



SEC FORM – I-ACGR

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

1. For the fiscal year ended **December 31, 2022**
2. SEC Identification Number **CS201310179** 3. BIR Tax Identification No. **008-541-952-000**
4. Exact name of issuer as specified in its charter **ALLHOME CORP.**
5. **Philippines**
Province, Country or other jurisdiction of
incorporation or organization
6. (SEC Use Only)
Industry Classification Code:
7. **Lower Ground Floor, Building B, EVIA Lifestyle Center, Vista City** **1747**
Daanghari, Almanza II, Las Piñas City Postal Code
Address of principal office
8. **(+63) 919-081-5302**
Issuer's telephone number, including area code
9. **N/A**
Former name, former address, and former 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	The Board has an appropriate mix of competence and expertise and is composed of directors with collective working knowledge, experience and expertise that is relevant to the company's industry.																	
2. Board has an appropriate mix of competence and expertise.	Compliant	Below is the board composition of the company as of December 31, 2022: <table border="1" data-bbox="1003 778 1682 1129"> <thead> <tr> <th>Name</th> <th>Position</th> </tr> </thead> <tbody> <tr> <td>Manuel B. Villar, Jr.</td> <td>Chairman</td> </tr> <tr> <td>Camille A. Villar</td> <td>Vice Chairman</td> </tr> <tr> <td>Benjamarie Therese N. Serrano</td> <td>Director</td> </tr> <tr> <td>Frances Rosalie T. Coloma</td> <td>Director</td> </tr> <tr> <td>Manuel Paolo A. Villar</td> <td>Director</td> </tr> <tr> <td>Laura Suarez Acuzar</td> <td>Independent Director</td> </tr> <tr> <td>Jessie D. Cabaluna</td> <td>Independent Director</td> </tr> </tbody> </table>	Name	Position	Manuel B. Villar, Jr.	Chairman	Camille A. Villar	Vice Chairman	Benjamarie Therese N. Serrano	Director	Frances Rosalie T. Coloma	Director	Manuel Paolo A. Villar	Director	Laura Suarez Acuzar	Independent Director	Jessie D. Cabaluna	Independent Director	
Name	Position																		
Manuel B. Villar, Jr.	Chairman																		
Camille A. Villar	Vice Chairman																		
Benjamarie Therese N. Serrano	Director																		
Frances Rosalie T. Coloma	Director																		
Manuel Paolo A. Villar	Director																		
Laura Suarez Acuzar	Independent Director																		
Jessie D. Cabaluna	Independent Director																		
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	Please refer to the Company's website for the director's profile and qualifications through this link: https://www.corporate.allhome.com.ph/corporate-governance/board-of-directors-and-senior-management																	

Recommendation 1.2

<p>1. Board is composed of a majority of non-executive directors.</p>	<p>Compliant</p>	<p>Out of the seven (7) directors, 6 are non-executives including the 2 independent directors and only 1 is holding an executive position. Please see table below:</p> <table border="1" data-bbox="1003 355 1682 703"> <thead> <tr> <th data-bbox="1003 355 1346 387">Name</th> <th data-bbox="1346 355 1682 387">Position</th> </tr> </thead> <tbody> <tr> <td data-bbox="1003 387 1346 419">Manuel B. Villar Jr.</td> <td data-bbox="1346 387 1682 419">Non-Executive</td> </tr> <tr> <td data-bbox="1003 419 1346 451">Camille A. Villar</td> <td data-bbox="1346 419 1682 451">Non-Executive</td> </tr> <tr> <td data-bbox="1003 451 1346 523">Benjamarie Therese N. Serrano</td> <td data-bbox="1346 451 1682 523">Executive</td> </tr> <tr> <td data-bbox="1003 523 1346 595">Frances Rosalie T. Coloma</td> <td data-bbox="1346 523 1682 595">Non-Executive</td> </tr> <tr> <td data-bbox="1003 595 1346 627">Manuel Paolo A. Villar</td> <td data-bbox="1346 595 1682 627">Non-Executive</td> </tr> <tr> <td data-bbox="1003 627 1346 659">Laura Suarez Acuzar</td> <td data-bbox="1346 627 1682 659">Independent Director</td> </tr> <tr> <td data-bbox="1003 659 1346 703">Jessie D. Cabaluna</td> <td data-bbox="1346 659 1682 703">Independent Director</td> </tr> </tbody> </table>	Name	Position	Manuel B. Villar Jr.	Non-Executive	Camille A. Villar	Non-Executive	Benjamarie Therese N. Serrano	Executive	Frances Rosalie T. Coloma	Non-Executive	Manuel Paolo A. Villar	Non-Executive	Laura Suarez Acuzar	Independent Director	Jessie D. Cabaluna	Independent Director	
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Manuel B. Villar Jr.	Non-Executive																		
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Laura Suarez Acuzar	Independent Director																		
Jessie D. Cabaluna	Independent Director																		

<p>1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.</p>	<p>Compliant</p>	<p>The Company's Board Charter and Manual on Corporate Governance has established a policy on training of directors as enumerated in its Revised Manual on Corporate Governance. The mentioned document can be viewed or downloaded at https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/</p>	
<p>2. Company has an orientation program for first time directors.</p>	<p>Compliant</p>	<p>In compliance with the Company's Revised Manual on Corporate Governance, a director shall, before assuming as such, is required to attend a seminar on corporate governance which shall be conducted by a duly recognized private or government institution.</p>	
<p>3. Company has relevant annual continuing training for all directors.</p>	<p>Compliant</p>		<p>The Chairman had sought an exemption for the attendance in the Seminar</p>

		<p>Last October 17-19, 2022, except for the Chairman of the Board, all the directors and key officers of the Company have attended a seminar on Corporate Governance conducted by SEC's accredited training providers. Please see link for the directors and key officers' Certificate of Attendance.</p> <p>Please refer to the certificate of attendance: https://edge.pse.com.ph/openDiscViewer.do?dgc_no=02ef2173bd5ce2663470cea4b051ca8f</p>	<p>on Corporate Governance which was granted by SEC. Please see SEC approval.</p>  <p>SECURITIES AND EXCHANGE COMMISSION CORPORATE GOVERNANCE AND FINANCE DEPARTMENT</p> <p>12 December 2016</p> <p>Ms. Gemma M. Santos Corporate Secretary Vista Land & Lifescapes, Inc. 3rd Level Starmall Las Pinas, CV Starr Ave. PhilamLife Village, Parañaque Las Piñas City 1716</p> <p>Re : Request for Exemption from Training Requirement of Mr. Manuel B. Villar, Jr.</p> <p>Gentlemen:</p> <p>This refers to your letter dated 15 November 2016 requesting exemption of Mr. Manuel B. Villar, Jr. from the annual Corporate Governance training requirement under SEC Memorandum Circular Series of 2013.</p> <p>Please be informed that the Commission, in its en banc meeting on 06 December 2016, resolved to GRANT the said request. Mr. Manuel B. Villar, Jr. is granted an exemption from the 2016 training requirement.</p> <p>Very truly yours, Justina F. Callangan Director</p>
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Recommendation 1.4

<p>1. Board has a policy on board diversity.</p>	<p>Compliant</p>	<p>As a matter of policy, the Company's Board of Directors adheres to diversity of views and opinions in its decision-making process.</p> <p>Furthermore, there is gender diversity in the composition of the Board, as follows:</p> <table border="1" data-bbox="1003 1244 1666 1366"> <thead> <tr> <th>Name of Director</th> <th>Gender</th> </tr> </thead> <tbody> <tr> <td>Manuel B. Villar, Jr.</td> <td>Male</td> </tr> <tr> <td>Camille A. Villar</td> <td>Female</td> </tr> </tbody> </table>	Name of Director	Gender	Manuel B. Villar, Jr.	Male	Camille A. Villar	Female	
Name of Director	Gender								
Manuel B. Villar, Jr.	Male								
Camille A. Villar	Female								

