was nominated and elected on August 25, 2022, again as	The Board, in its meeting on February 20, 2025, resolved to retain Chief Justice Panganiban and Ambassador Locsin as independent directors and in the 2025 Annual Meeting, the stockholders, approved the justification and elected

		independent director to serve for the unexpired term of Atty. Lim. Year 2025 to 2026 is his 10th year reckoned from 2012. Chief Justice Panganiban has been an independent director of ATI since 2010 and year 2025 to 2026 is his 14th year reckoned from 2012. Both independent directors were re-elected in 2025 for the 2025–2026 term. Each has served for more than nine (9) years (reckoned from 2012), and both were re-elected in accordance with SEC regulations and the Company's Corporate Governance Manual (i.e., upon submission of meritorious justifications and approval by the shareholders). Chief Justice Panganiban, a former Chief Justice of the Supreme Court, and Amb. Locsin, former Secretary of Foreign Affairs and currently the Philippine Ambassador to the United Kingdom, possess unquestionable integrity, probity, and expertise. They also provide independent insights and expert opinions, particularly on governance and legal matters, which have significantly contributed to ATI's sustained growth and development throughout their respective tenures. These credentials and contributions were considered by the Nomination Committee and the Board as substantial justifications for their nomination and re-election as independent directors for the 2025–2026 term. The stockholders approved the justification and re-elected both IDs at the 2025 Annual Meeting. Pages 6 and 7 of the <u>Information Statement</u>. https://www.asianterminals.com.ph/uploads/SECFilings/PSE%20Disclosure%20DIS%202025%20-%20Copy_Redacted.pdf	Chief Justice Panganiban and Ambassador Locsin.
2. The company bars an independent director from serving in such capacity after the term limit of nine years.	Compliant	Provide information or link/reference to a document containing information on the company's policy on term limits for its independent director. Part II (4) (B) (b) page 10 of the <u>CG Manual</u>	

		https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf	
3. In the instance that the company retains an independent director in the same capacity after nine years, the board provides meritorious justification and seeks shareholders' approval during the annual shareholders' meeting.	Compliant	Provide information or link/reference to a document showing the years IDs have served as such. Amb. Teodoro L. Locsin Jr. had been an independent director of ATI from 2010 to 2018. He stepped down in 2018 to assume a position in the government as the Secretary of Foreign Affairs. When Atty. Roberto Lim resigned in August 2022, Amb. Locsin was nominated and elected on August 25, 2022, again as independent director to serve for the unexpired term of Atty. Lim. Year 2025 to 2026 is his 10th year reckoned from 2012. Chief Justice Panganiban has been an independent director of ATI since 2010 and year 2025 to 2026 is his 14th year reckoned from 2012. Both independent directors were re-elected in 2025 for the 2025–2026 term. Each has served for more than nine (9) years (reckoned from 2012), and both were re-elected in accordance with SEC regulations and the Company's Corporate Governance Manual (i.e., upon submission of meritorious justifications and approval by the shareholders). Chief Justice Panganiban, a former Chief Justice of the Supreme Court, and Amb. Locsin, former Secretary of Foreign Affairs and currently the Philippine Ambassador to the United Kingdom, possess unquestionable integrity, probity, and expertise. They also provide independent insights and expert opinions, particularly on governance and legal matters, which have significantly contributed to ATI's sustained growth and development throughout their respective tenures. These credentials and contributions were considered by the Nomination Committee and the Board as substantial justifications for their nomination and re-election as independent directors for the 2025–2026 term. The stockholders approved the justification and re-elected both IDs at the 2025 Annual Meeting. Pages 6 and 7 of the <u>Information Statement</u>	

		Page 3 of the Draft Minutes of 2025 Annual Meeting https://www.asianterminals.com.ph/uploads/StockholdersMinutes/2025%20Draft%20minutes%20for%20Website%20Redacted.pdf Notice of Annual Meeting https://www.asianterminals.com.ph/uploads/StockholdersNotice/2025%20Notice%20and%20Procedure.pdf	
Recommendation 5.4			
1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	Compliant	Identify the company's Chairman of the Board and Chief Executive Officer Chairman: Glen C. Hilton President: Eusebio H. Tanco	
2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	Compliant	Provide information or link/reference to a document containing information on the roles and responsibilities of the Chairman of the Board and Chief Executive Officer. Identify the relationship of Chairman and CEO. By Laws, Article VI Sections 6 and 7 https://www.asianterminals.com.ph/uploads/ArticlesByLaws/Amended%20By-Laws%202022.pdf	
Recommendation 5.5			
1. If the Chairman of the Board is not an independent director, the board designates a lead director among the independent directors.	Not Compliant	Provide information or link/reference to a document containing information on a lead independent director and his roles and responsibilities, if any. Indicate if Chairman is independent.	The Chairman is not an independent director and no lead director between the 2 independent directors was designated. The Chairman is elected by the directors themselves during the Organizational Meeting. Both the independent directors chair separate Board Committees that enable them to exercise their functions independently. Also, at least one

			independent director is appointed in each of the board committees.
Recommendation 5.6			
1. Directors with material interest in a transaction affecting the corporation abstain from taking part in the deliberations on the transaction.	Compliant	Provide proof of abstention, if this was the case. Messrs. Tanco, Khoury and Jacob did not participate in the deliberation and voting for the approval of the renewal of the ATI-POMS Management Contract, in the special Board meeting on October 2, 2026. Excerpt of the Minutes of Meeting, below: 5. RESOLVED: Upon motion by Amb. Teodoro L. Locsin Jr. and duly seconded by Chief Justice Panganiban, the Board unanimously approved the renewal of the ATI POMS Management Contract for 5 years or until August 31, 2030, subject to the approval and ratification of the stockholders in the next stockholders' meeting. Messrs. Tanco, Khoury and Jacob inhibited themselves and did not vote as they are interlocking directors of ATI and POMS.	
Recommendation 5.7			
1. The non-executive directors (NEDs) have separate periodic meetings with the external auditor and heads of the internal audit, compliance and risk functions, without any executive present.	Not Compliant	Provide proof and details of said meeting, if any. Provide information on the frequency and attendees of meetings.	There was no meeting held, but the Board/Audit Comm, will entertain executive sessions as required.
2. The meetings are chaired by the lead independent director.	Not Compliant		There was no meeting held, but the Board/Audit Comm, will entertain executive sessions as required.

Optional: Principle 5			
1. None of the directors is a former CEO of the company in the past 2 years.		Provide name/s of company CEO for the past 2 years.	
Principle 6: The best measure of the Board's effectiveness is through an assessment process. The Board should regularly carry out evaluations to appraise its performance as a body and assess whether it possesses the right mix of backgrounds and competencies.			
Recommendation 6.1			
1. Board conducts an annual self-assessment of its performance as a whole.	Compliant	Provide proof of self-assessments conducted for the whole board, the individual members, the Chairman and the Committees	
2. The Chairman conducts a self-assessment of his performance.	Compliant	The Board, its committees, individual directors, and key officers underwent a self-assessment facilitated by ROAM Inc., using a rating scale from 1 (Strongly Disagree) to 5 (Strongly Agree), with space for comments and suggestions. The 2025 assessments overall received "excellent" ratings. These results were reviewed and noted by the Corporate Governance Committee and formally approved by the Board during their meetings on May 25, 2026. Results in the table below and will be included in the Information Statement for the 2026 Annual Stockholders' Meeting which will be available to stockholders.	
3. The individual members conduct a self-assessment of their performance.	Compliant		

		<table><tr><th>Assessment</th><th>Respondents and Scope</th><th>Categories/Criteria</th></tr><tr><td>1. Board of Directors</td><td>Board of Directors (Scope: Collective performance of the Board)</td><td>Board Profile, Disclosure and Transparency, Internal Control System and Enterprise Risk Management Framework, Cultivating a Synergistic Relationship with Stockholders, Duties to Stakeholders; Sustainability and Corporate Social Responsibility Knowledge About the Company. No..of Questions : 20</td></tr><tr><td>2. Board Committees a) Nomination, Compensation and Corporate Governance</td><td>Members of the Board committees (Scope: Collective performance of the different Board committees)</td><td>Structure, Function and Reportorial Duty to the Board. No. of Questions: 4</td></tr><tr><td>b) Audit</td><td></td><td>Audit and Compliance, Risk Oversight and Related Party Transactions. No. of Questions : 20</td></tr><tr><td>3. Directors</td><td>Members of the Board committees (Scope: individual performance of the Directors)</td><td>Attendance, Expectation as a director, Familiarity with the business of the Company, Confidentiality, Commitment to corporate governance principles, Reporting of share dealings or Potential conflict of interest. No. of Questions: 10</td></tr><tr><td>4. Key Officers</td><td>Individual Performance of Key Officers (Scope: President, Senior Vice President, Corporate Secretary, Corporate Treasurer)</td><td>Board and Management's efficient interaction and timely communication and Risk management. No. of Questions: 4</td></tr></table> Self-assessment is in place for the Audit Committee. <u>Company Website.</u> https://www.asianterminals.com.ph/uploads/SECFilings/SEC%20Form%2017-C%20(Audit%20Comm%20Self%20Assessment%202024) Redacted.pdf	Assessment	Respondents and Scope	Categories/Criteria	1. Board of Directors	Board of Directors (Scope: Collective performance of the Board)	Board Profile, Disclosure and Transparency, Internal Control System and Enterprise Risk Management Framework, Cultivating a Synergistic Relationship with Stockholders, Duties to Stakeholders; Sustainability and Corporate Social Responsibility Knowledge About the Company. No..of Questions : 20	2. Board Committees a) Nomination, Compensation and Corporate Governance	Members of the Board committees (Scope: Collective performance of the different Board committees)	Structure, Function and Reportorial Duty to the Board. No. of Questions: 4	b) Audit		Audit and Compliance, Risk Oversight and Related Party Transactions. No. of Questions : 20	3. Directors	Members of the Board committees (Scope: individual performance of the Directors)	Attendance, Expectation as a director, Familiarity with the business of the Company, Confidentiality, Commitment to corporate governance principles, Reporting of share dealings or Potential conflict of interest. No. of Questions: 10	4. Key Officers	Individual Performance of Key Officers (Scope: President, Senior Vice President, Corporate Secretary, Corporate Treasurer)	Board and Management's efficient interaction and timely communication and Risk management. No. of Questions: 4	
Assessment	Respondents and Scope	Categories/Criteria																			
1. Board of Directors	Board of Directors (Scope: Collective performance of the Board)	Board Profile, Disclosure and Transparency, Internal Control System and Enterprise Risk Management Framework, Cultivating a Synergistic Relationship with Stockholders, Duties to Stakeholders; Sustainability and Corporate Social Responsibility Knowledge About the Company. No..of Questions : 20																			
2. Board Committees a) Nomination, Compensation and Corporate Governance	Members of the Board committees (Scope: Collective performance of the different Board committees)	Structure, Function and Reportorial Duty to the Board. No. of Questions: 4																			
b) Audit		Audit and Compliance, Risk Oversight and Related Party Transactions. No. of Questions : 20																			
3. Directors	Members of the Board committees (Scope: individual performance of the Directors)	Attendance, Expectation as a director, Familiarity with the business of the Company, Confidentiality, Commitment to corporate governance principles, Reporting of share dealings or Potential conflict of interest. No. of Questions: 10																			
4. Key Officers	Individual Performance of Key Officers (Scope: President, Senior Vice President, Corporate Secretary, Corporate Treasurer)	Board and Management's efficient interaction and timely communication and Risk management. No. of Questions: 4																			
4. Each committee conducts a self-assessment of its performance.	Compliant	Refer to Recommendation 6.1																			
5. Every three years, the assessments are supported by an external facilitator.	Compliant	Identify the external facilitator and provide proof of use of an external facilitator. Risks, Opportunities, Assessment and Management Inc. (ROAM Inc.) was engaged for 2025 self-assessment. External facilitator will be engaged in 2028.																			

Recommendation 6.2

1. Board has in place a system that provides, at the minimum, criteria and process to determine the performance of the Board, individual directors and committees.	Compliant	Provide information or link/reference to a document containing information on the system of the company to evaluate the performance of the board, individual directors, and committees, including a feedback mechanism from shareholders. Refer to recommendation 6.1 Executive Committee https://www.asianterminals.com.ph/uploads/BoardCommittees/ATI%20Exec.%20Comm%20Charter%20Final%20Draft.pdf Audit Committee https://www.asianterminals.com.ph/uploads/BoardCommittees/Amended%20Audit%20Committee%20Charter%20(2022).pdf Nomination Committee https://www.asianterminals.com.ph/uploads/BoardCommittees/(V2)NomComm%20Charter.pdf Compensation Committee https://www.asianterminals.com.ph/uploads/BoardCommittees/(V2)Compensation%20Comm%20Charter.pdf Corporate Governance Committee https://www.asianterminals.com.ph/uploads/BoardCommittees/(V2)%20CG%20COMM.pdf For the minimum criteria for Board Committees' performance: <u>Company Website</u>	
2. The system allows for a feedback mechanism from the shareholders.	Compliant	Results will be included in the Information Statement for the 2026 Annual Stockholders Meeting which will be available to the stockholders. Refer to Recommendation 6.1 The results for the past year were included in the 2025 Information Statement Pages 19-20 https://www.asianterminals.com.ph/uploads/SECFilings/PSE%20Disclosure%20DIS%202025%20-%20Copy_Redacted.pdf	

Principle 7: Members of the Board are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.