		Benjamarie Therese N. Serrano	Female	
		Frances Rosalie T. Coloma	Female	
		Manuel Paolo A. Villar	Male	
		Laura Suarez Acuzar	Female	
		Jessie D. Cabaluna	Female	
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.	Compliant	The Company is committed to some principles in implementing board diversity, which are discussed in its Manual for Corporate Governance. The said document can be viewed through this link https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/		
Recommendation 1.5				
1. Board is assisted by a Corporate Secretary.	Compliant	The Company's Board is being assisted by a duly appointed Corporate Secretary of AllHome Corp. Atty. Jo Marie Lazaro-Lim served as the Corporate Secretary until 6 May 2022. After which, Atty. Arbin Omar Cariño was elected in her place effective on the same date. Atty. Lazaro-Lim graduated from the University of Sto. Tomas with the degree of Bachelor of Arts in Legal Management and earned her law degree from San Beda College of Law. She was the Compliance Officer and Assistant Corporate Secretary of Vistamalls, Inc. and Assistant Corporate Secretary of Golden MV Holdings, Inc. She was also the Corporate Secretary of Manuela Corporation and Masterpiece Asia Properties, Inc.		
2. Corporate Secretary is a separate individual from the Compliance Officer.	Compliant			
3. Corporate Secretary is not a member of the Board of Directors.	Compliant			

		<p>as well as other affiliate companies of the group..</p> <p>Due to the resignation of Atty. Jo Marie Lazaro-Lim as Corporate Secretary effective 6 May 2022, Atty. Arbin Omar Cariño was elected in her place effective on the same date. The SEC Form 17C reflecting such change was submitted by the Company on 6 May 2022.</p> <p>Mr. Cariño graduated from De La Salle University. He took up Bachelor of Science in Chemistry and Bachelor of Secondary Education major in Physics and Math. Mr. Cariño earned his law degree from the San Beda College of Law. He is also the Corporate Secretary of AllBank, Inc.</p> <p>Atty. Cariño is not the Compliance Officer and is not a member of the Board of Directors of the Company.</p> <p>The duties and functions of a Corporate Secretary are being discussed in the Company's Manual on Corporate Governance which can be viewed and downloaded at: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/</p>	
<p>4. Corporate Secretary attends training/s on corporate governance.</p>	<p>Compliant</p>	<p>On October 17-19, 2022, the Corporate Secretary attended the three-session Webinar on "Corporate Governance and AMLA Training" conducted by the Center for Global Best Practices.</p> <p>Please refer to the certificate of attendance: https://edge.pse.com.ph/openDiscViewer.do?edge_no=02ef2173bd5ce2663470cea4b051ca8f</p>	

Optional: Recommendation 1.5			
1. Corporate Secretary distributes materials for board meetings at least five business days before scheduled meeting.	Compliant	The Corporate Secretary distributes notice of meetings and relevant board meeting materials five days before the scheduled meeting through electronic mails.	
Recommendation 1.6			
1. Board is assisted by a Compliance Officer.	Compliant	The Board is being assisted by a Compliance Officer.	
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	Compliant	Gladys B. Tiburcio served as the Compliance Officer and Controller until 24 June 2022. After which, Paul D. Estañero was elected in her place effective on the same date.	
3. Compliance Officer is not a member of the board.	Compliant	<p>Ms. Tiburcio, a Certified Public Accountant, graduated from Polytechnic University of the Philippines in 2003 with a Bachelor of Science in Accountancy. She was previously a Senior Manager in Ernst & Young LLP, Singapore from 2010 to 2017.</p> <p>Mr. Estañero, a Certified Public Accountant, graduated from University of the Philippines Visayas Tacloban College in 2008 with a Bachelor of Science in Accountancy. He was previously a Senior Associate in Sycip Gorres Velayo & Co. from 2008 to 2013.</p> <p>The duties and functions of a Compliance Officer are being discussed in the Company's Manual on Corporate Governance. The mentioned document can be viewed and downloaded at: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/</p> <p>In 2022, Mr. Estañero is part of the Senior</p>	

		Management of the Company. He is not a member of the Board of Directors of the Company.	
4. Compliance Officer attends training/s on corporate governance.	Compliant	On October 17-19, 2022, the Compliance Officer attended the three-session Webinar on "Corporate Governance and AMLA Training" conducted by the Center for Global Best Practices. Please refer to the certificate of attendance: https://edge.pse.com.ph/openDiscViewer.do?edg_e_no=02ef2173bd5ce2663470cea4b051ca8f	

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	The members of the Board of Directors are provided with the relevant materials and information five days prior to the meeting for their reference and evaluation. Each item in the agenda that requires approval from the Board is discussed and deliberated by the Board prior to the approval.	
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Recommendation 2.2

1. Board oversees the development, review and approval of the company's business objectives and strategy.	Compliant	The quarterly and the annual financial statements and operating results of the Company are presented and discussed to the Audit Committee and to the Board of Directors for approval for filing to the relevant regulatory agencies.	
2. Board oversees and monitors the implementation of the company's business objectives and strategy.	Compliant	The annual budget and pipeline projects are also presented for the approval of the Board. The Board oversees the development and implementation of the business objectives and	

		strategy, which are subject to quarterly review together with the Manual on Corporate Governance unless the frequency is amended by the Board.	
Supplement to Recommendation 2.2			
1. Board has a clearly defined and updated vision, mission and core values.	Compliant	<p>The Company has an updated vision, mission and core values which can be found in AllHome's website: https://corporate.allhome.com.ph/our-company/corporate-values/</p> <p>The Board formulated the Corporation's vision, mission, strategic objectives, policies and procedures that shall guide its activities, including the means to effectively monitor Management's performance which is subject to quarterly review together with the Manual on Corporate Governance unless the same frequency is amended by the Board.</p>	
2. Board has a strategy execution process that facilitates effective management performance and is attuned to the company's business environment, and culture.	Compliant	To facilitate effective management performance that is attuned to the company's business environment, and culture, the Board of Directors conducts their meeting on a regular basis.	
Recommendation 2.3			

<p>1. Board is headed by a competent and qualified Chairperson.</p>	<p>Compliant</p>	<p>AllHome is headed by a competent and qualified Chairman in the person of Mr. Manuel B. Villar, Jr.</p> <p>Mr. Villar was a Senator of the Philippines from 2001 to June 2013. He served as Senate President from 2006 to 2008. He also served as a Congressman from 1992 to 2001 and as Speaker of the House of Representatives from 1998 to 2000.</p> <p>A Certified Public Accountant, Mr. Villar graduated from the University of the Philippines in 1970 with the degree of Bachelor of Science in Business Administration and in 1973 with the degree of Masters in Business Administration.</p> <p>He founded Camella Homes in the early 1970s and successfully managed said company over the years, to become the largest homebuilder in the Philippines now known as the Vista Land Group.</p> <p>Mr. Villar is also Chairman of the Board of Vista Land and Lifescapes, Inc., Vistamalls, Inc. (formerly Starmalls, Inc.), AllDay Marts, Inc., AllValue Holdings Corp. and Golden MV Holdings, Inc. (formerly Golden Bria Holdings, Inc.). He is a member of the following organizations: Makati Business Club, Manila Golf Club, Management Association of the Philippines, Financial Executive Institute of the Philippines (FINEX), Philippine Institute of Certified Public Accountants, and the Villar Social Institute for Poverty Alleviation and Governance (SIPAG).</p>	
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Recommendation 2.4

1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	Compliant	<p>The Company's Board has established the following practices in terms of succession planning:</p> <ol style="list-style-type: none"> 1. Identify those individuals with the potential to assume greater responsibility in the organization 2. Define the competencies and motivational profile required to undertake those key roles 3. Provide critical development experiences to those that can move into those key roles 4. Engage the leadership in supporting the development of high potential leaders 5. Build a database that can be used to make better staffing decisions for key jobs 	
2. Board adopts a policy on the retirement for directors and key officers.	Compliant	<p>The Company has additional objectives that are embedded in the succession process as follows:</p> <ol style="list-style-type: none"> 1. Improve employee commitment and retention 2. Meet the career development expectations of existing employees 3. Counter the increasing difficulty and cost of recruiting employees externally 	
Recommendation 2.5			
1. Board aligns the remuneration of key officers and board members with long-term interests of the company.	Compliant	Remuneration Process:	
2. Board adopts a policy specifying the relationship between remuneration and performance.	Compliant		

<p>3. Directors do not participate in discussions or deliberations involving his/her own remuneration.</p>	<p>Compliant</p>	<table border="1" data-bbox="1003 153 1688 416"> <thead> <tr> <th>Process</th> <th>CEO</th> <th>Top 4 Highest Paid Management Officers</th> </tr> </thead> <tbody> <tr> <td>(1) Fixed remuneration</td> <td>Performance based</td> <td>Performance based</td> </tr> <tr> <td>(2) Variable remuneration</td> <td>Benefits (allowance)</td> <td>Benefits (allowance)</td> </tr> <tr> <td>(3) Per diem allowance</td> <td>Not applicable</td> <td>Not applicable</td> </tr> <tr> <td>(4) Bonus</td> <td>13th / 14th month pays</td> <td>13th / 14th month pays</td> </tr> <tr> <td>(5) Stock Options and other financial instruments</td> <td colspan="2">Not applicable</td> </tr> <tr> <td>(6) Others (specify)</td> <td colspan="2">Not applicable</td> </tr> </tbody> </table> <p>The directors do not participate in discussions or deliberations involving his/her own remuneration.</p> <p>The Corporate Governance Committee is tasked to assist the Board in the performance of its corporate governance responsibilities, including functions of a nomination and remuneration committee.</p> <p>Please refer to the Company's Manual on Corporate Governance which can be accessed through the company's website: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/</p>	Process	CEO	Top 4 Highest Paid Management Officers	(1) Fixed remuneration	Performance based	Performance based	(2) Variable remuneration	Benefits (allowance)	Benefits (allowance)	(3) Per diem allowance	Not applicable	Not applicable	(4) Bonus	13 th / 14 th month pays	13 th / 14 th month pays	(5) Stock Options and other financial instruments	Not applicable		(6) Others (specify)	Not applicable		
Process	CEO	Top 4 Highest Paid Management Officers																						
(1) Fixed remuneration	Performance based	Performance based																						
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(5) Stock Options and other financial instruments	Not applicable																							
(6) Others (specify)	Not applicable																							
Optional: Recommendation 2.5																								
<p>1. Board approves the remuneration of senior executives.</p>	<p>Compliant</p>	<p>The Compensation and Remuneration Committee reviews and recommends to the Board for approval the remuneration of senior executives.</p>																						
<p>2. Company has measurable standards to align the performance-based remuneration of the executive directors and senior executives with long-term interest, such as claw back provision and deferred bonuses.</p>	<p>Compliant</p>	<p>Please refer to the Company's Manual on Corporate Governance and SEC Form 17-A which can be accessed through the company's website: https://corporate.allhome.com.ph/</p>																						

Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	Compliant	<p>The Compensation and Remuneration Committee is tasked to assist the Board in the performance of its corporate governance responsibilities, including functions of a nomination and remuneration committee.</p> <p>Please refer to the Company's Manual on Corporate Governance which can be accessed through the company's website: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/</p> <p>A minority shareholder of the Company nominates the candidate for independent directors.</p> <p>Please refer to the Company's Definitive Information Statement for the nomination and election policy of the Company through this link https://corporate.allhome.com.ph/company-disclosures/other-disclosures/</p>	
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		
Optional: Recommendation to 2.6			
1. Company uses professional search firms or other external sources of candidates (such as director databases set up by director or shareholder bodies) when searching for candidates to the board of directors.		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	The Company's policy with respect to related party transactions is to ensure that these transactions are entered into on terms at least comparable to those available from unrelated third parties. There are no special risks or contingencies arising from these transactions and these transactions, being in the ordinary and regular course of business, do not materially affect the financial statements of the Company.	
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		Please refer to the Company's Related Transactions Policy: https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME_Material-Related-Party-Transactions-Policy.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	Please refer to the Company's Policy on Material Related Party Transactions through this link. https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME_Material-Related-Party-Transactions-Policy.pdf The Company follows accounting rules in determining whether or not a transaction is considered an RPT as specifically discussed on the Notes to Financial Statements in the Annual Report. With respect to the disclosure of such RPTs, the Company follows the PSE Disclosure Rules in determining whether or not an RPT should be disclosed: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	

<p>2. Board establishes a voting system whereby a majority of non-related party shareholders approve specific types of related party transactions during shareholders' meetings.</p>	<p>Compliant</p>	<p>Manner of voting is provided for in the Information Statement for each meeting of shareholders.</p>	
Recommendation 2.8			
<p>1. Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).</p>	<p>Compliant</p>	<p>Please refer to the Company's Manual of Corporate Governance section D: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/</p> <p>As of 2022, management is composed of:</p> <ol style="list-style-type: none"> 1. Benjamarie Therese N. Serrano 2. Mary Lee S. Sadiasa 3. Robirose M. Abbot 4. Paul D. Estrañero 5. Arbin Ormar P. Cariño 	
<p>2. Board is primarily responsible for assessing the performance of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).</p>	<p>Compliant</p>	<p>The Board assesses management performance on an annual basis. Please refer to the Company's Manual on Corporate Governance through this link https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/</p>	
Recommendation 2.9			
<p>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.</p>	<p>Compliant</p>	<p>Please refer to the Company's Manual on Corporate Governance through this link https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/</p>	

2. Board establishes an effective performance management framework that ensures that personnel's performance is at par with the standards set by the Board and Senior Management.	Compliant		
Recommendation 2.10			
1. Board oversees that an appropriate internal control system is in place.	Compliant	The control environment of the Corporation consists of (a) the Board which ensures that the Corporation is properly and effectively managed and supervised; (b) a Management that actively manages and operates the corporation in a sound and prudent manner; (c)the organizational and procedural controls supported by effective management information and risk management reporting systems; and (d) an independent audit mechanism to monitor the adequacy and effectiveness of the Corporation's governance, operations, and information systems, including the reliability and integrity of financial and operational information, the effectiveness and efficiency of operations, the safeguarding of assets, and compliance with laws, rules, regulations and contracts. Please refer to the Company's Manual on Corporate Governance through this link https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/	
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	Compliant		
3. Board approves the Internal Audit Charter.	Compliant	Please refer to the Company's Audit Committee Charter: https://corporate.allhome.com.ph/corporate-governance/board-of-directors-and-senior-management/ https://corporate.allhome.com.ph/wp-	

		content/uploads/2020/07/Committee-Charter.pdf	
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	Please refer to the Company's Manual on Corporate Governance through this link https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/	
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	https://corporate.allhome.com.ph/wp-content/uploads/All-Home-Risk-Management-Policy-2.0.pdf https://corporate.allhome.com.ph/wp-content/uploads/Business-Continuity-Plan-2.0_final.pdf	
Recommendation 2.12			
1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary role.	Compliant	Please refer to the Company's Manual on Corporate Governance through this link https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/	
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	The Company has a clear insider trading policy which can be viewed through its website https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/	
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.	Compliant	Please refer to the Company's Manual on Corporate Governance through this link https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/	
2. Company discloses the types of decision requiring board of directors' approval.	Compliant	Please refer to the Company's Manual on Corporate Governance through this link https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/	

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	Information about the Audit Committee including its functions are discussed in the Company's Manual of Corporate Governance: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/	
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Recommendation 3.2

1. Board establishes an Audit Committee to enhance its oversight capability over the company's financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations.	Compliant	Please refer to the Company's Manual of Corporate Governance - https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/ ; information about the members of the Audit Committee, their qualifications and type of directorship – https://corporate.allhome.com.ph/corporate-governance/board-of-directors-and-senior-management/	
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<p>2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.</p>	<p>Compliant</p>	<p>Information about the members of the Audit Committee, including the information on their background, knowledge, skills, and/or experience can be accessed on: https://corporate.allhome.com.ph/corporate-governance/board-of-directors-and-senior-management/</p>	
<p>3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.</p>	<p>Compliant</p>	<p>Information about the members of the Audit Committee, including the information on their background, knowledge, skills, and/or experience can be accessed on: https://corporate.allhome.com.ph/corporate-governance/board-of-directors-and-senior-management/</p>	
<p>4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.</p>	<p>Non-Compliant</p>	<p>The Company's Audit Committee was headed by Ms. Laura Suarez Acuzar. Ms. Acuzar was one of the Company's Independent Directors and was also the chairman of the Related Party Transactions Committee.</p> <p>She was previously an Audit & Business Advisory Partner of SGV & Co. She was also the Chairman of the VFund Management, Inc. She was also an Independent Audit Committee Member of Community & Family Services International Inc. She was an Audit Committee member of UST Hospital, Inc. She completed her Bachelor of Science in Commerce – Accountancy degree at the University of Santo Tomas, and Management Development Program at the Asian Institute of Management in 1981. In 1993, she finished the Advanced Management Program of Harvard Business School in Boston, USA.</p>	<p>While Ms. Acuzar is also the chairman of another committee specifically the Related Party Transactions Committee, we believe that this does not hinder her optimum performance for both committees.</p>