Recommendation 7.1			
1. Board adopts a Code of Business Conduct and Ethics, which provide standards for professional and ethical behavior, as well as articulate acceptable and unacceptable conduct and practices in internal and external dealings of the company.	Compliant	Provide information on or link/reference to the company's Code of Business Conduct and Ethics (CBCE). The Code is applicable to employees, directors and officers. Company Website: https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx The company has zero tolerance policy on fraud, bribery, and corruption. The company's anti-fraud, bribery and corruption policy is annually cascaded to employees, which is on top of frequent information / awareness campaigns on the subject matter (e.g. email reminder, company memo, posters/tarpaulins, etc.). Any employee who is found to have violated the policy after due process is terminated from work. Aside from this, the organization has nominated a Fraud Risk Champion who serves as the main driver for implementing programs aimed at sustaining zero tolerance stance against fraud, bribery, and corruption activities as well as crafting control process improvements for the organization. The company's zero tolerance policy to fraud, bribery and corruption is likewise cascaded to all newly hired employees during their corporate orientation while present employees go through series of refresher seminars annually. Moreover, a reporting channel via whistleblowing hotline is made available for all individuals that serves as an avenue for disclosing confidential information related to suspected fraud, bribery, corruption, and other wrong doings at work.	
2. The Code is properly disseminated to the Board, senior management and employees.	Compliant	Provide information on or discuss how the company disseminated the Code to its Board, senior management and employees.	

		The Code is posted on the <u>Company Website</u> . Scheduled cascading of the Code and other related policies, to the Management and employees were conducted.	
3. The Code is disclosed and made available to the public through the company website.	Compliant	Provide a link to the company's website where the Code of Business Conduct and Ethics is posted/ disclosed. <u>Company Website</u> https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx	
Supplement to Recommendation 7.1			
1. Company has clear and stringent policies and procedures on curbing and penalizing company involvement in offering, paying and receiving bribes.	Compliant	Provide information on or link/reference to a document containing information on the company's policy and procedure on curbing and penalizing bribery. Company Website https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx The company has zero tolerance policy on fraud, bribery, and corruption. The company's anti-fraud, bribery and corruption policy is annually cascaded to employees, which is on top of frequent information / awareness campaigns on the subject matter (e.g. email reminder, company memo, posters/tarpaulins, etc.). Any employee who is found to have violated the policy after due process is terminated from work. Aside from this, the organization has nominated a Fraud Risk Champion who serves as the main driver for implementing programs aimed at sustaining zero tolerance stance to fraud, bribery, and corruption activities as well as crafting control process improvements for the organization. The company's zero tolerance policy to fraud, bribery and corruption is likewise cascaded to all newly hired employees during their corporate orientation. Moreover, a reporting channel via whistleblowing hotline is made available for all parties that serves as an avenue for disclosing confidential information	

		related to suspected fraud, bribery, corruption, and other wrong doings at work.	
Recommendation 7.2			
1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	Compliant	Provide proof of implementation and monitoring of compliance with the Code of Business Conduct and Ethics (CBCE) and internal policies. Indicate who are required to comply with the Code of Business Conduct and Ethics and any findings on noncompliance.	
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	Compliant	<u>Company Website</u> https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx As stated in the CBCE, compliance is expected from every director, officer, and employee of ATI. Regular reminders on key company policies are issued via email, orientation, and refresher trainings throughout the organization. Information / awareness campaigns against fraud, bribery, and corruption are also reinforced through posters placed in various company bulletin boards and conspicuous places within the Company premises. HR, Legal, and Internal Audit closely monitor compliance and implementation.	
The Board's Governance Responsibilities			
Principle 8: The company should establish corporate disclosure policies and procedures that are practical and in accordance with best practices and regulatory expectations.			
Recommendation 8.1			
1. Board establishes corporate disclosure policies and procedures to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair and complete picture of a company's financial condition, results and business operations.	Compliant	Provide information on or link/reference to the company's disclosure policies and procedures including reports distributed/made available to shareholders and other stockholders. ATI is substantially compliant with the disclosure requirements of SEC <u>Company Website</u> https://www.asianterminals.com.ph/ati_sec_disclosures.aspx	

Supplement to Recommendations 8.1			
1. Company distributes or makes available annual and quarterly consolidated reports, cash flow statements, and special audit revisions. Consolidated financial statements are published within ninety (90) days from the end of the fiscal year, while interim reports are published within forty-five (45) days from the end of the reporting period.	Compliant	Indicate the number of days within which the consolidated and interim reports were published, distributed or made available from the end of the fiscal year and end of the reporting period, respectively. Consolidated Financial statements – in 2025, within 60 to 70 days from end of fiscal year. It is <u>attached to the disclosed Information Statement</u>. For 2026, the Financial Statements were disclosed on May 12, 2026. Interim reports- average of 43 days from the end of each quarter. <u>SEC 17-Q disclosures.</u> https://www.asianterminals.com.ph/ati_sec_disclosures.apsx	
2. Company discloses in its annual report the principal risks associated with the identity of the company's controlling shareholders; the degree of ownership concentration; cross holdings among company affiliates; and any imbalances between the controlling shareholders' voting power and overall equity position in the company.	Compliant	Provide link or reference to the company's annual report where the following are disclosed: 1. principal risks to minority shareholders associated with the identity of the company's controlling shareholders. 2. crossholdings among company affiliates; and 3. any imbalances between the controlling shareholders' voting power and overall equity position in the company. The Company discloses the Security Ownership of Record and beneficial Owners and of the Management in the SEC Form 17-A. Pages 43 to 44 of the <u>SEC Form 17A.</u> https://www.asianterminals.com.ph/uploads/SECFilings/SEC_Form_17A_2025_with_SR_ConsoFS_ParentFS_Redacted.pdf	
Recommendation 8.2			
1. Company has a policy requiring all directors to disclose/report to the company any dealings in the	Compliant	Provide information or link/reference to the company's policy requiring directors and officers to disclose their dealings in the company's share. Indicate actual dealings of directors involving the corporation's shares including their nature, number/percentage and date of transaction.	The Company complies with the SEC regulations on dealings of directors and officers in the Company shares within the required period.

company's shares within three business days.		Board Charter Part X, Section 3 (page 13) https://www.asianterminals.com.ph/uploads/BoardCommittees/ATI%20Board%20Charter%20(2018).pdf	
2. Company has a policy requiring all officers to disclose/report to the company any dealings in the company's shares within three business days.	Compliant		The Company complies with the SEC regulations on dealings of officers in the Company shares within the required period. Any discrepancy noted is immediately rectified.
Supplement to Recommendation 8.2			
1. Company discloses the trading of the corporation's shares by directors, officers (or persons performing similar functions) and controlling shareholders. This includes the disclosure of the company's purchase of its shares from the market (e.g. share buy-back program).	Compliant	Provide information on or link/reference to the shareholdings of directors, management and top 100 shareholders. Provide link or reference to the company's Conglomerate Map. Company Website Top 100 (up to December 31, 2025) https://www.asianterminals.com.ph/uploads/PSEDisclosures/ATI%20TOP100.12.31.2025.pdf SEC Form 17-A https://www.asianterminals.com.ph/uploads/SECFilings/SEC Form 17A 2025 with SR ConsoFS ParentFS Redacted.pdf Conglomerate Map Included in the SEC Form 17-A	
Recommendation 8.3			
1. Board fully discloses all relevant and material information on individual board members to evaluate their experience and qualifications and assess any	Compliant	Provide link or reference to the directors' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and relevant trainings attended. Pages 38 to 40 of the SEC Form 17A	

potential conflicts of interest that might affect their judgment.		https://www.asianterminals.com.ph/uploads/SECFilings/SEC Form 17A 2025 with SR ConsoFS ParentFS Redacted.pdf	
2. Board fully discloses all relevant and material information on key executives to evaluate their experience and qualifications and assess any potential conflicts of interest that might affect their judgment.	Compliant	Provide link or reference to the key officers' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and relevant trainings attended. Pages 38 to 40 of the SEC Form 17A https://www.asianterminals.com.ph/uploads/SECFilings/SEC Form 17A 2025 with SR ConsoFS ParentFS Redacted.pdf	
Recommendation 8.4			
1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same.	Compliant	Disclose or provide link/reference to the company policy and practice for setting board remuneration. Pages 41-42 of SEC Form 17-A Article IV Section 14 of the <u>By-Laws</u> . Part IV Section 7 of the <u>ATI Board Charter</u> https://www.asianterminals.com.ph/uploads/BoardCommittees/ATI%20Board%20Charter%20(2018).pdf	
2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.	Compliant	Disclose or provide link/reference to the company policy and practice for determining executive remuneration. Pages 41-42 of SEC Form 17-A Article VI Section 11 of the <u>Bylaws</u> Part VI Section 8 page 9 of the <u>ATI Board Charter</u>	
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Compliant	Provide breakdown of director remuneration and executive compensation, particularly the remuneration of the CEO. Pages 41-42 of SEC Form 17-A	
Recommendation 8.5			
1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions	Compliant	Disclose or provide reference/link to company's RPT policies. Indicate if the director with conflict of interest abstained from the board discussion on that particular transaction. <u>Company Website</u>	

in their Manual on Corporate Governance.		https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#rpt The Audit Committee is tasked to evaluate any probable related party transactions, Page 3, <u>Audit Committee Charter</u> Part 2 No. 4 (E) b, page 15 of the <u>CG Manual</u> Part X Section 2 page 13 of the <u>ATI Board Charter</u> <u>Related Party Transactions Policy</u> https://www.asianterminals.com.ph/uploads/RPT%20Policy%20of%20ATI.pdf	
2. Company discloses material or significant RPTs reviewed and approved during the year.	Compliant	Provide information on all RPTs for the previous year or reference to a document containing the following information on all RPTs: 1. name of the related counterparty. 2. relationship with the party. 3. transaction date. 4. type/nature of transaction. 5. amount or contract price. 6. terms of the transaction. 7. rationale for entering into the transaction. 8. the required approval (i.e., names of the board of directors approving, names and percentage of shareholders who approved) based on the company's policy; and 9. other terms and conditions Pages 44-46 of SEC Form 17A	
Supplement to Recommendation 8.5			
1. Company requires directors to disclose their interests in transactions or any other conflict of interests.	Compliant	Indicate where and when directors disclose their interests in transactions or any other conflict of interests. The directors disclose all their details prior to election or before the Nomination Committee convenes to evaluate the qualifications of the nominees for directors (in case of annual election). The details (including their professional and educational backgrounds) are disclosed in <u>SEC Form 17-C</u> after their election and in the <u>Information Statement and SEC Form 17-A</u> , while their transactions either in <u>SEC 23-A or SEC 23-B</u> .	

Recommendation 8.6			
1. Company makes a full, fair, accurate and timely disclosure to the public of every material fact or event that occur, particularly on the acquisition or disposal of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders.	Compliant	Provide link or reference where this is disclosed. Information on properties or assets are made in the <u>SEC Form 17A</u> (pages 6 to 8).	
2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.	Not Compliant	Identify independent party appointed to evaluate the fairness of the transaction price. Disclose the rules and procedures for evaluating the fairness of the transaction price, if any.	The Board reviews and approves any significant asset acquisition or disposition during board meetings.
Supplement to Recommendation 8.6			
1. Company discloses the existence, justification and details on shareholder agreements, voting trust agreements, confidentiality agreements, and such other agreements that may impact on the control, ownership, and strategic direction of the company.	Compliant	Provide link or reference where these are disclosed. page 44 of the <u>SEC Form 17A</u>	
Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	Compliant	Provide link to the company's website where the Manual on Corporate Governance is posted. https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf	

2. Company's MCG is submitted to the SEC and PSE.	Compliant		
3. Company's MCG is posted on its company website.	Compliant		
Supplement to Recommendation 8.7			
1. Company submits to the SEC and PSE an updated MCG to disclose any changes in its corporate governance practices.	Compliant	Provide proof of submission. Page 2 of the CG Manual contains the receiving stamp of SEC. https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf	
Optional: Principle 8			
1. Does the company's Annual Report disclose the following information:			
a. Corporate Objectives	Compliant	Objective or purpose in the <u>Annual Report</u> https://www.asianterminals.com.ph/ati_investorrelations_annualreport.aspx	
b. Financial performance indicators	Compliant	Key Performance Indicators in page 18-19 (for 2025) and pages 27-28 (for 2024) and pages 35-36 (for 2023) of the <u>SEC Form 17-A</u> https://www.asianterminals.com.ph/uploads/SECFilings/SEC_Form_17A_2025_with_SR_ConsoFS_ParentFS_Redacted.pdf	
c. Non-financial performance indicators	Compliant	Key Performance Indicators in page 18-19 of the <u>SEC Form 17-A</u>	
d. Dividend Policy	Compliant	Page 9 of the SEC <u>Form 17-A</u>	
e. Biographical details (at least age, academic qualifications, date of first	Compliant	Pages 37-40 of the <u>SEC Form 17-A</u>	

appointment, relevant experience, and other directorships in listed companies) of all directors			
f. Attendance details of each director in all directors' meetings held during the year.		Link in Company Website mentioned in page 46 of SEC Form 17-A	
g. Total remuneration of each member of the board of directors	Compliant	Page 42 (footnote) SEC Form 17-A	
2. The Annual Report contains a statement confirming the company's full compliance with the Code of Corporate Governance and where there is non-compliance, identifies and explains reason for each such issue.			
3. The Annual Report/Annual CG Report discloses that the board of directors conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems.	Compliant	Provide link or reference to where this is contained in the Annual Report Page 46 of the <u>SEC Form 17-A</u> The Risk Profile is also reported to the Audit Committee and the Board during meetings.	
4. The Annual Report/Annual CG Report contains a statement from the board of directors or Audit Committee commenting on the adequacy of the company's internal controls/risk management systems.		Provide link or reference to where this is contained in the Annual Report	
5. The company discloses in the Annual Report the key risks to which	Compliant	Provide link or reference to where this is contained in the Annual Report	

the company is materially exposed to (i.e. financial, operational including IT, environmental, social, economic).		Page 6 of the <u>SEC Form 17-A</u>	
Principle 9: The company should establish standards for the appropriate selection of an external auditor, and exercise effective oversight of the same to strengthen the external auditor's independence and enhance audit quality.			
Recommendation 9.1			
1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.	Compliant	Provide information or link/reference to a document containing information on the process for approving and recommending the appointment, reappointment, removal and fees of the company's external auditor. Part III (D) page 4 of the <u>Audit Committee Charter</u>	
2. The appointment, reappointment, removal, and fees of the external auditor is recommended by the Audit Committee, approved by the Board and ratified by the shareholders.	Compliant	Indicate the percentage of shareholders that ratified the appointment, reappointment, removal and fees of the external auditor. On the appointment of external auditors, 2025 Draft Minutes https://www.asianterminals.com.ph/uploads/StockholdersMinutes/2025%20Draft%20minutes%20for%20Website_Redacted.pdf Percentage: 2025- 89.35%	
3. For removal of the external auditor, the reasons for removal or change are disclosed to the regulators and the public through the company website and required disclosures.	Compliant	Provide information on or link/reference to a document containing the company's reason for removal or change of external auditor. Pursuant to the SEC disclosure rules, the Company will disclose any removal or change of external auditors. However, such removal or change did not occur during the year.	
Supplement to Recommendation 9.1			
1. Company has a policy of rotating the lead audit partner every five years.	Compliant	Provide information on or link/reference to a document containing the policy of rotating the lead audit partner every five years.	