Supplement to Recommendation 3.2			
1. Audit Committee approves all non-audit services conducted by the external auditor.	Compliant	Please refer to the Company's Annual Report SEC Form 17-A, SEC 20-IS under Audit Committees Approval Policies and Procedures Section https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf https://corporate.allhome.com.ph/company-disclosures/other-disclosures/	
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	Compliant	Quarterly and Annual Financial Statements are presented to the Audit Committee prior to presentation to the Board of Directors for approval.	
Optional: Recommendation 3.2			
1. Audit Committee meet at least four times during the year.	Compliant	Quarterly and Annual Financial Statements are presented to the Audit Committee prior to presentation to the Board of Directors for approval. Audit Committee met four times during the year.	
2. Audit Committee approves the appointment and removal of the internal auditor.	Compliant	Please refer to the Company's Manual on Corporate Governance through this link https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME-Manual-on-Corporate-Governance.pdf as well as the Audit Committee Charter through this link: https://corporate.allhome.com.ph/wp-content/uploads/2020/07/Committee-Charter.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	The Board established the Corporate Governance Committee to assist the Board in the performance of its corporate governance responsibilities. Information regarding the committee including its functions are discussed in the Manual on Corporate Governance which can be viewed through this link https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME-Manual-on-Corporate-Governance.pdf								
2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	Non-Compliant	The composition of the Corporate Governance Committee was as follows:	The Company has two (2) independent directors, consistent with the Implementing Rules and Regulations of the Securities Regulation Code and the Company's By-Laws.							
3. Chairman of the Corporate Governance Committee is an independent director.	Compliant	<table border="1"> <thead> <tr> <th>Name of Director</th> <th>Position</th> </tr> </thead> <tbody> <tr> <td>Jessie D. Cabaluna (Independent Director)</td> <td>Chairman</td> </tr> <tr> <td>Laura Suarez Acuzar (Independent Director)</td> <td>Member</td> </tr> <tr> <td>Camille A. Villar</td> <td>Member</td> </tr> </tbody> </table>		Name of Director	Position	Jessie D. Cabaluna (Independent Director)	Chairman	Laura Suarez Acuzar (Independent Director)	Member	Camille A. Villar
Name of Director	Position									
Jessie D. Cabaluna (Independent Director)	Chairman									
Laura Suarez Acuzar (Independent Director)	Member									
Camille A. Villar	Member									
Optional: Recommendation 3.3.										
1. Corporate Governance Committee meet at least twice during the year.	Compliant	The Corporate Governance Committee met twice during the year. The I-ACGR is one of the agenda of one of the meetings of Corporate Governance Committee.								
Recommendation 3.4										
1. Board establishes a separate Board Risk Oversight Committee (BROC) that should be responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness.	Compliant	The Board established the Corporate Governance Committee to assist the Board in the performance of its corporate governance responsibilities. Information regarding the committee including its functions are discussed in the Manual on Corporate								

2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	Compliant	Governance which can be viewed through this link https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME-Manual-on-Corporate-Governance.pdf								
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Compliant	<p>The composition of the Board Risk Oversight Committee is as follows:</p> <table border="1" data-bbox="1003 392 1666 639"> <thead> <tr> <th data-bbox="1003 392 1350 437">Name of Director</th> <th data-bbox="1350 392 1666 437">Position</th> </tr> </thead> <tbody> <tr> <td data-bbox="1003 437 1350 504">Jessie D. Cabaluna (Independent Director)</td> <td data-bbox="1350 437 1666 504">Chairman</td> </tr> <tr> <td data-bbox="1003 504 1350 571">Laura Suarez Acuzar (Independent Director)</td> <td data-bbox="1350 504 1666 571">Member</td> </tr> <tr> <td data-bbox="1003 571 1350 639">Benjamarie Therese N. Serrano</td> <td data-bbox="1350 571 1666 639">Member</td> </tr> </tbody> </table>		Name of Director	Position	Jessie D. Cabaluna (Independent Director)	Chairman	Laura Suarez Acuzar (Independent Director)	Member	Benjamarie Therese N. Serrano
Name of Director	Position									
Jessie D. Cabaluna (Independent Director)	Chairman									
Laura Suarez Acuzar (Independent Director)	Member									
Benjamarie Therese N. Serrano	Member									
4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.	Compliant	The members of the BROC have relevant thorough knowledge and experience on risk and risk management.								
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.	Compliant	The Board established the Related Party Transactions Committee which is tasked with reviewing all material related party transactions of								

<p>2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.</p>	<p>Compliant</p>	<p>the company. Information regarding the committee including its functions are discussed in the Manual on Corporate Governance which can be viewed through this link https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME-Manual-on-Corporate-Governance.pdf</p> <p>The composition of the Related Party Transactions Committee is as follows:</p> <table border="1" data-bbox="1003 515 1666 735"> <thead> <tr> <th data-bbox="1003 515 1350 560">Name of Director</th> <th data-bbox="1350 515 1666 560">Position</th> </tr> </thead> <tbody> <tr> <td data-bbox="1003 560 1350 627">Laura Suarez Acuzar (Independent Director)</td> <td data-bbox="1350 560 1666 627">Chairman</td> </tr> <tr> <td data-bbox="1003 627 1350 694">Jessie D. Cabaluna (Independent Director)</td> <td data-bbox="1350 627 1666 694">Member</td> </tr> <tr> <td data-bbox="1003 694 1350 735">Camille A. Villar</td> <td data-bbox="1350 694 1666 735">Member</td> </tr> </tbody> </table>	Name of Director	Position	Laura Suarez Acuzar (Independent Director)	Chairman	Jessie D. Cabaluna (Independent Director)	Member	Camille A. Villar	Member	
Name of Director	Position										
Laura Suarez Acuzar (Independent Director)	Chairman										
Jessie D. Cabaluna (Independent Director)	Member										
Camille A. Villar	Member										

Recommendation 3.6

<p>1. All established committees have a Committee Charter stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.</p>	<p>Compliant</p>	<p>Please refer to the Company's Manual on Corporate Governance through this link https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME-Manual-on-Corporate-Governance.pdf</p>	
<p>2. Committee Charters provide standards for evaluating the performance of the Committees.</p>	<p>Compliant</p>		
<p>3. Committee Charters were fully disclosed on the company's website.</p>	<p>Compliant</p>	<p>Please refer to this link https://corporate.allhome.com.ph/corporate-governance/board-of-directors-and-senior-management/</p>	

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

Refer to the Definitive Information Statement SEC Form 20-IS of the Company through this link <https://corporate.allhome.com.ph/company-disclosures/other-disclosures/>

Director's Name	March 30	April 29	May 6	May 13	June 24	July 25	August 15	November 14	November 29	Attendance Percentage
Manuel B. Villar, Jr.	P	P	P	P	P	P	P	P	P	100%
Camille A. Villar	P	P	P	P	P	P	P	P	P	100%
Manuel Paolo A. Villar	P	P	P	P	P	P	P	P	P	100%
Benjamarie Therese N. Serrano	P	P	P	P	P	P	P	P	P	100%
Frances Rosalie T. Coloma	P	P	P	P	P	P	P	P	P	100%
Laura Suarez Acuzar	P	P	P	P	P	P	P	P	P	100%
Jessie D. Cabaluna	P	P	P	P	P	P	P	P	P	100%

Legend: (A) Absent, (P) Present

2. The directors review meeting materials for all Board and Committee meetings.

Compliant

It is a practice observed by all the members of the Board of Directors and Committee Members of the Company to devote time and attention necessary to properly and effectively perform their duties and to familiarize themselves with the Company's business. For this purpose, the Corporate Secretary of the Company ensures that all the materials for board and committee meetings are distributed to the directors or committee members, as applicable, at least five business days prior the scheduled meeting.

3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	Compliant	Please refer to this link https://corporate.allhome.com.ph/company-disclosures/minutes-of-all-general-or-special-stockholders-meetings/	
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.	Compliant	Please refer to the Company's Manual on Corporate Governance through this link https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME-Manual-on-Corporate-Governance.pdf . Also, please refer to the Company's Definitive Information Statement for the profile of the Non-Executive Directors which can be accessed through this link https://corporate.allhome.com.ph/company-disclosures/other-disclosures/	
Recommendation 4.3			
1. The directors notify the company's board before accepting a directorship in another company.	Compliant	During the year, there were no new directorship from our existing directors that needs notification.	
Optional: Principle 4			
1. Company does not have any executive directors who serve in more than two boards of listed companies outside of the group.	Compliant	All executive directors of the Company serve only in boards of directors within the group.	
2. Company schedules board of directors' meetings before the start of the financial year.	Compliant	All regular meetings of the Board are already scheduled before the start of the financial year.	
3. Board of directors meet at least six times during the year.	Compliant	The Board of Directors met 9 times during the year.	

4. Company requires as minimum quorum of at least 2/3 for board decisions.	Compliant	<p>While it is not a legal requirement, historically, at least 2/3 of the directors are present in each of the Company's board meetings.</p> <p>Furthermore, while it is not a legal requirement, board decisions are usually either unanimous or have the concurrence of at least 2/3 of the Board.</p>	
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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.	Non-Compliant	<p>The Company has two (2) independent directors, consistent with the Implementing Rules and Regulations of the Securities Regulation Code and the Company's By-Laws.</p> <table border="1" data-bbox="1003 710 1688 810"> <thead> <tr> <th data-bbox="1003 710 1317 742">Name of Director</th> <th data-bbox="1317 710 1688 742">Position</th> </tr> </thead> <tbody> <tr> <td data-bbox="1003 742 1317 774">Laura Suarez Acuzar</td> <td data-bbox="1317 742 1688 774">Independent Director</td> </tr> <tr> <td data-bbox="1003 774 1317 805">Jessie D. Cabaluna</td> <td data-bbox="1317 774 1688 805">Independent Director</td> </tr> </tbody> </table>	Name of Director	Position	Laura Suarez Acuzar	Independent Director	Jessie D. Cabaluna	Independent Director	
Name of Director	Position								
Laura Suarez Acuzar	Independent Director								
Jessie D. Cabaluna	Independent Director								

Recommendation 5.2

1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.	Compliant	<p>Please refer to Company's Definitive Information Statement SEC Form 20-IS through this link https://corporate.allhome.com.ph/company-disclosures/other-disclosures/</p>	
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Supplement to Recommendation 5.2

1. Company has no shareholder agreements, by-laws provisions, or other arrangements that constrain the directors' ability to vote independently.	Compliant	<p>Please refer to the Company's Manual on Corporate Governance through this link https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME-Manual-on-Corporate-Governance.pdf</p>	
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Recommendation 5.3

1. The independent directors serve for a cumulative term of nine years (reckoned from 2012).	Compliant	Each Independent Director of the Company has served for a cumulative term of four years.	
2. The company bars an independent director from serving in such capacity after the term limit of nine years.	Compliant	In compliance with SEC Memorandum Circular No. 4.	
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.	Not Applicable	All Independent Directors are still within the term limits.	
Recommendation 5.4			
1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	Compliant	Manuel B. Villar, Jr. – Chairman of the Board Benjamarie Therese N. Serrano – President and CEO	
2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	Compliant	Please refer to the Company's Manual on Corporate Governance through this link https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME-Manual-on-Corporate-Governance.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.	Non-Compliant	The Chairman of the Board is not an independent director. Among the independent directors, Ms. Laura Suarez Acuzar had been designated as the Chairman of both the Audit Committee and the Related Party Transactions Committee.	
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	No such case occurred during the year.	
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.	Compliant	The Audit Committee and the Corporate Governance Committee, both headed by non-executive and independent directors, regularly conduct meetings. The Audit Committee meets with the heads of internal audit meet before the presentation of the quarterly and annual financial statements.	
2. The meetings are chaired by the lead independent director.	Compliant	The Corporate Governance committee's meeting includes the Integrated Annual Corporate Governance Report. Laura Suarez A. Acuzar- Audit Committee Chairman Jessie D. Cabaluna- Corporate Governance Committee Chairman	
Optional: Principle 5			
1. None of the directors is a former CEO of the company in the past 2 years.	Compliant	Benjamarie Therese N. Serrano is the CEO for the past four 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	Please refer to the Company's Manual on Corporate Governance through this link	
2. The Chairman conducts a self-assessment of his performance.	Compliant	https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME-Manual-on-Corporate-Governance.pdf	

3. The individual members conduct a self-assessment of their performance.	Compliant		
4. Each committee conducts a self-assessment of its performance.	Compliant		
5. Every three years, the assessments are supported by an external facilitator.	Non-Compliant		The Company will adopt the recommendation prior to the expiration of the three-year period.
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	Please refer to the Company's Manual on Corporate Governance through this link https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME-Manual-on-Corporate-Governance.pdf	
2. The system allows for a feedback mechanism from the shareholders.	Compliant		
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	Please refer to the Code of Business Conduct & Ethics as disclosed through this link https://corporate.allhome.com.ph/corporate-governance/code-of-business-conduct-and-ethics/	

2. The Code is properly disseminated to the Board, senior management and employees.	Compliant	Please refer to the Code of Business Conduct & Ethics as disclosed through this link https://corporate.allhome.com.ph/corporate-governance/code-of-business-conduct-and-ethics/	
3. The Code is disclosed and made available to the public through the company website.	Compliant	Please refer to the Code of Business Conduct & Ethics as disclosed through this link https://corporate.allhome.com.ph/corporate-governance/code-of-business-conduct-and-ethics/	

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	Please refer to the Company's Manual on Corporate Governance through this link https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME-Manual-on-Corporate-Governance.pdf	
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Recommendation 7.2

1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	Compliant	Please refer to the Code of Business Conduct & Ethics as disclosed through this link https://corporate.allhome.com.ph/corporate-governance/code-of-business-conduct-and-ethics/	
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	Compliant	Directors, Senior Management and Employees are required to comply with the Code of Business Conduct and Ethics, and any findings on non-compliance are acted upon appropriately.	

Disclosure and Transparency

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

Recommendation 8.1

<p>1. Board establishes corporate disclosure policies and procedures to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair and complete picture of a company's financial condition, results and business operations.</p>	<p>Compliant</p>	<p>As a policy, the Company endeavors that all disclosures of the Company are timely submitted to the PSE and SEC.</p>	
Supplement to Recommendations 8.1			
<p>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.</p>	<p>Compliant</p>		<p>Pursuant to the Securities and Exchange Commission ("SEC") Memorandum Circular No. 05, Series of 2020, the Company submitted its 2019 Annual Report (SEC Form 17-A), in compliance with PSE and SEC rules on submission of annual structured reports.</p>

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1Q 2023	3/31/2023	5/22/2023	52																																																																
<p>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.</p>	<p>Compliant</p>	<p>Please refer to the Company's Annual Report SEC Form 17-A through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf</p>																																																																	
<p>Recommendation 8.2</p>																																																																			

1. Company has a policy requiring all directors to disclose/report to the company any dealings in the company's shares within three business days.	Compliant	Please refer to the Company's Manual on Corporate Governance through this link: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/	
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		
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	Please see SEC Form 23-A and 23-B. Please refer to the Company's Annual Report SEC Form 17-A through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	
Recommendation 8.3			
1. Board fully discloses all relevant and material information on individual board members to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	Compliant	Please refer to the Company's Annual Report SEC Form 17-A through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME-CORP-2021-SEC17-A-with-Annex-A.pdf https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY-2020-with-Annex-A.pdf https://corporate.allhome.com.ph/wp-content/uploads/HOME_17A_FY2019.pdf	