		Part III No.2 (d) page 18 of the <u>CG Manual</u>	
Recommendation 9.2			
1. Audit Committee Charter includes the Audit Committee's responsibility on: i. assessing the integrity and independence of external auditors. ii. exercising effective oversight to review and monitor the external auditor's independence and objectivity; and iii. exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.	Compliant	Provide link/reference to the company's Audit Committee Charter Part III (D), pages 4 and 5, <u>Audit Committee Charter</u>	
2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.	Compliant	Provide link/reference to the company's Audit Committee Charter Part III (D) pages 4 and 5, <u>Audit Committee Charter</u>	
Supplement to Recommendations 9.2			
1. Audit Committee ensures that the external auditor is credible, competent and has the ability to understand complex related party transactions, its counterparties, and valuations of such transactions.	Compliant	Provide link/reference to the company's Audit Committee Charter Part III (D) pages 4 and 5, <u>Audit Committee Charter</u>	

2. Audit Committee ensures that the external auditor has adequate quality control procedures.	Compliant	Provide link/reference to the company's Audit Committee Charter Part III (D) pages 4 and 5, <u>Audit Committee Charter</u>	
Recommendation 9.3			
1. Company discloses the nature of non-audit services performed by its external auditor in the Annual Report to deal with the potential conflict of interest.	Compliant	Disclose the nature of non-audit services performed by the external auditor, if any. Page 36 of the <u>SEC Form 17-A</u>	
2. Audit Committee stays alert for any potential conflict of interest situations, given the guidelines or policies on non-audit services, which could be viewed as impairing the external auditor's objectivity.	Compliant	Provide link or reference to guidelines or policies on non-audit services. Page 18 of the <u>CG Manual</u>	
Supplement to Recommendation 9.3			
1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	Compliant	Provide information on audit and non-audit fees paid. Pages 36 of the <u>SEC Form 17-A</u>	
Additional Recommendation to Principle 9			
1. Company's external auditor is duly accredited by the SEC under Group A category.	Compliant	Provide information on company's external auditor, such as: 1. Name of the audit engagement partner. Vernilo G. Yu 2. Accreditation number. SEC Accreditation No. 108798-SEC, Group A 3. Date Accredited:	

		September 5, 2023 4. Expiry date of accreditation: until September 5, 2028 [valid for five (5) years covering the audit of 2023 to 2027 financial statements] and 5. Name, address, contact number of the audit firm. R.G. Manabat & Co. 6/F The KPMG Center, 6787 Ayala Avenue, Makati City 1209, Philippines (632) 8885-7000	
2. Company's external auditor agreed to be subjected to the SEC Oversight Assurance Review (SOAR) Inspection Program conducted by the SEC's Office of the General Accountant (OGA).	Compliant	Provide information on the following: 1. Date it was subjected to SOAR inspection, if subjected: 2. Name of the Audit firm; and 3. Members of the engagement team inspected by the SEC.	External auditor agreed to be subject to SOAR but to date no SOAR conducted yet for ATI.
Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.			
Recommendation 10.1			
1. Board has a clear and focused policy on the disclosure of non-financial information, with emphasis on the management of economic, environmental, social and governance (EESG) issues of its business, which underpin sustainability.	Compliant	Disclose or provide link on the company's policies and practices on the disclosure of non-financial information, including EESG issues. Part III pages 17 and 19, <u>CG Manual</u> <u>Company Website:</u> https://www.asianterminals.com.ph/ati_corpgov_corpres.aspx <u>SEC Sustainability Report:</u> https://www.asianterminals.com.ph/ati_corpgov_corpres.aspx <u>Annual Report</u> https://www.asianterminals.com.ph/ati_investorrelations_annualreport.aspx	

2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	Compliant	Provide link to Sustainability Report, if any. Disclose the standards used. SEC Form 17-A (Attached as Annex "A") https://www.asianterminals.com.ph/uploads/SECFilings/SEC Form 17A 2025 with SR ConsoFS ParentFS Redacted.pdf SEC Sustainability Report: https://www.asianterminals.com.ph/ati corpgov corpres.aspx Annual Report: https://www.asianterminals.com.ph/ati investorrelations annualreport.aspx	
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Principle 11: The company should maintain a comprehensive and cost-efficient communication channel for disseminating relevant information. This channel is crucial for informed decision-making by investors, stakeholders and other interested users.

Recommendation 11.1

1. Company has media and analysts' briefings as channels of communication to ensure the timely and accurate dissemination of public, material and relevant information to its shareholders and other investors.	Compliant	Press statements are released whenever necessary and are posted on the website. https://www.asianterminals.com.ph/ati pressreleases.aspx	
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Supplemental to Principle 11

1. Company has a website disclosing up-to-date information on the following:		Provide link to company website. https://www.asianterminals.com.ph/index.aspx	
a. Financial statements/reports (latest quarterly)	Compliant	https://www.asianterminals.com.ph/uploads/SECFilings/SEC%20Form%2017Q%20ATI%20Q1%202025 Redacted.pdf https://www.asianterminals.com.ph/uploads/SECFilings/SEC%20Form%2017Q%20ATI%20Q2%20ATI Redacted.pdf	

		https://www.asianterminals.com.ph/uploads/SECFilings/ATI%20SEC%2017Q%20Q3%202025 Redacted.pdf https://www.asianterminals.com.ph/uploads/SECFilings/SEC%2017Q%201st%20Quarter%202026 Redacted.pdf	
b. Materials provided in briefings to analysts and media	Compliant	Annual Reports and press statements given to media. https://www.asianterminals.com.ph/ati_pressreleases.aspx https://www.asianterminals.com.ph/ati_investorrelations_annualreport.aspx	
c. Downloadable annual report	Compliant	https://www.asianterminals.com.ph/ati_investorrelations_annualreport.aspx https://www.asianterminals.com.ph/uploads/AnnualReport/ATI_AR24.pdf	
d. Notice of ASM and/or SSM	Compliant	https://www.asianterminals.com.ph/ati_disclosures_noticetostockholders.aspx	
e. Minutes of ASM and/or SSM	Compliant	https://www.asianterminals.com.ph/ati_disclosures_minutesofmeeting.aspx	
f. Company's Articles of Incorporation and By-Laws	Compliant	<u>Articles of Incorporation</u> https://www.asianterminals.com.ph/ati_articlesandbylaws.aspx <u>By-Laws</u> https://www.asianterminals.com.ph/ati_articlesandbylaws.aspx	
Additional Recommendation to Principle 11			
1. Company complies with SEC-prescribed website template.	Compliant	https://www.asianterminals.com.ph/index.aspx	
Internal Control System and Risk Management Framework			
Principle 12: To ensure the integrity, transparency and proper governance in the conduct of its affairs, the company should have a strong and effective internal control system and enterprise risk management framework.			

Recommendation 12.1

1. Company has an adequate and effective internal control system the conduct of its business.	Compliant	List quality service programs for the internal audit functions. Indicate frequency of review of the internal control system. Internal audit activities include, assurance engagements, process review, compliance audit, consultation services among others. These are directly supervised by the Senior Manager - Internal Audit and are performed throughout the year. Annual audit plan and any changes to it are submitted for review and approval of the Audit Committee. Quarterly updates on the progress of key audit issues are likewise reported to the Audit Committee. Company Website https://www.asianterminals.com.ph/ati_corpgov_riskmanagement.aspx https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#ims Internal Audit activities for the year are documented in an annual audit plan subject to the review and approval of the Audit Committee. This includes all auditable areas scheduled for audit during the year and were selected using diverse factors such as comprehensive risk assessment, asset liquidity, timing, results of last audit, complexity, management competence, etc. While results of the completed audits along with the progress of previous significant action plans are quarterly reported to the Audit Committee.	
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	Compliant	Identify international framework used for Enterprise Risk Management. Provide information or reference to a document containing information on: 1. Company's risk management procedures and processes 2. Key risks the company is currently facing 3. How the company manages the key risks Indicate frequency of review of the enterprise risk management framework. Enterprise Risk Management framework is provided in the <u>Company Website</u>. Frequency of review is annually. https://www.asianterminals.com.ph/ati_corpgov_policies.aspx https://www.asianterminals.com.ph/ati_corpgov_riskmanagement.aspx	

Supplement to Recommendations 12.1			
1. Company has a formal comprehensive enterprise-wide compliance program covering compliance with laws and relevant regulations that is annually reviewed. The program includes appropriate training and awareness initiatives to facilitate understanding, acceptance and compliance with the said issuances.	Compliant	Provide information on or link/ reference to a document containing the company's compliance program covering compliance with laws and relevant regulations. Indicate frequency of review. Provided in the Code of Business Conduct and Ethics https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx Enterprise Risk Management framework is provided in the company website. Frequency of review is annually. https://www.asianterminals.com.ph/ati_corpgov_riskmanagement.aspx https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#ims The compliance with laws and regulations of regulatory bodies is also reported to the Audit Committee quarterly.	
Optional: Recommendation 12.1			
1. Company has a governance process on IT issues including disruption, cyber security, and disaster recovery, to ensure that all key risks are identified, managed and reported to the board.	Compliant	IT governance process, controls and management is covered through <u>Information and Operational Technology Security Policy</u> which handles the process on incident and change management, risk management, backup/recovery management, security awareness, physical and hardware/software security. For the disaster management, ITD-P-02 (IT DRP during Loss of South Harbor) establishes the guidelines and procedures in the event of a disaster affecting the whole South Harbor or one of the main data centers or a critical network hub, while for Batangas it is covered by ITD-P-04 (IT DRP DURING LOSS OF ATIB and BCT). For Rockwell Office it is covered by ITD -P-05 - IT DRP During Loss of Rockwell Office and for Inland Clearance Depot (ICD) it is covered by ITD -P-06 - IT DRP During Loss of Inland Clearance Depot (ICD).	
Recommendation 12.2			
1. Company has in place an independent internal audit function	Compliant	Disclose if the internal audit is in-house or outsourced. If outsourced, identify external firm.	

that provides an independent and objective assurance, and consulting services designed to add value and improve the company's operations.		The internal audit is in-house.	
Recommendation 12.3			
1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	Compliant	Identify the company's Chief Audit Executive (CAE) and provide information on or reference to a document containing his/her responsibilities. Name: Mr. Joseph C. Montemayor, Senior Manager - Internal Audit Part IV (a and b), page 19 of the CG Manual https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf Responsibilities are in the Internal Audit Charter.	
2. CAE oversees and is responsible for the internal audit activity of the organization, including that portion that is outsourced to a third-party service provider.	Compliant	Part II No. 4 (E) b, page 14 Part IV (a and b), page 19 of the CG Manual https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf	
3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.	Compliant	Identify qualified independent executive or senior management personnel, if applicable. The Company has an in-house Internal Auditor	
Recommendation 12.4			
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	Compliant	Provide information on company's risk management function. Part IV (c) Pages 19 and 20 of the CG manual https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf	

Supplement to Recommendation 12.4			
1. Company seeks external technical support in risk management when such competence is not available internally.	Compliant	Identify source of external technical support, if any. The Company has a competent officer handling risk management. ATI contracts Marsh Philippines as 3rd party consultant on insurable risk. ATI is also a member of the DPW network of ports and actively participates in global initiatives in evaluating, measuring, recording and monitoring enterprise risks.	
Recommendation 12.5			
1. In managing the company's Risk Management System, the company has a Chief Risk Officer (CRO), who is the ultimate champion of Enterprise Risk Management (ERM).	Compliant	Identify the company's Chief Risk Officer (CRO) and provide information on or reference to a document containing his/her responsibilities and qualifications/background. Mr. Adrian Edward Baking, VP for Business Development and Legal Key responsibilities: a) Identify enterprise risks of ATI with assistance from Risk Champions. b) Evaluate mitigating measures to address identified risks c) Maintain, review, monitor Risk Register d) Discuss periodically with the Management re Enterprise Risks.	
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	Compliant	The CRO has the rank of Vice President. He is assisted by the Company's Risk Champions in the performance of his duties and a third-party consultant.	
Additional Recommendation to Principle 12			
1. Company's Chief Executive Officer and Chief Audit Executive attest in writing, at least annually, that a sound internal audit, control and compliance system is in place and working effectively.	Compliant	Provide link to CEO and CAE's attestation. State of internal control was reported during Audit Committee meeting last 13 February 2025. See screenshot of excerpt:	

		For the year 2025, AT's internal control systems are in place and working effectively to provide reasonable assurance that business risks are adequately addressed.  ASIAN TERMINALS INCORPORATED <table border="1"> <thead> <tr> <th rowspan="2">2025 Audit Areas</th><th rowspan="2">Audit Ratings</th><th rowspan="2">Status</th><th>Follow-up</th></tr> <tr> <th>Remaining Items</th></tr> </thead> <tbody> <tr> <td>SH Repairs & Maintenance Facilities & Gensets</td><td>Adequate</td><td>Ongoing</td><td> - Closure of outstanding work orders </td></tr> <tr> <td>Datargas Repairs & Maintenance Mobile, Cranes, Facility, & Gensets</td><td>Adequate</td><td>Ongoing</td><td> - Closure of outstanding work orders - Automation of Go/No Go checklist </td></tr> <tr> <td>SH Repairs & Maintenance – Mobile & Crane</td><td>Adequate</td><td>Ongoing</td><td> - Closure of outstanding work orders - Streamline of PM work orders in Maximo - Service Vehicle Trip Pace procedure & automation </td></tr> <tr> <td>Construction Projects</td><td>Requires Moderate Improvement</td><td>Completed</td><td></td></tr> <tr> <td>SH Billing, Credit & Collection</td><td>Adequate</td><td>Ongoing</td><td> - OCR installation on all QCs </td></tr> <tr> <td>ATB Cargo & Passenger Operations</td><td>Adequate</td><td>Ongoing</td><td> - Renewal of business permit - Zodiac Modifications - Installation of CCTV in Multi Level Parking building - Access to view client's storage charges/incremental adjustment to storage fee - New Warehouse Management System </td></tr> <tr> <td>BCT Operations</td><td>Adequate</td><td>Ongoing</td><td> - Interface of Zodiac backend and Webtrack - Relocation of weighbridge - Consolidation of multiple platforms - Repair of container inspection facility - RF-S automation </td></tr> </tbody> </table>	2025 Audit Areas	Audit Ratings	Status	Follow-up	Remaining Items	SH Repairs & Maintenance Facilities & Gensets	Adequate	Ongoing	Closure of outstanding work orders	Datargas Repairs & Maintenance Mobile, Cranes, Facility, & Gensets	Adequate	Ongoing	- Closure of outstanding work orders - Automation of Go/No Go checklist	SH Repairs & Maintenance – Mobile & Crane	Adequate	Ongoing	- Closure of outstanding work orders - Streamline of PM work orders in Maximo - Service Vehicle Trip Pace procedure & automation	Construction Projects	Requires Moderate Improvement	Completed		SH Billing, Credit & Collection	Adequate	Ongoing	OCR installation on all QCs	ATB Cargo & Passenger Operations	Adequate	Ongoing	- Renewal of business permit - Zodiac Modifications - Installation of CCTV in Multi Level Parking building - Access to view client's storage charges/incremental adjustment to storage fee - New Warehouse Management System	BCT Operations	Adequate	Ongoing	- Interface of Zodiac backend and Webtrack - Relocation of weighbridge - Consolidation of multiple platforms - Repair of container inspection facility - RF-S automation	
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Cultivating a Synergic Relationship with Shareholders

Principle 13: The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.