<p>2. Board fully discloses all relevant and material information on key executives to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.</p>	<p>Compliant</p>	<p>Please refer to the Company's Annual Report SEC Form 17-A through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf</p>	
Recommendation 8.4			
<p>1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same.</p>	<p>Compliant</p>	<p>Please refer to the Company's Annual Report SEC Form 17-A through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME-CORP-2021-SEC17-A-with-Annex-A.pdf https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY-2020-with-Annex-A.pdf https://corporate.allhome.com.ph/wp-content/uploads/HOME_17A_FY2019.pdf</p>	
<p>2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.</p>	<p>Compliant</p>	<p>Please refer to the Company's Annual Report SEC Form 17-A through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME-CORP-2021-SEC17-A-with-Annex-A.pdf https://corporate.allhome.com.ph/wp-content/uploads/HOME_17A_FY2019.pdf</p>	

		content/uploads/HOME-17-A-FY-2020-with-Annex-A.pdf https://corporate.allhome.com.ph/wp-content/uploads/HOME_17A_FY2019.pdf	
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Non-Compliant	Please refer to the Company's Definitive Information Statement https://corporate.allhome.com.ph/company-disclosures/other-disclosures/	We only disclose the aggregate compensation of the key management officers, as required to be disclosed under the Securities Regulation Code.
Recommendation 8.5			
1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions in their Manual on Corporate Governance.	Compliant	Please refer to the Company's Manual on Corporate Governance through this link: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/ And to the Company's Material Related Transactions Policy through this link: https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME_Material-Related-Party-Transactions-Policy.pdf	
2. Company discloses material or significant RPTs reviewed and approved during the year.	Compliant	Please refer to the Company's Annual Report SEC Form 17-A specifically on the Notes to Financial Statements on Related Party Transactions through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME-CORP-2021-SEC17-A-with-Annex-A.pdf	

		https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY-2020-with-Annex-A.pdf https://corporate.allhome.com.ph/wp-content/uploads/HOME_17A_FY2019.pdf	
Supplement to Recommendation 8.5			
1. Company requires directors to disclose their interests in transactions or any other conflict of interests.	Compliant	No such transaction and conflict of interests exists during the year.	
Optional : Recommendation 8.5			
1. Company discloses that RPTs are conducted in such a way to ensure that they are fair and at arms' length.	Compliant	Please refer to the Company's Annual Report SEC Form 17-A specifically on the Notes to Financial Statements on Related Party Transactions through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf You may also refer to the Company's Policy on Material Related Party Transactions through this link: https://corporate.allhome.com.ph/wp-content/uploads/ALLHOME_Material-Related-Party-Transactions-Policy.pdf	
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	Please see disclosures in the following links: https://edge.pse.com.ph/ https://corporate.allhome.com.ph/company-disclosures/	

2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.	Compliant	No such transaction exists during the year.	
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	Please refer to Company's Definitive Information Statement SEC Form 20-IS through this link: https://corporate.allhome.com.ph/company-disclosures/other-disclosures/	
Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	Compliant	Please refer to the Company's Manual on Corporate Governance through this link: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/.	
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.	Not Applicable	No changes on the corporate governance practices from previously submitted MCG.	
Optional: Principle 8			
1. Does the company's Annual Report disclose the following information:		Please refer to the Company's Annual Report SEC Form 17-A through this link https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	
a. Corporate Objectives	Compliant		
b. Financial performance indicators	Compliant		

c. Non-financial performance indicators	Compliant		
d. Dividend Policy	Compliant		
e. Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and other directorships in listed companies) of all directors	Compliant		
f. Attendance details of each director in all directors meetings held during the year			
g. Total remuneration of each member of the board of directors			
2. The Annual Report contains a statement confirming the company's full compliance with the Code of Corporate Governance and where there is non-compliance, identifies and explains reason for each such issue.	Compliant	Please refer to the Company's Annual Report SEC Form 17-A through this link https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	
3. The Annual Report/Annual CG Report discloses that the board of directors conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems.	Compliant	Please refer to the Company's Annual Report SEC Form 17-A through this link https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	
4. The Annual Report/Annual CG Report contains a statement from the board of directors or Audit Committee commenting on the adequacy of the company's internal controls/risk management systems.	Compliant	Please refer to the Company's Annual Report SEC Form 17-A through this link https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	

5. The company discloses in the Annual Report the key risks to which the company is materially exposed to (i.e. financial, operational including IT, environmental, social, economic).	Compliant	Please refer to the Company's Annual Report SEC Form 17-A through this link https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	
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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	Please refer to the Audit Committee Charter through this link: https://corporate.allhome.com.ph/wp-content/uploads/2020/07/Committee-Charter.pdf	
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	During the 2022 Annual Stockholders Meeting, 100% of the total voting shares represented in the meeting ratified the appointment of Punongbayan & Araullo as external auditor.	
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.	Not Applicable	The Company has not removed any external auditors since the Company's incorporation.	

Supplement to Recommendation 9.1

1. Company has a policy of rotating the lead audit partner every five years.	Compliant	The Company's lead audit partner from year 2018 up to present is Mr. Nelson J. Dinio. For more info on the policy, please refer to the Audit Committee Charter through this link: https://corporate.allhome.com.ph/wp-content/uploads/2020/07/Committee-Charter.pdf	
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	Please refer to the Audit Committee Charter through this link: https://corporate.allhome.com.ph/wp-content/uploads/2020/07/Committee-Charter.pdf	
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	Please refer to the Audit Committee Charter through this link: https://corporate.allhome.com.ph/wp-content/uploads/2020/07/Committee-Charter.pdf	
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	Please refer to the Audit Committee Charter through this link: https://corporate.allhome.com.ph/wp-content/uploads/2020/07/Committee-	

		Charter.pdf	
2. Audit Committee ensures that the external auditor has adequate quality control procedures.	Compliant	Please refer to the Audit Committee Charter through this link: https://corporate.allhome.com.ph/wp-content/uploads/2020/07/Committee-Charter.pdf	
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	Please refer to the Company's Annual Report SEC Form 17-A through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	
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	Please refer to the Audit Committee Charter through this link: https://corporate.allhome.com.ph/wp-content/uploads/2020/07/Committee-Charter.pdf	
Supplement to Recommendation 9.3			
1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	Compliant	Please refer to the Company's Annual Report SEC Form 17-A through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	

Audit and Audit-Related Fees

The following table sets out the aggregate fees billed for each of the last two years for professional services rendered by P&A.

	<u>2022</u>	<u>2021</u>
	<i>(In ₱ Thousands with VAT)</i>	
Audit and Audit-Related Fees	₱ 1,600.0	₱ 1,550.0
Fees for services that are normally provided by the external auditor in connection with statutory and regulatory filings or engagements		
All Other Fees	-	-

Total ₱ 1,600.0 ₱ 1,550.0

P&A does not have any direct or indirect interest in the Company. No other assurance and related services were rendered other than mentioned above.

Additional Recommendation to Principle 9

1. Company's external auditor is duly accredited by the SEC under Group A category.

Compliant

PUNONGBAYAN & ARAULLO



By: **Nelson J. Dinio**
Partner

CPA Reg. No. 0097048
TIN 201-771-632
PTR No. 9566632, January 3, 2023, Makati City
SEC Group A Accreditation
Partner - No. 97048-SEC (until financial period 2023)
Firm - No. 0002 (until Dec. 31, 2024)
BIR AN 08-002511-032-2022 (until Oct. 13, 2025)
Firm's BOA/PRC Cert. of Reg. No. 0002 (until Aug. 27, 2024)

April 14, 2023

<p>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).</p>	<p>Compliant</p>	<p>1. Date it was subjected to SOAR inspection, if subjected</p> <p>September 2022</p> <p>2. Name of the Audit firm</p> <p>Punongbayan & Araullo</p> <p>3. Members of the engagement team inspected by the SEC</p> <p>The names of the members of the engagement team were provided to the SEC during the SOAR inspection.</p>	
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Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.

Recommendation 10.1

<p>1. Board has a clear and focused policy on the disclosure of non-financial information, with emphasis on the management of economic, environmental, social and governance (EESG) issues of its business, which underpin sustainability.</p>	<p>Compliant</p>	<p>The 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. Such were discussed in the Company's Sustainability Report that was included in its 2022 Annual Report (SEC Form 17-A). Please refer through this link:</p> <p>https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf</p>	
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2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	Compliant	Please refer to the Company's Sustainability Report included in its 2022 Annual Report (SEC Form 17-A) through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	
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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	The Company uses the following channels: Website, Analyst's briefing, Press briefing, Quarterly reporting, and Current reporting.																																																	
		<table border="1"> <thead> <tr> <th>Report</th> <th>Period Ending</th> <th>Date of Analysts' Briefing</th> </tr> </thead> <tbody> <tr><td>3Q 2019</td><td>9/30/2019</td><td>11/14/2019</td></tr> <tr><td>FY 2019</td><td>12/31/2019</td><td>6/4/2021</td></tr> <tr><td>1Q 2020</td><td>3/31/2020</td><td>6/4/2020</td></tr> <tr><td>1H 2020</td><td>6/30/2020</td><td>8/14/2021</td></tr> <tr><td>9M 2020</td><td>9/30/2020</td><td>11/13/2020</td></tr> <tr><td>FY 2020</td><td>12/31/2020</td><td>3/30/2021</td></tr> <tr><td>1Q 2021</td><td>3/31/2021</td><td>5/18/2021</td></tr> <tr><td>1H 2021</td><td>6/30/2021</td><td>8/17/2021</td></tr> <tr><td>9M 2021</td><td>9/3/2021</td><td>11/15/2021</td></tr> <tr><td>FY 2021</td><td>12/31/2021</td><td>3/31/2022</td></tr> <tr><td>1Q 2022</td><td>3/31/2022</td><td>5/16/2022</td></tr> <tr><td>1H 2022</td><td>6/30/2022</td><td>8/15/2022</td></tr> <tr><td>9M 2022</td><td>9/30/2022</td><td>11/15/2022</td></tr> <tr><td>FY 2022</td><td>12/31/2022</td><td>5/4/2023</td></tr> <tr><td>1Q 2023</td><td>3/31/2023</td><td>5/23/2023</td></tr> </tbody> </table>	Report	Period Ending	Date of Analysts' Briefing	3Q 2019	9/30/2019	11/14/2019	FY 2019	12/31/2019	6/4/2021	1Q 2020	3/31/2020	6/4/2020	1H 2020	6/30/2020	8/14/2021	9M 2020	9/30/2020	11/13/2020	FY 2020	12/31/2020	3/30/2021	1Q 2021	3/31/2021	5/18/2021	1H 2021	6/30/2021	8/17/2021	9M 2021	9/3/2021	11/15/2021	FY 2021	12/31/2021	3/31/2022	1Q 2022	3/31/2022	5/16/2022	1H 2022	6/30/2022	8/15/2022	9M 2022	9/30/2022	11/15/2022	FY 2022	12/31/2022	5/4/2023	1Q 2023	3/31/2023	5/23/2023	
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Supplemental to Principle 11

1. Company has a website disclosing up-to-date information on the following:		AllHome website: https://corporate.allhome.com.ph/	
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a. Financial statements/reports (latest quarterly)	Compliant		
b. Materials provided in briefings to analysts and media	Compliant		
c. Downloadable annual report	Compliant		
d. Notice of ASM and/or SSM	Compliant		
e. Minutes of ASM and/or SSM	Compliant		
f. Company's Articles of Incorporation and By-Laws	Compliant		
Additional Recommendation to Principle 11			
1. Company complies with SEC-prescribed website template.	Compliant	AllHome website: https://corporate.allhome.com.ph/	
Internal Control System and Risk Management Framework			
Principle 12: To ensure the integrity, transparency and proper governance in the conduct of its affairs, the company should have a strong and effective internal control system and enterprise risk management framework.			
Recommendation 12.1			
1. Company has an adequate and effective internal control system in the conduct of its business.	Compliant	The Company has a dedicated Internal Audit Department that reports to the Audit Committee. https://corporate.allhome.com.ph/wp-content/uploads/2020/07/Committee-Charter.pdf	

<p>2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.</p>	<p>Compliant</p>	<p>Please refer to the Risk Management System through this link: https://corporate.allhome.com.ph/corporate-governance/enterprise-risk-management/ https://corporate.allhome.com.ph/wp-content/uploads/All-Home-Risk-Management-Policy-2.0.pdf https://corporate.allhome.com.ph/wp-content/uploads/Business-Continuity-Plan-2.0 final.pdf</p>	
<p>Supplement to Recommendations 12.1</p>			
<p>1. Company has a formal comprehensive enterprise-wide compliance program covering compliance with laws and relevant regulations that is annually reviewed. The program includes appropriate training and awareness initiatives to facilitate understanding, acceptance and compliance with the said issuances.</p>	<p>Compliant</p>	<p>Please refer to the Company's Manual on Corporate Governance through this link: https://corporate.allhome.com.ph/corporate-governance/</p>	
<p>Optional: Recommendation 12.1</p>			
<p>1. Company has a governance process on IT issues including disruption, cyber security, and disaster recovery, to ensure that all key risks are identified, managed and reported to the board.</p>	<p>Compliant</p>	<p>The Company has a dedicated Information Technology Department.</p>	
<p>Recommendation 12.2</p>			

<p>1. Company has in place an independent internal audit function that provides an independent and objective assurance, and consulting services designed to add value and improve the company's operations.</p>	<p>Compliant</p>	<p>The internal audit function is in-house.</p>	
<p>Recommendation 12.3</p>			
<p>1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.</p>	<p>Compliant</p>	<p>The company's Chief Audit Executive is Mr. Joselito Rivamonte. Please refer to the Manual on Corporate Governance Report for the CAE's functions through this link: https://corporate.allhome.com.ph/corporate-governance/</p>	
<p>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.</p>	<p>Compliant</p>	<p>Please refer to the Manual on Corporate Governance Report for the CAE's functions through this link: https://corporate.allhome.com.ph/corporate-governance/</p>	
<p>3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.</p>	<p>Not Applicable</p>	<p>The Internal Audit Function is in-house.</p>	

Recommendation 12.4			
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	Compliant	<p>Please refer to the Risk Management System through this link: https://corporate.allhome.com.ph/corporate-governance/enterprise-risk-management/</p> <p>https://corporate.allhome.com.ph/wp-content/uploads/All-Home-Risk-Management-Policy-2.0.pdf</p> <p>https://corporate.allhome.com.ph/wp-content/uploads/Business-Continuity-Plan-2.0_final.pdf</p>	
Supplement to Recommendation 12.4			
1. Company seeks external technical support in risk management when such competence is not available internally.	Not Applicable	The Company is using internal expertise and has not used external technical support during the year.	
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	<p>The company's Chief Risk Officer for 2022 is Ms. Robirose M. Abbot. Please refer to the Company's Annual Report SEC Form 17-A through this link</p> <p>https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf</p> <p>for more information.</p>	
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	Compliant	<p>Please refer to the Company's Annual Report SEC Form 17-A through this link https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf</p> <p>for more information about the Company's CRO.</p>	

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	Please refer to the Audit Committee Charter through this link: https://corporate.allhome.com.ph/wp-content/uploads/2020/07/Committee-Charter.pdf	
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	The shareholder's rights are disclosed in the Company's Manual on Corporate Governance which can be accessed through this link: https://corporate.allhome.com.ph/corporate-governance/	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	Compliant	Please refer to AllHome's Website https://corporate.allhome.com.ph/	
Supplement to Recommendation 13.1			
1. Company's common share has one vote for one share.	Compliant	Please refer to the Definitive Information Statement through this link: https://corporate.allhome.com.ph/company-disclosures/other-disclosures/	
2. Board ensures that all shareholders of the same class are treated equally with respect to voting rights, subscription rights and transfer rights.	Compliant	Please refer to the Company's Manual on Corporate Governance which can be accessed through this link: https://corporate.allhome.com.ph/corporate-governance/ Please refer to the Definitive Information Statement of the Company which can be viewed through this link: https://corporate.allhome.com.ph/company-disclosures/other-disclosures/	

3. Board has an effective, secure, and efficient voting system.	Compliant	<p>Please refer to the disclosed Definitive Information Statement of the Company which can be viewed through this link:</p> <p>https://corporate.allhome.com.ph/company-disclosures/other-disclosures/</p>	
4. Board has an effective shareholder voting mechanisms such as supermajority or "majority of minority" requirements to protect minority shareholders against actions of controlling shareholders.	Compliant	Whenever applicable, the Company faithfully observes the PSE and SEC rules on securing majority of minority approvals for relevant matters.	
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	The Company's By-Laws provide that a stockholders' meeting may be called upon written request of stockholders representing majority of the outstanding capital stock.	
6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	Compliant	<p>Please refer to Company's Definitive Information Statement SEC Form 20-IS through this link: https://corporate.allhome.com.ph/company-disclosures/other-disclosures/</p> <p>Please refer to the Company's Manual on Corporate Governance through this link: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/</p>	