Recommendation 13.1

1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance.	Compliant	Provide link or reference to the company's Manual on Corporate Governance where shareholders' rights are disclosed. Part V pages 20-23, <u>CG Manual</u>	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	Compliant	Provide link to company's website. Part V pages 20-23, <u>CG Manual</u>	

Supplement to Recommendation 13.1

1. Company's common share has one vote for one share.	Compliant	Article III Section 7 page 5 of the <u>By Laws</u>	
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2. Board ensures that all shareholders of the same class are treated equally with respect to voting rights, subscription rights and transfer rights.	Compliant	Provide information on all classes of shares, including their voting rights if any. All shares of the Company are common. Article III Section 7 page 5 of the <u>By Laws</u> (on Voting rights) Part V page 20, CG <u>Manual</u> (voting rights)	
3. Board has an effective, secure, and efficient voting system.	Compliant	Provide link to voting procedure. Indicate if voting is by poll or show of hands. Article III Section 7 page 5 of the <u>By Laws</u> . By poll (ballot) through the Voting Portal in the Company Website https://www.asianterminals.com.ph/votinglogin.aspx	
4. Board has an effective shareholder voting mechanisms such as supermajority or “majority of minority” requirements to protect minority shareholders against actions of controlling shareholders.	Not Compliant	Provide information on shareholder voting mechanisms such as supermajority or “majority of minority”, if any.	There is no such voting mechanism. However, the CG Manual provides that the Board shall be instrumental in promoting and enhancing shareholders’ rights. Part V No. 8 of the <u>CG Manual page 22</u> https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf
5. Board allows shareholders to call a special shareholders’ meeting and submit a proposal for consideration or agenda item at the AGM or special meeting.	Compliant	Provide information on how this was allowed by board (i.e., minutes of meeting, board resolution) Article III Sections 1 and 2 pages 3 and 4, <u>By Laws</u>	
6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	Compliant	Provide information or link/reference to the policies on treatment of minority shareholders. Part V Nos. 2,5 and 8, pages 20 to 22, CG <u>Manual</u>	

7. Company has a transparent and specific dividend policy.	Compliant	Provide information on or link/reference to the company's dividend Policy. Indicate if company declared dividends. If yes, indicate the number of days within which the dividends were paid after declaration. In case the company has offered scrip dividends, indicate if the company paid the dividends within 60 days from declaration. Part V No.6 page 22, <u>CG Manual</u> Article VII Section 2, <u>By-laws</u> Dividends were paid within 50 days from declaration.	
Optional: Recommendation 13.1			
1. Company appoints an independent party to count and/or validate the votes at the Annual Shareholders' Meeting.	Compliant	Identify the independent party that counted/validated the votes at the ASM, if any. R.G. Manabat and Co.	
Recommendation 13.2			
1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant information at least 28 days before the meeting.	Compliant	Indicate the number of days before the annual stockholders' meeting or special stockholders' meeting when the notice and agenda were sent out. Indicate whether shareholders' approval of remuneration or any changes therein were included in the agenda of the meeting. Provide link to the agenda included in the company's Information Statement (SEC Form 20-IS) The Notice as attached to the <u>Preliminary Information Statement</u> was disclosed on March 12, 2025, or 43 days before the scheduled annual meeting (April 24). https://www.asianterminals.com.ph/uploads/PSEDisclosures/2025%20ATI%20PIS%20and%20MDA%20(%20with%20Notice%20and%20FS) Redacted.pdf The Notice to the Special Meeting (held on January 30, 2026) was posted in the Company Website on December 17, 2025	

		https://www.asianterminals.com.ph/uploads/PSEDisclosures/Preliminary%20Information%20Statement%20(with%2017Q) Redacted.pdf	
Supplemental to Recommendation 13.2			
1. Company's Notice of Annual Stockholders' Meeting contains the following information:	Compliant	Provide link or reference to the company's notice of Annual Shareholders' Meeting https://www.asianterminals.com.ph/ati_disclosures_noticetostockholders.aspx	
a. The profiles of directors (i.e., age, academic qualifications, date of first appointment, experience, and directorships in other listed companies)	Compliant	The profiles of the directors are stated in the Information Statement. The Notice of Annual Meeting is attached to the Information Statement . https://www.asianterminals.com.ph/uploads/SECFilings/PSE%20Disclosure%20DIS%202025%20-%20Copy Redacted.pdf	
b. Auditors seeking appointment/reappointment.	Compliant	Information Statement https://www.asianterminals.com.ph/uploads/SECFilings/PSE%20Disclosure%20DIS%202025%20-%20Copy Redacted.pdf	
c. Proxy documents	Compliant	An instruction to the stockholders pertaining to the submission of proxy instrument if they cannot attend personally, is stated in page 2 of the Notice attached to the Information Statement . https://www.asianterminals.com.ph/uploads/SECFilings/PSE%20Disclosure%20DIS%202025%20-%20Copy Redacted.pdf	
Optional: Recommendation 13.2			
1. Company provides rationale for the agenda items for the annual stockholders meeting	Compliant	Provide link or reference to the rationale for the agenda Items. Notice attached to the Information Statement https://www.asianterminals.com.ph/uploads/StockholdersNotice/2025%20Notice%20and%20Procedure.pdf	

Recommendation 13.3			
1. Board encourages active shareholder participation by making the result of the votes taken during the most recent Annual or Special Shareholders' Meeting publicly available the next working day.	Compliant	https://www.asianterminals.com.ph/uploads/StockholdersMinutes/2025%20Draft%20minutes%20for%20Website Redacted.pdf	
2. Minutes of the Annual and Special Shareholders' Meetings were available on the company website within five business days from the end of the meeting.	Compliant	Provide link to minutes of meeting in the company website. Indicate voting results for all agenda items, including the approving, dissenting and abstaining votes. Indicate also if the voting on resolutions was by poll. Include whether there was opportunity to ask question and the answers given, if any. <u>Company Website</u> https://www.asianterminals.com.ph/uploads/StockholdersMinutes/2025%20Draft%20minutes%20for%20Website Redacted.pdf	
Supplement to Recommendation 13.3			
1. Board ensures the attendance of the external auditor and other relevant individuals to answer shareholders questions during the ASM and SSM.	Compliant	Indicate if the external auditor and other relevant individuals were present during the ASM and/or special meeting. Yes. Item 7 page 13 of the <u>Information Statement</u> https://www.asianterminals.com.ph/uploads/SECFilings/PSE%20Disclosure%20DIS%202025%20-%20Copy Redacted.pdf Attendance in the Annual Meeting as reflected in the Minutes of 2025 Annual Meeting https://www.asianterminals.com.ph/uploads/StockholdersMinutes/2025%20Draft%20minutes%20for%20Website Redacted.pdf	

Recommendation 13.4

1. Board makes available, at the option of a shareholder, an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.	Not Compliant	Provide details of the alternative dispute resolution made available to resolve intra-corporate disputes	Intra corporate disputes are resolved by the stockholders airing their concern before the corporate secretary or compliance officer. The concerns are addressed by holding a dialogue with the stockholder and settled amicably, except those which would require board approval or intervention. The Company has an existing system on how conflicts or liabilities and obligations by the corporation and third parties arising from its transactions as port operator are resolved. Company Website https://www.asianterminals.com.ph/ati_corpgov_conditionsofliabilities.aspx https://www.asianterminals.com.ph/ati_corpgov_claimsnotification.aspx https://www.asianterminals.com.ph/ati_corpgov_unpaidportcharges.aspx
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Not Compliant	Provide link/reference to where it is found in the Manual on Corporate Governance	The alternative dispute mechanism is not included in the CG Manual, but Part II No. 1 (E) page 5 thereof recognizes the establishment of an alternative dispute mechanism between the corporation and stockholders and the corporation and third parties. https://www.asianterminals.com.ph/uploads/CGManualACGR/(CG%20Manual)

			%20signed%20by%20Chairman%20and%20Compliance%20Officer.pdf
Recommendation 13.5			
1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.	Compliant	Disclose the contact details of the officer/office responsible for investor relations, such as: 1. Name of the person: Dominador Antonio Bustamante Assistant Vice President Strategic Communications, Stakeholders & Public Affairs 2. Telephone number 8528-6000 3. Fax number 8527-3647 4. E-mail address Email: ati.corpcom@asianterminals.com.ph info@asianterminals.com.ph; ATI.InvestorRelations@asianterminals.com.ph	
2. IRO is present at every shareholder's meeting.	Compliant	Indicate if the IRO was present during the ASM. YES Attendance in the Annual Meeting as reflected in the Minutes of 2025 Annual Meeting https://www.asianterminals.com.ph/uploads/StockholdersMinutes/2025%20Draft%20minutes%20for%20Website_Redacted.pdf	
Supplemental Recommendations to Principle 13			
1. Board avoids anti-takeover measures or similar devices that may entrench ineffective management or	Not Compliant	Provide information on how antitakeover measures or similar devices were avoided by the board, if any.	The Company believes that the recommendation does not have significant benefits, as any takeover may result in instability.

the existing controlling shareholder group			Adequate provisions in the CG Manual (eg. Nominations Committee) monitor industrial landscape for any potential events which may have any adverse impact on the company.
2. Company has at least thirty percent (30%) public float to increase liquidity in the market.	Not Compliant	Indicate the company's public float. 16.12% https://www.asianterminals.com.ph/uploads/PSEDisclosures/PSE%20EDGE%20Public%20Ownership%20Dec%2031,%202025.pdf https://www.asianterminals.com.ph/uploads/SECFilings/ATI_SEC_17C_VoluntaryDelistingApproval.pdf	The percentage of public ownership of the Company as of December 31, 2025, is 16.12%. Effective April 3, 2026, ATI was voluntarily delisted from the Philippine Stock Exchange. Public Ownership as of March 31, 2026, was 0.74%.
Optional: Principle 13			
1. Company has policies and practices to encourage shareholders to engage with the company beyond the Annual Stockholders' Meeting		Disclose or provide link/reference to policies and practices to encourage shareholders' participation beyond ASM	
2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.	Compliant	Disclose the process and procedure for secure electronic voting in absentia, if any. Provided in the Notice to Stockholders <u>Company Website</u> . https://www.asianterminals.com.ph/uploads/StockholdersNotice/2025%20Notice%20and%20Procedure.pdf	
Duties to Stakeholders			
Principle 14: The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights and/or interests are at stake, stakeholders should have the opportunity to obtain prompt effective redress for the violation of their rights.			
Recommendation 14.1			
1. Board identifies the company's various stakeholders and promotes cooperation between them and the	Compliant	Identify the company's stakeholder and provide information or reference to a document containing information on the company's policies and programs for its stakeholders. The stakeholders are identified in the <u>Company Website</u>	

company in creating wealth, growth and sustainability.		https://www.asianterminals.com.ph/ati_corpgov_corpres.aspx Annual Report https://www.asianterminals.com.ph/ati_investorrelations_annualreport.aspx	
Recommendation 14.2			
1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.	Compliant	Identify policies and programs for the protection and fair treatment of company's stakeholders. Pursuant to the Integrated Management System Policy the Company shall implement an integrated occupational health, safety, environment, security and quality management system (OHSES&Q) compliant with internationally recognized standards. Company Website https://www.asianterminals.com.ph/ati_corpgov_policies.aspx The Company also has a Corporate Responsibility Policy https://www.asianterminals.com.ph/ati_corpgov_corpres.aspx	
Recommendation 14.3			
1. Board adopts a transparent framework and process that allow stakeholders to communicate with the company and to obtain redress for the violation of their rights.	Compliant	Provide the contact details (i.e., name of contact person, dedicated phone number or e-mail address, etc.) which stakeholders can use to voice their concerns and/or complaints for possible violation of their rights. Provide information on whistleblowing policy, practices and procedures for stakeholders For any concerns or complaints of stakeholders, the website provides a channel to address such concerns/ complaints. ATI has an official email catchment at info@asianterminals.com.ph where stakeholders can freely send in their inquiries about the company https://www.asianterminals.com.ph/ati_contactus.aspx https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#whistleblow	

Supplement to Recommendation 14.3			
1. Company establishes an alternative dispute resolution system so that conflicts and differences with key stakeholders is settled in a fair and expeditious manner.	Compliant	Provide information on the alternative dispute resolution system established by the company. Although not specifically termed as alternative dispute mechanism, a system to address claims is provided and posted on the website. https://www.asianterminals.com.ph/ati_corpgov_claimsnotification.aspx	
Additional Recommendations to Principle 14			
1. Company does not seek any exemption from the application of a law, rule or regulation especially when it refers to a corporate governance issue. If an exemption was sought, the company discloses the reason for such action, as well as presents the specific steps being taken to finally comply with the applicable law, rule or regulation.	Compliant	Amb. Teodoro L. Locsin Jr. had been an independent director of ATI from 2010 to 2018. He stepped down in 2018 to assume a position in the government as the Secretary of Foreign Affairs. When Atty. Roberto Lim resigned in August 2022, Amb. Locsin was nominated and elected on August 25, 2022, again as independent director to serve for the unexpired term of Atty. Lim. Year 2025 to 2026 is his 10th year reckoned from 2012. Chief Justice Panganiban has been an independent director of ATI since 2010 and year 2025 to 2026 is his 14th year reckoned from 2012. Both independent directors were re-elected in 2025 for the 2025–2026 term. Each has served for more than nine (9) years (reckoned from 2012), and both were re-elected in accordance with SEC regulations and the Company's Corporate Governance Manual (i.e., upon submission of meritorious justifications and approval by the shareholders). Chief Justice Panganiban, a former Chief Justice of the Supreme Court, and Amb. Locsin, former Secretary of Foreign Affairs and currently the Philippine Ambassador to the United Kingdom, possess unquestionable integrity, probity, and expertise. They also provide independent insights and expert opinions, particularly on governance and legal matters, which have significantly contributed to ATI's sustained growth and development throughout their respective tenures. These credentials and contributions were considered by the Nomination Committee and the Board as substantial justifications for their nomination and re-election as independent directors for the 2025–2026 term. The stockholders approved the justification and re-elected both IDs at the 2025 Annual Meeting.	

2. Company respects intellectual property rights.	Compliant	Provide specific instances, if any. The Company only sources its hardware and software requirements from authorized dealers and distributors. Terminal Operating Systems are duly licensed from the vendor/developer.	
Optional: Principle 14			
1. Company discloses its policies and practices that address customers' welfare	Compliant	Identify policies, programs and practices that address customers' welfare or provide link/reference to a document containing the same. Company Website https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#ims https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#corpres	
2. Company discloses its policies and practices that address supplier/contractor selection procedures	Compliant	Identify policies, programs and practices that address supplier/contractor selection procedures or provide link/reference to a document containing the same. Company Website https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#ims https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#corpres	
Principle 15: A mechanism for employee participation should be developed to create a symbiotic environment, realize the company's goals and participate in its corporate governance processes.			
Recommendation 15.1			
1. Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company's goals and in its governance.	Compliant	Provide information on or link/reference to company policies, programs and procedures that encourage employee participation. The company encourages innovation from employees, entertaining suggestions, and ideas on improving safety, efficiency, and customer services through online and offline platforms. Annual Report https://www.asianterminals.com.ph/ati_investorrelations_annualreport.aspx	

Supplement to Recommendation 15.1			
1. Company has a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures.	Compliant	Disclose if company has in place a merit-based performance incentive mechanism such as an employee stock option plan (ESOP) or any such scheme that awards and incentivizes employees, at the same time aligns their interests with those of the shareholders. The Company has existing Performance Appraisal process that enumerates the Key Performance Indicators aligned with the corporate objectives or target of the Company. Measurement is agreed or set at the beginning of the year and assessment is done twice a year. Remuneration and incentives depend on the results of the assessment.	
2. Company has policies and practices on health, safety and welfare of its employees.	Compliant	Disclose and provide information on policies and practices on health, safety and welfare of employees. Include statistics and data, if any. The <u>Integrated Management Systems Policy, Company Website</u> https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#ims <u>Annual Report</u> https://www.asianterminals.com.ph/ati_investorrelations_annualreport.aspx	
3. Company has policies and practices on training and development of its employees.	Compliant	Disclose and provide information on policies and practices on training and development of employees. Include information on any training conducted or attended. <u>Annual Report</u> https://www.asianterminals.com.ph/ati_investorrelations_annualreport.aspx <i>List of trainings held and number of employees who attended is attached as ANNEX "1" herein.</i>	
Recommendation 15.2			
1. Board sets the tone and makes a stand against corrupt practices by	Compliant	Identify or provide link/reference to the company's policies, programs and practices on anti-corruption. <u>Company Website</u>	

adopting an anti-corruption policy and program in its Code of Conduct.		https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx	
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	Compliant	Identify how the board disseminated the policy and program to employees across the organization. The company's key policies which include but not limited to anti-fraud, bribery, and corruption, code of ethics, etc. are regularly cascaded to all employees, on top of frequent information / awareness campaigns on the matter. (e.g. email reminder, company memo, posters/tarpaulins) These key company policies which include but not limited to anti-fraud, bribery and corruption, code of ethics, etc. are likewise cascaded to all newly hired employees during their corporate orientation. Moreover, a reporting channel via whistleblowing hotline is made available for all individuals that serves as an avenue for disclosing confidential information related to suspected fraud, bribery, corruption, and other wrong doings at work.	
Supplement to Recommendation 15.2			
1. Company has clear and stringent policies and procedures on curbing and penalizing employee involvement in offering, paying, and receiving bribes.	Compliant	Identify or provide link/reference to the company policy and procedures on penalizing employees involved in corrupt practices. Include any finding of violations of the company policy. <u>Company Website</u> https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx The company has zero tolerance policy on fraud, bribery, and corruption. The company's anti-fraud, bribery and corruption policy is annually cascaded to employees, which is on top of frequent information / awareness campaigns on the subject matter (e.g. email reminder, company memo, posters/tarpaulins, etc.). Any employee who is found to have violated the policy after due process is terminated from work. Aside from this, the organization has nominated a Fraud Risk Champion who serves as the main driver for implementing programs aimed at sustaining zero	

		tolerance stance to fraud, bribery, and corruption activities as well as crafting control process improvements of the organization aligned with the policy on fraud, bribery, and corruption. The company's zero tolerance policy to fraud, bribery and corruption is likewise cascaded to all newly hired employees during their corporate orientation. Moreover, a reporting channel via whistleblowing hotline is made available for all parties that serves as an avenue for disclosing confidential information related to suspected fraud, bribery, corruption, and other wrong doings at work.	
Recommendation 15.3			
1. Board establishes a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation	Compliant	Disclose or provide link/reference to the company whistle-blowing policy and procedure for employees. Indicate if the framework includes procedures to protect the employees from retaliation. Provide contact details to report any illegal or unethical behavior. Company Website https://www.asianterminals.com.ph/ati_corpgov_conductandethics.aspx The company's whistleblowing policy ensures confidentiality of information as well as anonymity and protection of the whistleblower from any retaliation. Whistleblowing hotline is published in the company's website, and in regular information / awareness campaigns (i.e., emails, trainings, posters, etc.). Other available confidential avenues such as thru Division Heads and Senior Manager – Internal Audit, concurrently sitting as Fraud Risk Champion are also provided.	
2. Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.	Compliant	While there are various confidential avenues to disclose confidential concerns, the Senior Manager – Internal Audit, concurrently sitting as Fraud Risk Champion, is primary responsible to manage whistleblowing concerns.	

3. Board supervises and ensures the enforcement of the whistleblowing framework.	Compliant	Provide information on how the board supervised and ensured enforcement of the whistleblowing framework, including any incident of whistleblowing. Senior Manager – Internal Audit also sitting as the Fraud Risk Champion assumes the task of enforcing and overseeing the Company’s whistleblowing framework and reports to Senior Management and/or the Board any validated and significant findings.	
Principle 16: The company should be socially responsible in all its dealings with the communities where it operates. It should ensure that its interactions serve its environment and stakeholders in a positive and progressive manner that is fully supportive of its comprehensive and balanced development.			
Recommendation 16.1			
1. Company recognizes and places importance on the interdependence between business and society and promotes a mutually beneficial relationship that allows the company to grow its business, while contributing to the advancement of the society where it operates.	Compliant	Provide information or reference to a document containing information on the company’s community involvement and environment-related programs. Company Website https://www.asianterminals.com.ph/ati_pressreleases.aspx Annual Report https://www.asianterminals.com.ph/ati_investorrelations_annualreport.aspx Social Media https://www.facebook.com/asianterminalsinc/ https://www.instagram.com/asianterminals/ https://www.youtube.com/@asianterminalsinc.atimanil7471	
Optional: Principle 16			
1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development	Compliant	Identify or provide link/reference to policies, programs and practices to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development. Company Website https://www.asianterminals.com.ph/ati_corpgov_policies.aspx#corpres	

2. Company exerts effort to interact positively with the communities in which it operates	Compliant	Identify or provide link/reference to policies, programs and practices to interact positively with the communities in which it operates. ATI has sustained its proactive engagement with its neighboring communities. Built around this strong relationship, ATI has extended assistance to nearby communities, through donation of food and other necessities, in response to community exigencies especially at the time of pandemic. It has also partnered with residents and community leaders in pursuing environmental protection projects, particularly in rehabilitating key waterways. Press releases in the Company Website and Annual Report. <u>Social Media</u> https://www.facebook.com/asianterminalsinc/ https://www.instagram.com/asianterminals/ https://www.youtube.com/@asianterminalsinc.atimanil7471	
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Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report (I-ACGR) is signed on behalf of the registrant by the undersigned; thereunto duly authorized, in Manila on May 28, 2026.

WILLIAM WASSAF KHOURY ABREU
Director***

EUSEBIO H. TANGO
President

ARTEMIO V. PANGANIBAN
Independent Director

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

*** During the May 25, 2026 meeting, the Board authorized Mr. William Wassaf Khoury Abreu to sign the IACGR in place of Chairman Mr. Glen C. Hilton, who is overseas, to meet notarial requirements and SEC submission deadlines. The Secretary's Certificate is attached as Annex 2.

SUBSCRIBED AND SWORN to before me this MAY 29 2026 2026 affiant(s) exhibiting to me their IDs, as follows:

<u>Name</u>	<u>ID</u>	<u>Date and Place of Issue</u>
William Wassaf Khoury Abreu		
Eusebio H. Tanco		
Artemio V. Panganiban		
Rodolfo G. Corvite, Jr.		

Doc No. 202
Page No. 80
Book No. 14
Series of 2026

ATTY. JOHN EDWARD T. ANG
Notary Public for City of Manila, Mill 15014
2nd Floor

Manila NOTARY PUBLIC

ROLL NO. 60731 MCLE No. VU0000038 (Until 2026)

Pursuant to the requirement of the Securities and Exchange Commission, this Integrated Annual Corporate Governance Report (I-ACGR) is signed on behalf of the registrant by the undersigned, thereunto duly authorized, in London, United Kingdom on May 27, 2026.


THEODORE L. LUCSIN JR.
Independent Director

SUBSCRIBED AND SWORN to before me this __ day of May 2026 affiant exhibiting to me his

1.

Doc No. ____
Page No. ____
Book No. ____
Series of 2026

NOTARY PUBLIC

Republic of the Philippines)
EMBASSY OF THE PHILIPPINES)
London, United Kingdom) SS
X ----- X`

ACKNOWLEDGEMENT

Before me, **JOSEMARIA CARLO F. MAGSINO**, Vice Consul, duly commissioned and qualified in and for the United Kingdom, personally appeared

TEODORO LOPEZ LOCSIN JR.

on **27 MAY 2026** and known to me to be the same person/s who signed the annexed document, an **INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT**, and acknowledged before me that he/she/they executed the same of his/her/their own free will and deed.

The said party/ies signed on the document, which together with this Acknowledgement, is composed of **SEVENTY-TWO (72)** pages. The Embassy assumes no responsibility for the contents of the annexed document.

IN WITNESS WHEREOF, I have hereunto set my hand on these presents and affixed hereon the seal of the Philippine Embassy in London, United Kingdom on **27 MAY 2026**.



JOSEMARIA CARLO F. MAGSINO
Vice Consul

Fee Paid : GRATIS
Service No. :
O.R. No. :
Doc. No. : 4909
Series of 2026

This Acknowledgement is not valid if altered in any way. Validity of this Acknowledgement shall follow the validity of the attached/underlying document.

ANNEX “1”

Training	Title	No. of Attendees
<i>Behavioral/ Leadership Related</i>	BEYOND BUSY: DRIVING PRODUCTIVITY AND TIME MASTERY IDEATION WORKSHOP INTERVIEW & SELECTION WORKSHOP MASTERING MANAGEMENT: DELIVERING RESULT PEOPLE HANDLING SKILLS WORKSHOP TEAM BUILDING THE 7 HABITS OF HIGHLY EFFECTIVE PEOPLE TIME MANAGEMENT TRAINING	173
<i>Engineering Related</i>	ADVANCED EXCEL TRAINING PROGRAM MANAGEMENT	4
<i>Operations Related</i>	5S IMPLEMENTATION & AUDIT TRAINING ADMEASURER TRAINING - CLASSROOM TRAINING ALL PURPOSE PERSONNEL TRAINING ALL PURPOSE PERSONNEL TRAINING - CARGO OPERATIONS ALL PURPOSE PERSONNEL TRAINING - CONTAINER OPERATIONS APM LEAD EXECUTIVE SUMMIT - SYNERGIZE 2025 APP LEAN ENGAGEMENT ATI PIER 3 EXTENSION PROJECT FIRE PROTECTION SYSTEMS TRAINING BASIC AND INTERMEDIATE MS POWER BI BASIC LEAN AND 5S CBU DRIVER BASIC TRAINING CBU DRIVER CLASSROOM TRAINING CBU DRIVER COMPETENCY ASSESSMENT CBU DRIVER ON THE JOB TRAINING CBU OPERATIONS TRAINING CHECKERS OPERATION TRAINING - CONTAINER OPERATIONS CHECKERS OPERATIONS TRAINING CHEMICAL SPILL RESPONSE TRAINING CHEMICAL SPILL TRAINING COMPETENCY ASSESSMENT - REACH STACKER OPERATOR COMPETENCY ASSESSMENT - ALL PURPOSE PERSONNEL COMPETENCY ASSESSMENT - CHECKERS COMPETENCY ASSESSMENT - ITV OPERATOR COMPETENCY ASSESSMENT COMPETENCY ASSESSMENT - ALL PURPOSE PERSONNEL	6325

ANNEX “1”

	COMPETENCY ASSESSMENT - FORKLIFT OPERATOR COMPETENCY ASSESSMENT - ITV OPERATOR COMPETENCY ASSESSMENT - MANLIFT OPERATOR COMPETENCY ASSESSMENT - QUAY CRANE OPERATOR COMPETENCY ASSESSMENT - REACH STACKER OPERATOR COMPETENCY ASSESSMENT - RUBBER TYRE GANTRY CRANE OPERATOR COMPETENCY ASSESSMENT - SCISSOR LIFT OPERATOR COMPETENCY ASSESSMENT - SIDE LOADER COMPETENCY ASSESSMENT - SIDE LOADER OPERATOR COMPETENCY ASSESSMENT - SUPERVISOR COMPETENCY ASSESSMENT - WINCHMAN OPERATOR COMPETENCY ASSESSMENT-CHE OPERATOR COMPLETELY BUILD UNIT DRIVER BASIC TRAINING COMPLETELY BUILD UNIT ON THE JOB TRAINING CONFINED SPACE - TAGALOG CONFINED SPACE TRAINING CROSS TRAINING PROGRAM FOR SUPERVISORS DANGEROUS GOODS AWARENESS DECK MASTER OPERATIONS TRAINING DEFENSIVE DRIVING TRAINING DEFENSIVE DRIVING TRAINING - BASIC TRAINING DEFENSIVE DRIVING TRAINING - FACE TO FACE CLASSROOM DEFENSIVE DRIVING TRAINING - ON THE JOB TRAINING DP WORLD ANTI-BRIBERY COURSE DP WORLD FRAUD AWARENESS DP WORLD FRAUD AWARENESS SEMINAR DP WORLD HSE PILLAR (TAKE TIME TAKE CHARGE) DP WORLD HSE PILLARS DP WORLD HUMAN FACTORS DP WORLD LEAN PROGRAM PHASE 1 DP WORLD SAFELEADER DP WORLD TAKE TIME - OPERATIONS DULEVO STREET SWEEPER OPERATOR CLASSROOM TRAINING E-ITV OPERATOR TRAINING ELECTRIC FORKLIFT OPERATOR TRAINING ENERGY ISOLATION TRAINING (LOTOTO) E-OPERATIONS CHECKLIST TRAINING EQUIPMENT OPERATOR REFRESHER TRAINING (TWISTLOCK INCIDENT) FIX CARGO CRANE BASIC TRAINING	
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	FIX CARGO CRANE CLASSROOM TRAINING FIX CARGO CRANE OPERATOR BASIC TRAINING FIX CARGO CRANE OPERATOR ON THE JOB TRAINING FORKLIFT OPERATOR BASIC TRAINING FORKLIFT OPERATOR CLASSROOM TRAINING FORKLIFT OPERATOR ON THE JOB TRAINING FORKLIFT OPERATOR CLASSROOM TRAINING FOR MAINTENANCE & REPAIR FORKLIFT OPERATOR BASIC TRAINING FOR MAINTENANCE & REPAIR FORKLIFT OPERATOR ON THE JOB TRAINING FORKLIFT OPERATOR REFRESHER TRAINING GETTING IT RIGHT THE FIRST TIME: STRENGTHENING ACCURACY IN CONTAINER HANDLING GONOGO REFRESHER TRAINING - ITV OPERATOR GONOGO REFRESHER TRAINING - RTG CRANE OPERATOR HANDHELD OPERATIONS TRAINING HANDLING OF DANGEROUS GOODS - ADVANCE HIP - POCKET TRAINING - FALL PROTECTION ON BOARD HIP - POCKET TRAINING - RTG YELLOW CAUTION LANE AND PARKING HIP - POCKET TRAINING FOR LASHING & UNLASHING HIP - POCKET TRAINING FOR SUPERVISORS HOW TO USE LASHING CAGE HOW TO WEAR AND CHECK HARNESS HYDRAULIC TRAINING IDEATION WORKSHOP INCIDENT RELATED COACHING - ALL PURPOSE PERSONNEL INCIDENT RELATED COACHING - SUPERVISOR INTERNAL TRANSFER VEHICLE OPERATOR BASIC TRAINING INTERNAL TRANSFER VEHICLE OPERATOR CLASSROOM TRAINING INTERNAL TRANSFER VEHICLE OPERATOR ON THE JOB TRAINING INTRODUCTION TO BERTH MANAGEMENT OPERATIONS (ZODIAC) INTRODUCTION TO CENTRAL PLANNING OPERATIONS (ZODIAC) INTRODUCTION TO OPS FRAMEWORK INTRODUCTION TO TERMINAL OPERATIONS INTRODUCTION TO VESSEL PLANNING OPERATIONS (ZODIAC) INTRTODUCTION TO TERMINAL OPERATIONS ITV OPERATOR BASIC TRAINING ITV OPERATOR CLASSROOM TRAINING ITV OPERATOR COMPETENCY ASSESSMENT ITV OPERATOR ON THE JOB TRAINING	
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	ITV OPERATOR REFRESHER TRAINING LASHING AND UNLASHING TRAINING LASHING PLATFORM TRAINING LASHING SUPERVISOR DRY RUN LASHING SUPERVISOR WORKSHOP LOAD SLINGING & RIGGING TRAINING MANLIFT OPERATOR BASIC TRAINING FOR MAINTENANCE & REPAIR MANLIFT OPERATOR CLASSROOM TRAINING FOR MAINTENANCE & REPAIR MANLIFT OPERATOR BASIC TRAINING MANLIFT OPERATOR CLASSROOM TRAINING MANLIFT OPERATOR ON THE JOB TRAINING MOORING & UNMOORING OPERATIONS TRAINING NCII FORKLIFT OPERATOR NEW 34.5KV & 3.3KV MEDIUM VOLTAGE SWITCHGEARS (OPERATION & MAINTENANCE PROCEDURES) ORIENTATION NEW 7.5 MVA AND 225 KVA TRANSFORMER OPERATION & MAINTENANCE PROCEDURES ORIENTATION NEW FIRE SUPPRESSION SYSTEM OPERATION & MAINTENANCE PROCEDURES ORIENTATION NEXT LEVEL LASHING TRAINING PEOPLE HANDLING SKILLS: LEADERSHIP MASTERCLASS PIER 3 - SUBSTATION SCADA OPERATION TRAINING PIER ADMINISTRATOR ON-THE-JOB TRAINING PIER ADMINISTRATOR TRAINING PINNING AND UNPINNING STATION PINNING STATION TRAINING PLANNING OPERATIONS TRAINING PLANNING TERMINAL OPERATIONS (ZODIAC) PORTER'S OPERATIONS TRAINING PRE – BRIEFING & DE – BRIEFING TRAINING PRE – DRIVING ORIENTATION AND MOTOR VEHICLE BASIC PARTS, FUNCTIONS AND OPERATIONS QUAY CRANE OPERATOR BASIC TRAINING QUAY CRANE OPERATOR BASIC TRAINING (NEW ZPMC 16,17) QUAY CRANE OPERATOR CLASSROOM TRAINING QUAY CRANE OPERATOR ON THE JOB TRAINING QUAY CRANE OPERATOR TRAINING (NEW ZPMC 16,17) RADIO LAND MOBILE LICENSING SEMINAR RADIO LICENSING SEMINAR	
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	RDT CRANE ACTIVITY CODES TRAINING REACH STACKER ON THE JOB TRAINING REACH STACKER OPERATOR BASIC TRAINING REACH STACKER OPERATOR CLASSROOM TRAINING REACH STACKER OPERATOR ON THE JOB TRAINING REACH STACKER OPERATOR REFRESHER TRAINING REACH STACKERS OPERATORS TRAINING REEFER OPERATIONS TRAINING REFRESHER TRAINING - ALL PURPOSE PERSONNEL REFRESHER TRAINING - CBU DECKMASTER REFRESHER TRAINING - CBU OPERATIONS REFRESHER TRAINING - DP WORLD LEAN BUSINESS SYSTEM REFRESHER TRAINING - STANDARD HAND SIGNAL REFRESHER TRAINING - ALL PURPOSE PERSONNEL REFRESHER TRAINING - CHECKERS REFRESHER TRAINING - DANGEROUS GOODS AWARENESS REFRESHER TRAINING - ITV OPERATOR REFRESHER TRAINING - LASHING AND UNLASHING REFRESHER TRAINING - MOORING AND UNMOORING OPERATION REFRESHER TRAINING - PINNING AND UNPINNING STATION REFRESHER TRAINING - PLANNING TERMINAL OPERATIONS REFRESHER TRAINING - QUAY CRANE OPERATOR REFRESHER TRAINING - REACH STACKER OPERATOR REFRESHER TRAINING - REEFER TECHNICIAN REFRESHER TRAINING - RTG OPERATOR REFRESHER TRAINING - WORKING AT HEIGHTS RESTRICTED LAND MOBILE RADIOTELEPHONE OPERATOR'S SEMINAR RTG CRANE OPERATOR BASIC TRAINING RTG CRANE OPERATOR CLASSROOM TRAINING RTG OPERATOR TRAINING SAFETY ENGAGEMENT SCAFFOLDING REFRESHER TRAINING SECURING EMPTY CONTAINER DURING INCLEMENT WEATHER SH POLICY REVIEW SIDE LOADER OPERATOR BASIC TRAINING SIDE LOADER OPERATOR BASIC TRAINING FOR MAINTENANCE & REPAIR SIDE LOADER OPERATOR CLASSROOM TRAINING SIDE LOADER OPERATOR CLASSROOM TRAINING FOR MAINTENANCE & REPAIR	
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ANNEX “1”

	SIDE LOADER OPERATOR ON THE JOB TRAINING SIDE LOADER OPERATOR REFRESHER TRAINING SIDE LOADER OPERATOR TRAINING SIGNALMAN & STEVEDORE'S REFRESHER TRAINING SIGNALMAN & STEVEDORE'S REFRESHERS TRAINING SUPERVISORS OPERATIONS TRAINING - CARGO OPERATIONS SUPERVISORS OPERATIONS TRAINING - CONTAINER OPERATIONS TEAM BUILDING TESTING, OPERATION AND MAINTENANCE TRAINING FOR 1250GPM NM FIRE ENGINE DRIVEN FIRE PUMP AND YARD HYDRANT BURST TESTING TESTING, OPERATION AND MAINTENANCE TRAINING FOR 500GPM CLARKE ENGINE DRIVEN FIRE PUMP TESTING, OPERATION AND MAINTENANCE TRAINING FOR 500GPM NM FIRE ELECTRIC DRIVEN FIRE PUMP AND FIRE HOSE CABINET BURST TESTING TESTING, OPERATION AND MAINTENANCE TRAINING FOR 500GPM NM FIRE ELECTRIC DRIVEN FIRE PUMP AND HORIZING LIH CONVENTIONAL TYPE FIRE DETECTION AND ALARM SYSTEM TESTING, OPERATION AND MAINTENANCE TRAINING FOR DELUGE VALVE AND 400GPM DIESEL DRIVEN FIRE PUMP TRAIN THE TRAINER VESSEL PLAN TRAINING VESSEL PLAN TRAINING VESSEL SAFETY INSPECTION MODULE WINCHMAN OPERATOR BASIC TRAINING WINCHMAN OPERATOR CLASSROOM TRAINING WINCHMAN OPERATOR ON THE TRAINING WORK AT HEIGHT TAGALOG WORKING AT HEIGHTS TRAINING ZODIAC HANDHELD OPERATIONS TRAINING ZODIAC VMT TRAINING	
Health, Safety, Environment and Security	CHEMICAL SPILL AND RESPONSE TRAINING COMMITMENTS WE LIVE BY COMMUNICABLE DISEASES / BIOLOGICAL HAZARD CONFINED SPACE - TAGALOG CONFINED SPACE TRAINING CONTRACTOR MANAGEMENT TRAINING DANGEROUS GOODS (IMDG) DANGEROUS GOODS AWARENESS DEFENSIVE DRIVING AWARENESS	3759

	DEFENSIVE DRIVING TRAINING DP WORLD HSE PILLARS DP WORLD P&T ELECTRICAL SAFETY TRAINING DP WORLD TAKE TIME - OPERATIONS DRUG AND ALCOHOL AWARENESS EMB-NCR ENVIRONMENT SUMMIT 2025 EMERGENCY RESPONSE PROCEDURE ERGONOMIC AWARENESS FALL PROTECTION FATIGUE AWARENESS FIRE SAFETY FOR ALL FIRE SAFETY TRAINING GROUP HSE ASSESSMENT PROGRAM TRAINING GROUP HSE MANDATORY INTERNAL TRAINING HANDLING LOADS HAZWOPER AND CHEMICAL SPILL MANAGEMENT HIRAC AND QRA HOW TO USE LASHING CAGE HOW TO WEAR AND CHECK HARNESS HSE PILLARS HSE SHORT AWARENESS TRAINING IDENTIFYING HAZARDS & MANAGING RISK, INCIDENT REPORTING & INVESTIGATION IMDG & SPILL MANAGEMENT TRAINING ITV OPERATOR BASIC TRAINING LIGHT MOTOR VEHICLE SAFETY COURSE LIVE EQUIPMENT RISK - LOTO TRAINING MANUAL TASK NO TO UNNECESSARY SINGLE USED PLASTIC NOISE AND VIBRATION ONBOARD VESSEL SAFETY PCO - POLLUTION CONTROL OFFICE PERMIT TO WORK TRAINING PORT FACILITY SECURITY OFFICER TRAINING PPE USE AND MAINTENACE QUALITATIVE RISK ASSESSMENT (QRA) TRAINING RBA & DDA SAFETY AWARENESS RISK MANAGEMENT AND HAZARD IDENTIFICATION SAFETY AT DP WORLD SAFETY ON WALKING AND WORKING SURFACE TAGALOG	
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ANNEX “1”

	SINGLE USE OF PLASTIC POLICY SPILL MANAGEMENRT & SIF ASSESSMENT STANDARD FIRST AID AND BASIC LIFE SUPPORT WITH AED TRAINING STOP WORK AUTHORITY TAKE TIME & STOP WORK AUTHORITY TESTING & COMMISIONING, TRAINING OF FIRE SUPPRESION WASTE SEGREGATION AWARENESS WORKING AT HEIGHTS TRAINING	
Support Unit Related (HR, Finance, Information Technology, Commercial and Marketing, etc.)	2024 ANNUAL INCOME TAX RETURN FILING AND PAYMENT 2025 ATIB AUDIT PROCESS UNDERSTANDING INTERVIEW - CARGO AND STORAGE, AND CASH TRANSACTION 2025 FRAUD AWARENESS REFRESHER SEMINAR 6 CRITICAL PRACTICES FOR LEADING A TEAM ACCOUNTING FOR MANAGEMENT DECISION MAKING APAC WOMEN'S LEARNING SERIES: FROM CONFUSED TO CONFIDENT – YOUR ORGANISATIONAL CHANGE MANAGEMENT STARTER KIT APAC WOMEN'S LEARNING SERIES: INTRODUCTION TO PROJECT MANAGEMENT BRIDGE BUILDERS' WEBINAR: EXPLORE THE POWER OF INTERGENERATIONAL COLLABORATION BUILDING RESILIENCE THROUGH WELLBEING" VIRTUAL WORKSHOP - PART 1 CERTIFIED DATA PROTECTION OFFICER CERVICAL CANCER AWARENESS_MAY 2025 CISCO CERTIFIED NETWORK ASSOCIATE (200-301) CISCO CERTIFIED NETWORK ASSOCIATE 200-301 COMPTIA SECURITY PLUS + (SYO 701) CONDUCTING EFFECTIVE AUDIT INTERVIEWS CORPORATE ORIENTATION DATA PRIVACY OFFICER TRAINING DP WORLD ANTI BRIBERY COURSE DP WORLD FRAUD AWARENESS DP WORLD HSE PILLARS DP WORLD TAKE TIME - OPERATIONS FINANCE TEAM BUILDING FROM STIGMA TO STRENGTH' – JOIN US FOR THIS WEBINAR ON MEN'S MENTAL HEALTH GLOBAL SAFETY DAY GLOBAL WI&D PANEL DISCUSSION - LEADING THROUGH CHALLENGES: STORIES OF RESILIENCE AND CARE	1055

	GLOBAL WI&D WEBINAR - UNBOXING STRESS: GOLDEN HABITS TO THRIVE GROW WITH US: CAREER STORIES AND LESSONS FROM LEADERS DAY 2 GROW WITH US: PIONEERING YOUR GROWTH GROW WITH US: POWERING YOUR GROWTH: TIPS FROM TALENT ACQUISITION AND BUSINESS LEARNING - DAY 4 GROW WITH US: THE IMPACT OF MENTORSHIP ON GROWTH AND DEVELOPMENT DAY 3 GROW WITH US: WHAT DRIVES CAREER GROWTH TODAY DAY 1 "HEALTH ADVISORY_ LEPTOSPIROSIS" IMS INTERNAL AUDITOR TRAINING INSTITUTE OF INTERNAL AUDITORS (IIA-P) ANNUAL CONVENTION INTERNATIONAL DPO CERTIFICATION JOIN THIS WEBINAR TO LEARN HOW TO ACHIEVE FINANCIAL STABILITY KPMG AUDIT PROCESS WALKTHROUGH - TREASURY (CASH REMITTANCE AND DISBURSEMENT) KPMG AUDIT PROCESS WALKTHROUGH - TREASURY (COLLECTION AND DISBURSEMENT) LEADERS ONBOARD – NEW TOGETHER - SESSION 1 - NOVEMBER SERIES MENTAL WELL-BEING: POSITIVITY AT WORK MID-YEAR LEAN RECOGNITION (MANILA, BATANGAS, CAVITE) MID-YEAR PERFORMANCE REVIEW TOUCHPOINT MOM TALK: ENTERPRISING MOM NEW LEADERS TOOL KIT PEOPLE HANDLING SKILLS WORKSHOP PHILCARE ORIENTATION PSYCHOLOGICAL SAFETY: FOUNDATION WEBINAR QUARTERLY APAC WOMEN'S BUSINESS NETWORK VIRTUAL MEET / APRIL 2025 QUARTERLY APAC WOMEN'S BUSINESS NETWORK VIRTUAL MEET / JUNE 2025 QUARTERLY APAC WOMEN'S BUSINESS NETWORK VIRTUAL MEET / SEPTEMBER 2025 SALES MANAGEMENT: THE LEADER IN YOU STRATEGIC TRAINING MANAGEMENT TAX CAMPAIGN KICK OFF TEAM BUILDING	
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	THE HEART OF CONNECTION: WEBINAR ON EMOTIONAL INTELLIGENCE IN INTERPERSONAL DYNAMICS TRAINING FUNDAMENTALS TRAIN-THE-TRAINER TRANSITION TO ORACLE FUSION NEW REDWOOD SELF-SERVICE RECEIVING INTERFACE UNCONSCIOUS BIAS & INCLUSIVE LEADERSHIP ESSENTIALS "UPDATE AND ENFORCEMENT OF ABC POLICY (ANTI-BRIBERY AND CORRUPTION); REGULATORY COMPLIANCE (NEW BSP RULINGS); HSBC (KNOW YOUR CLIENT)" WALK-THROUGH SESSION ON JIRA TRANSITION FOR BUSINESS USERS (IV) WELLBEING MAY EDITION: STRENGTHENING CONNECTION & COMMUNITY WITH THE WELLBEES CHALLENGE WELLBEING WEBINAR: MID-YEAR RESET - REFLECT, RECHARGE & BUILD RESILIENCE WELLBEING WEBINAR: NAVIGATING RESPONSIBILITIES AS A WORKING PARENT -SEPTEMBER EDITION WELLBEING WEBINAR: SIMPLE TECHNIQUES TO HANDLE STRESS BETTER WELLNESS SESSION: FATHER'S DAY EDITION WORLD OF WELL-BEING - WHY MOVEMENT MATTERS AT WORK - NOVEMBER EDITION WRAP-UP: YEAR END PERFORMANCE REVIEW WORKSHOP FOR TEAM MEMBERS	
<i>CORNERSTONE (Learning Management System)</i>	A DEEP DIVE INTO THE UNDERWORLD ACTION TIPS: 5 TECHNIQUES FOR SOLVING CONFLICTS ACTION TIPS: BOOST COLLABORATION WITH THE PERSONAL MAP ACTION TIPS: BOOST LEARNING FROM FAILURES AND SUCCESSES WITH THE CELEBRATION GRID ACTION TIPS: ENHANCE YOUR POWERS OF PURE OBSERVATION ACTION TIPS: FAVORING DIVERSITY THROUGH RECRUITMENT ACTION TIPS: MAKING BETTER DECISIONS ACTION TIPS: PREPARE TO INTERVIEW APPLICANTS IN SALES ACTION TIPS: PUT THE CHALLENGES OF A STRESSFUL ASSIGNMENT INTO PERSPECTIVE ACTION TIPS: RECRUITING A NEW ENTRANT: SUMMARY OF THE INTERVIEW	3256

	ACTION TIPS: SETTING YOUR COMMUNICATION STRATEGY TO FOSTER RAPPORT ACTION TIPS: TAKING A RECRUITMENT CANDIDATE'S REFERENCES ACTION TIPS: USE FEEDBACK TO DEVELOP PROFESSIONALLY ACTION TIPS: WRITING AN EFFECTIVE EMAIL BIODIVERSITY, A KEY ISSUE FOR YOUR BUSINESS CARRYING OUT YOUR BIODIVERSITY DIAGNOSTIC CASE STUDY - FOCUS ON NORFOLK (VIRGINIA), UNITED STATES COMMON FUNCTIONS_PRACTICE MODE CYBER SECURITY – STAY SAFE IN EVERYDAY DIGITAL LIFE DISRUPTING THE BIG BLUE ENGINE DP WORLD - PACE PART 1: FROM CHAOS TO CLARITY DP WORLD - THE MEDIA+ PROGRAMME DP WORLD - THE MEDIA+ PROGRAMME - STAGE ONE DP WORLD - THE MEDIA+ PROGRAMME - STAGE TWO DP WORLD ANTI-BRIBERY AND CORRUPTION DP WORLD ANTI-DISCRIMINATORY, BULLYING AND HARASSMENT DP WORLD CARGOES ROSTERING SYSTEM: DEFINITIONS DP WORLD CARGOES ROSTERING: DASHBOARD DP WORLD CARGOES ROSTERING: EMPLOYEES DP WORLD CARGOES ROSTERING: SCHEDULING DP WORLD CERTIFICATE IN TERMINAL OPERATIONS DP WORLD DATA PROTECTION AND PRIVACY DP WORLD ENTERPRISE RISK MANAGEMENT DP WORLD EXECUTIVE LEADERSHIP DEVELOPMENT PROGRAMME (ELDP) DP WORLD FRAUD AWARENESS DP WORLD FRAUD RISK ASSESSMENT DP WORLD FREIGHT FORWARDING ONBOARDING DP WORLD GENERAL SECURITY AWARENESS DP WORLD GLOBAL ANTI-BRIBERY AND CORRUPTION DP WORLD GLOBAL CODE OF ETHICS DP WORLD HSE PILLARS DP WORLD HUMAN RIGHTS TRAINING DP WORLD IDENTIFYING HAZARDS AND MANAGING RISKS DP WORLD INFORMATION SECURITY AWARENESS DP WORLD INTRODUCTION TO SUSTAINABILITY DP WORLD INTRODUCTION TO TERMINAL OPERATIONS DP WORLD LEAN AWARENESS CERTIFICATE DP WORLD LEAN MODULE 1: INTRODUCTION TO LEAN	
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	DP WORLD LEAN MODULE 10: DATA ANALYTICS & SPC DP WORLD LEAN MODULE 2: SEEING WASTE DP WORLD LEAN MODULE 3: PROBLEM SOLVING PRINCIPLES DP WORLD LEAN MODULE 4: PROBLEM SOLVING TOOLS DP WORLD LEAN MODULE 5: INTRODUCTION TO 5S AND OEE DP WORLD LEAN MODULE 6: THE ROLE OF LEADERSHIP DP WORLD LEAN MODULE 7: QUICK RESPONSE MANAGEMENT DP WORLD LEAN MODULE 8: MANAGEMENT ROUTINES DP WORLD LEAN MODULE 9: PROCESS MAPPING DP WORLD LONG TERM PLANNING DP WORLD MANAGING TERMINAL OPERATIONS DP WORLD MODERN SLAVERY AWARENESS DP WORLD OUR PRINCIPLES DP WORLD SANCTIONS TRAINING DP WORLD TRAVEL SECURITY AWARENESS DPW GLOBAL CODE OF ETHICS (COMPLETE THIS UPDATED VERSION) DPW SAFE LEADER ELEARNING MODULE: 3 RULES FOR EFFICIENT TIME MANAGEMENT ELEARNING MODULE: ADAPT YOUR APPROACH TO THE DIFFERENT TYPES OF CUSTOMERS ELEARNING MODULE: ADAPTING TO WORKPLACE TRENDS ELEARNING MODULE: BREAK DOWN THE PROJECT ELEARNING MODULE: BUILD YOUR REPUTATION THROUGH NETWORKING ELEARNING MODULE: CHOOSING BETWEEN INTERNAL AND EXTERNAL GROWTH ELEARNING MODULE: COMMUNICATING - CONNECTING TO YOUR PEOPLE ELEARNING MODULE: CONCLUDING THE RECRUITMENT PROCESS ELEARNING MODULE: CONDUCTING A RECRUITMENT INTERVIEW WITH AN EXPERIENCED EXECUTIVE ELEARNING MODULE: CONTINUOUS IMPROVEMENT ELEARNING MODULE: CRAFT EFFECTIVE MESSAGES WITH EMPATHY ELEARNING MODULE: ENHANCE YOUR LISTENING SKILLS ELEARNING MODULE: HINTS FOR BETTER DECISION-MAKING ELEARNING MODULE: HOW TO FIND ARGUMENTS ELEARNING MODULE: HOW TO GIVE EFFECTIVE FEEDBACK WITH EMPATHY ELEARNING MODULE: HOW TO IMPROVE YOUR COACHING BY UNDERSTANDING PEOPLE BETTER	
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	ELEARNING MODULE: HOW TO RESPOND WHEN FACED WITH OBJECTIONS ELEARNING MODULE: HOW TO USE THE SMART METHOD TO FORMULATE PERTINENT OBJECTIVES THAT MOTIVATE YOUR STAFF ELEARNING MODULE: IDENTIFY YOUR STRENGTHS ELEARNING MODULE: IMPROVE MY WELL-BEING ELEARNING MODULE: IMPROVING YOUR PROJECT MANAGEMENT MATURITY ELEARNING MODULE: MAKE EFFECTIVE GROUP DECISIONS ELEARNING MODULE: MAKE YOUR POINT MORE EFFECTIVELY ELEARNING MODULE: MANAGING A STRATEGIC PORTFOLIO ELEARNING MODULE: MANAGING CLIENT DISSATISFACTION ELEARNING MODULE: MONITORING DELEGATION ELEARNING MODULE: MOTIVATING FOR INNOVATION ELEARNING MODULE: NETWORKING ELEARNING MODULE: PROVIDING A SERVICE THAT MEETS THE CUSTOMER'S EXPECTATIONS ELEARNING MODULE: RECOGNIZE THE FACTORS IN TIME-WASTING ELEARNING MODULE: REMOTE COMMUNICATION ACROSS CULTURES ELEARNING MODULE: SETTING CLEAR, ACHIEVABLE GOALS ELEARNING MODULE: SUCCEED IN A COMPLEX ENVIRONMENT ELEARNING MODULE: THE THEORY OF COMPETITIVE ADVANTAGE BY MICHAEL PORTER ELEARNING MODULE: TURN CUSTOMER SATISFACTION INTO CUSTOMER LOYALTY ELEARNING MODULE: UNDERSTAND AND INFLUENCE CUSTOMERS' ATTITUDES ELEARNING MODULE: VISIONEERING: CREATING YOUR VISION ELEARNING MODULE: WHAT IS DELEGATION? ELEARNING MODULE: WHAT IS LEADERSHIP? ELEARNING MODULE: WHAT IS QUALITY CLIENT SERVICE? ELEARNING MODULE: WHAT IS SELF-CONFIDENCE? ELEARNING MODULE: WHAT IS SHARED LEADERSHIP? ELEARNING MODULE: WHEN SHOULD YOU COACH? WHEN SHOULD YOU MANAGE? ESSENTIAL: ADAPT TO INCREASINGLY COMPLEX ENVIRONMENT ESSENTIAL: BREAK DOWN THE PROJECT ESSENTIAL: DEVELOPING YOUR DIGITAL COMMUNICATION STRATEGY ESSENTIAL: ENHANCE YOUR LISTENING SKILLS ESSENTIAL: INTRODUCTION TO FINANCIAL STATEMENTS	
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	ESSENTIAL: KEY PRINCIPLES OF COMMUNICATION ESSENTIAL: MAKE EFFECTIVE GROUP DECISIONS ESSENTIAL: PROVIDING A SERVICE THAT MEETS THE CUSTOMER'S EXPECTATIONS ESSENTIAL: SETTING CLEAR, ACHIEVABLE GOALS GROUP HSE DP WORLD HUMAN FACTORS - MODULE 6 GROUP HSE ENVIRONMENT PROJECT MANAGEMENT GROUP HSE HUMAN FACTORS GROUP HSE HUMAN FACTORS - INTRODUCTION GROUP HSE HUMAN FACTORS - MODULE 1 GROUP HSE HUMAN FACTORS - MODULE 2 GROUP HSE HUMAN FACTORS - MODULE 3 GROUP HSE HUMAN FACTORS - MODULE 4 GROUP HSE HUMAN FACTORS - MODULE 5 GROUP HSE INCIDENT MANAGEMENT - BASICS GROUP HSE MANAGING NEW SAFETY REPORTS GROUP HSE OPERATIONAL CONTROLS FOR ENVIRONMENT STANDARD GROUP HSE TAKE TIME - ENGINEERING GROUP HSE TAKE TIME - OPERATIONS HIDDEN HAZARDS HOW TO COMPLETE A HEALTH RISK ASSESSMENT INTEGRATING BIODIVERSITY INTO YOUR STRATEGY KNOW YOUR BUSINESS – CARGOES LEAN - LEVEL 1: DP WORLD INTRODUCTION TO LEAN LEAN FOR LOGISTICS OPS EXCELLENCE: LEVEL 1 - LEAN FACILITATOR TRAINING LEAN FOR LOGISTICS OPS EXCELLENCE: LEVEL 2 - LEAN PRACTITIONER TRAINING M04: EMPLOYEE EMPOWERMENT PART 1 M05: EMPLOYEE EMPOWERMENT PART 2 MANAGING ON-SITE BIODIVERSITY MENTORHER - MENTEE MICROSOFT ACCESS 2016 - PART 1 (BEGINNER) MICROSOFT EXCEL 2016 - PART 1 (BEGINNER) MICROSOFT EXCEL 2016 – PART 5 (POWERPIVOT) MICROSOFT LISTS – THE ONLINE DATABASE MICROSOFT OUTLOOK 2016 - PART 1 (BEGINNER) MICROSOFT POWERPOINT 2016 - PART 1 (BEGINNER) MICROSOFT WORD 2016 - PART 1 (BEGINNER) MODULE 02: THE PRINCIPLES OF LEAN	
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	MODULE 03: PROBLEM-SOLVING TOOLS MODULE 04: PROBLEM-SOLVING METHODOLOGY NEW FEATURES IN MICROSOFT 365 APPS OCEAN-BASED SOLUTIONS PRACTICE: AUTO YARD PLANNING PRACTICE: CONTAINER SEARCH & FILTERING PRACTICE: CRANE SCHEDULING PRACTICE: HOUSE KEEPING AND YARD QUEUES PRACTICE: INBOUND PLANNING PRACTICE: LET'S PRACTICE VESSEL BASICS PRACTICE: OUTBOUND PLANNING PRACTICE: TRACTOR DISPATCHING PRACTICE: YARD BASICS PRACTICE: YARD PLANNING SIMPLIFY COMMUNICATION AND COLLABORATION WITH MICROSOFT TEAMS SKILL PATH: ACQUIRE A COMPETITIVE SKILLSET FOR A CHANGING WORLD SKILL PATH: ADDRESS EMPLOYEE BURNOUT SKILL PATH: BOOST SELF-DEVELOPMENT AND INNOVATION SKILL PATH: COMMUNICATE EFFECTIVELY THROUGH EMAIL SKILL PATH: DEFINE MOTIVATING GOALS BASED ON THE SMART METHOD SKILL PATH: DEVELOP LEADERSHIP QUALITIES SKILL PATH: DEVELOP TALENT SKILL PATH: DEVELOP YOUR STAFF'S SKILLS THROUGH DELEGATION SKILL PATH: DISCOVER YOUR CLIENT'S NEEDS AND MOTIVATIONS SKILL PATH: EMBRACE DIVERSITY AND INCLUSION SKILL PATH: EMPOWER PEOPLE SKILL PATH: ENSURE SEAMLESS COLLABORATION AT A DISTANCE SKILL PATH: EXCEL AT INNOVATION SKILL PATH: FIND YOUR PATHS TO GROWTH SKILL PATH: FORGE A PATH TO LEADERSHIP EXCELLENCE SKILL PATH: GIVE CONSTRUCTIVE FEEDBACK SKILL PATH: HANDLE THE DEMANDS THAT OTHERS MAKE ON YOUR TIME SKILL PATH: HARNESS LEARNING FOR CONTINUOUS ADVANCEMENT SKILL PATH: IMPROVE CUSTOMER SERVICE QUALITY SKILL PATH: IMPROVE YOUR ORGANIZATION'S INNOVATION CAPABILITIES	
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	SKILL PATH: IMPROVE YOUR TIME MANAGEMENT SKILL PATH: LEVERAGE AI'S BUSINESS USES SKILL PATH: LOOK AFTER YOUR PHYSICAL AND MENTAL WELLBEING AT WORK SKILL PATH: MAKE EFFECTIVE GROUP DECISIONS SKILL PATH: MANAGE YOUR TIME AND ATTENTION FOR CLEARER THINKING SKILL PATH: MASTER THE PRINCIPLES OF COMMUNICATION SKILL PATH: MEET EFFECTIVELY IN A HYBRID WORKPLACE SKILL PATH: MOTIVATE PEOPLE FOR PERFORMANCE SKILL PATH: ORGANIZE YOUR TIME EFFICIENTLY SKILL PATH: PLAN YOUR WORK EFFECTIVELY SKILL PATH: PRACTICE MINDFUL PATIENCE SKILL PATH: SET A FOUNDATION FOR CRITICAL THINKING SKILL PATH: SUCCEED IN AN INTERNSHIP: THE UNSPOKEN RULES SKILL PATH: UNDERSTAND AND ASSESS PSYCHOLOGICAL SAFETY SKILL PATH: UNDERSTAND CRITICAL THINKING IN THE TECH AGE SKILL PATH: UNDERSTAND EMOTIONAL INTELLIGENCE SKILL PATH: UNDERSTAND MENTAL HEALTH AND WELLBEING IN THE WORKPLACE SKILL PATH: USE FEEDBACK TO BOOST YOUR CAREER GROWTH TASKFORCE FOR NATURE RELATED DISCLOSURE (TNFD) THE 6TH EXTINCTION: CLIMATE, POLLUTION AND INVASIVE SPECIES THE 6TH EXTINCTION: LAND USE AND OVEREXPLOITATION THE BIG BLUE ENGINE THE BIODIVERSITY BLUEPRINT: ALIGNING BUSINESS WITH THE LIVING WORLD THE COLLAPSE OF THE CORAL REEF THE GLOBAL FISH CRISIS THE MARVEL OF BIODIVERSITY THE PASSENGERS OF THE BIG BLUE MACHINE THE PLASTIC JOURNEY THE RELATIONSHIP BETWEEN BUSINESS AND BIODIVERSITY THERE IS ONLY ONE OCEAN! TIDAL SHIFT: CHARTING A COURSE FOR OCEAN HEALTH VIDEOCAST: ALWAYS FIELD THE BEST POSSIBLE TEAM VIDEOCAST: BE CURIOUS AND EMBRACE THE UNKNOWN VIDEOCAST: BECOME AWARE OF YOUR STRESS TRIGGERS VIDEOCAST: BEING AWARE OF BIAS IN THE INTERVIEWING PROCESS VIDEOCAST: BEWARE OF TAKING A CLIENT FOR GRANTED	
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	VIDEOCAST: BRINGING DOWN YOUR STRESS LEVELS VIDEOCAST: BUILD A BALANCED CAREER PATH VIDEOCAST: CAN YOUR STRATEGY WITHSTAND BUSINESS CYCLES? VIDEOCAST: CONFLICTS CAN BE HEALTHY VIDEOCAST: FACING COMPLEXITY THROUGH COLLABORATION VIDEOCAST: GOOD STRESS AND BAD STRESS VIDEOCAST: HELPING YOUR STAFF PREPARE FOR RETIREMENT VIDEOCAST: HOW SHOULD RECRUITERS APPROACH INTERVIEWS? VIDEOCAST: HOW TO ENCOURAGE COOPERATION VIDEOCAST: IDENTIFYING YOUR SHORT- AND LONG-TERM OBJECTIVES VIDEOCAST: IN THE NEXT 5 TO 10 YEARS, WHAT ABOUT COMPANIES THAT ARE NOT CLIENT-ORIENTED? VIDEOCAST: INVEST IN GENY'S PERSONAL DEVELOPMENT VIDEOCAST: MANAGE BUSY, STRESSFUL PERIODS AT WORK VIDEOCAST: MANAGING YOUR STRESS LEVELS VIDEOCAST: MARKET ANALYSIS - ARE YOU SURE OF YOUR SALES AND DISTRIBUTION PLAN? VIDEOCAST: NAVIGATING WORKPLACE CONFLICTS VIDEOCAST: OFFLINE AND ONLINE COMPETITION: THE LONG TAIL CONCEPT VIDEOCAST: OVERCOMING GENDER CHALLENGES IN THE WORKPLACE VIDEOCAST: PATIENCE VIDEOCAST: PREVENT MISTAKES BEFORE THEY HAPPEN VIDEOCAST: PROXIMITY, PRIVACY AND PERMISSION FOR DIGITAL COLLABORATION VIDEOCAST: REDRESSING MICRO-INEQUALITIES ABOUT GENDER IN ORGANISATIONS VIDEOCAST: RENEW YOUR VISION VIDEOCAST: RESOLVING CONFLICTS VIDEOCAST: SEEING THE NEED THAT NOBODY ELSE SEES VIDEOCAST: SEGMENT YOUR SUPPLY CHAIN VIDEOCAST: SPEAKING BEATS READING VIDEOCAST: SWITCHING YOUR MINDSET FROM INPUT TO OUTPUT VIDEOCAST: TALENT RETENTION: THE KEY TO SURVIVAL VIDEOCAST: THE VALUE OF EXECUTIVE COACHING VIDEOCAST: THINK VIDEOCAST: TURN YOUR CUSTOMERS INTO AMBASSADORS VIDEOCAST: UNDERSTANDING THE DEMAND CHAIN VIDEOCAST: WHAT IS CURIOSITY? VIDEOCAST: WHAT IS THE KEY TO BEING AN ETHICAL BUSINESS?	
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ANNEX “1”

	VIDEOCAST: YOUNG LEADERS BRING FRESH THINKING WHAT IS OCCUPATIONAL HEALTH TRAINING WHO DOES THE OCEAN BELONG TO? ZODIACADEMIA - VESSEL PLANNING ZODIACADEMIA - YARD PLANNING ZODIACADEMIA - ZODIAC BASICS	
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SECRETARY'S CERTIFICATE

I, RODOLFO G. CORVITE, JR., Corporate Secretary of Asian Terminals, Inc., a corporation duly organized and existing under and by virtue of the laws of the Republic of the Philippines, with principal office at A. Bonifacio Drive, Port Area, Manila, do hereby certify that at the Special Meeting of the Board of Directors held on May 25, 2026, held online via MS Teams at which meeting a quorum was present, the following resolutions were approved:

RESOLVED THAT, Mr. William Wassaf Khoury Abreu, in his capacity as Director, be authorized, as he is hereby authorized, to sign the Integrated Annual Corporate Governance Report (IACGR) for and on behalf of the Chairman for purposes of submission to the Securities and Exchange Commission (SEC);

RESOLVED FURTHER, that any and all acts performed by Mr. William Wassaf Khoury Abreu pursuant to this authority are hereby confirmed, ratified, and approved;

RESOLVED FINALLY, that this authority shall remain valid until the submission of the IACGR to the SEC has been duly completed.

IN WITNESS WHEREOF, I have hereunto set my hand this 29 day of May 2026 in Manila.


RODOLFO G. CORVITE, JR.
 Corporate Secretary

SUBSCRIBED AND SWORN to before me this 29 day of May 2026, affiant exhibiting to me his
 DFA Manila.

Doc. No. 201
 Page No. 84
 Book No. 84
 Series of 2026.

NOTARY PUBLIC
ATTY. JOHN EDWARD T. ANG
 Notary Public for
 2nd Floor Midland Plaza
 IEP No. 309000000-04-2020
 PTR No. 1677600-Jan. 5, 2026 / Manila
 ROLL NO. 88731 MCLE No. VB-0000998 (Until 2026)