7. Company has a transparent and specific dividend policy.	Compliant	<p>Please refer to the Company's Annual Report SEC Form 17-A specifically on Dividend Policy Section through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf</p> <p>Dividends</p> <p>On November 29, 2022, the Company declared regular cash dividends amounting to P288.75 million, payable to its shareholders of record at December 15, 2022, paid on December 29, 2022.</p>	
Optional: Recommendation 13.1			
1. Company appoints an independent party to count and/or validate the votes at the Annual Shareholders' Meeting.	Compliant	PNB Trust Banking Group, our stock and transfer agent for 2022 counted/validated the votes at the 2022 ASM.	
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.	Non-compliant	<p>Notices for the June 24, 2022 Annual Stockholder's meeting were sent out through publication of the Notice of the Meeting in print and online format in the Manila Bulletin and BusinessWorld, both newspapers of general circulation, on June 2, 2022 and June 3, 2022 and posted on the website of the Company and the Philippine Stock Exchange (PSE) in compliance with SEC Memorandum Circular No. 6 ALTERNATIVE MODE FOR DISTRIBUTING and PROVIDING COPIES OF THE NOTICE OF MEETING, INFORMATION STATEMENT, and OTHER DOCUMENTS IN CONNECTION WITH</p>	SEC MC No. 3 S. 2020 prescribes that notice shall be sent to all stockholders/members of record at least twenty-one (21) calendar days prior to the date of the meeting.

		<p>THE HOLDING OF ANNUAL STOCKHOLDERS' MEETING ("ASM") FOR 2022.</p> <p>Please refer to Company's Definitive Information Statement SEC Form 20-IS through this link: https://corporate.allhome.com.ph/company-disclosures/other-disclosures/</p>	
Supplemental to Recommendation 13.2			
1. Company's Notice of Annual Stockholders' Meeting contains the following information:			
a. The profiles of directors (i.e., age, academic qualifications, date of first appointment, experience, and directorships in other listed companies)	Compliant	<p>Please refer to Company's Definitive Information Statement SEC Form 20-IS through this link: https://corporate.allhome.com.ph/company-disclosures/other-disclosures/</p>	
b. Auditors seeking appointment/re-appointment	Compliant	<p>Please refer to Company's Definitive Information Statement SEC Form 20-IS through this link: https://corporate.allhome.com.ph/company-disclosures/other-disclosures/</p>	
c. Proxy documents	Compliant	<p>Please refer to Company's Definitive Information Statement SEC Form 20-IS through this link: https://corporate.allhome.com.ph/company-disclosures/other-disclosures/</p>	
Optional: Recommendation 13.2			
1. Company provides rationale for the agenda items for the annual stockholders meeting	Compliant	<p>Please refer to Company's Definitive Information Statement SEC Form 20-IS through this link: https://corporate.allhome.com.ph/company-disclosures/other-disclosures/</p>	

Recommendation 13.3			
1. Board encourages active shareholder participation by making the result of the votes taken during the most recent Annual or Special Shareholders' Meeting publicly available the next working day.	Compliant	Please refer to the minutes of the Annual Shareholder's meeting through this link: https://corporate.allhome.com.ph/company-disclosures/minutes-of-all-general-or-special-stockholders-meetings/	
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	Please refer to the minutes of the Annual Shareholder's meeting through this link: https://corporate.allhome.com.ph/company-disclosures/minutes-of-all-general-or-special-stockholders-meetings/	
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	The external auditors were present during the meeting.	
Recommendation 13.4			
1. Board makes available, at the option of a shareholder, an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.	Compliant	Please refer to Company's Definitive Information Statement SEC Form 20-IS through this link: https://corporate.allhome.com.ph/company-disclosures/other-disclosures/ Please refer to the Company's Manual on Corporate Governance through this link: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Compliant	Please refer to the Company's Manual on Corporate Governance through this link: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/	

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: Robirose M. Abbot 2. Telephone number: (02) 8880-1199; 09190815302 3. Fax number: N/A 4. E-mail address: <u>ir@allhome.ph</u> ; <u>robirose.abbot@allhome.ph</u>	
2. IRO is present at every shareholder's meeting.	Compliant	The IRO was present during the ASM.	
Supplemental Recommendations to Principle 13			
1. Board avoids anti-takeover measures or similar devices that may entrench ineffective management or the existing controlling shareholder group	Compliant	The Board of Directors are nominated and elected in accordance with the procedures set forth by the Nominations Committee. The directors are elected annually and only serve a term of one year or until their successors have been elected and qualified.	
2. Company has at least thirty percent (30%) public float to increase liquidity in the market.	Compliant	As of December 31, 2022, Company's public float is at 32.26%.	
Optional: Principle 13			
1. Company has policies and practices to encourage shareholders to engage with the company beyond the Annual Stockholders' Meeting	Compliant	The Company has a dedicated Investor Relations Team that engages with shareholders of the Company.	
2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.	Compliant	Please refer to Company's Definitive Information Statement SEC Form 20-IS through this link: https://corporate.allhome.com.ph/company-disclosures/other-disclosures/	
Duties to Stakeholders			

Principle 14: The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights and/or interests are at stake, stakeholders should have the opportunity to obtain prompt effective redress for the violation of their rights.

Recommendation 14.1

1. Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth and sustainability.	Compliant	Please refer to the Company's Manual on Corporate Governance through this link: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/	
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Recommendation 14.2

1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.	Compliant	Please refer to the Company's Manual on Corporate Governance through this link: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/	
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Recommendation 14.3

1. Board adopts a transparent framework and process that allow stakeholders to communicate with the company and to obtain redress for the violation of their rights.	Compliant	<p>The Company has stakeholder engagement touch-points such as the Investor Relations Office, Office of the Corporate Secretary, Customer Relations Office, and Corporate Communications Group.</p> <p>The stakeholder can raise their concerns and/or complaints for possible violation of their rights to:</p> <p>Ms. Robirose M. Abbot (02) 8880-1199; 09190815302 ir@allhome.ph; robirose.abbot@allhome.ph</p>	
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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	As a policy, the Company endeavors that any dispute with key stakeholders is settled amicably.	
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	The Company did not request for exemption for the year.	
2. Company respects intellectual property rights.	Compliant	Please refer to the discussion on Intellectual Property included in our Annual Report which can be viewed through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	
Optional: Principle 14			
1. Company discloses its policies and practices that address customers' welfare	Compliant	Please refer to the Company's Manual on Corporate Governance through this link: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/ as well as to the Company's Sustainability Report included in its 2022 Annual Report (SEC Form 17-A) through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	

2. Company discloses its policies and practices that address supplier/contractor selection procedures	Compliant	<p>Please refer to the Company's Manual on Corporate Governance through this link:</p> <p>https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/ as well as to the Company's Sustainability Report included in its 2022 Annual Report (SEC Form 17-A) through this link:</p> <p>https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf</p>	

Principle 15: A mechanism for employee participation should be developed to create a symbiotic environment, realize the company's goals and participate in its corporate governance processes.

Recommendation 15.1

1. Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company's goals and in its governance.	Compliant	<p>Please refer to the Company's Policies through this link:</p> <p>https://corporate.allhome.com.ph/corporate-governance/company-policies/ as well as to the Company's Sustainability Report included in its 2022 Annual Report (SEC Form 17-A) through this link:</p> <p>https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf</p>	
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Supplement to Recommendation 15.1

<p>1. Company has a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures.</p>	<p>Compliant</p>	<p>Please refer to the Company's Policies through this link: https://corporate.allhome.com.ph/corporate-governance/company-policies/ as well as to the Company's Sustainability Report included in its 2022 Annual Report (SEC Form 17-A) through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf</p>	
<p>2. Company has policies and practices on health, safety and welfare of its employees.</p>	<p>Compliant</p>	<p>Please refer to the Company's Policies through this link: https://corporate.allhome.com.ph/corporate-governance/company-policies/ as well as to the Company's Sustainability Report included in its 2022 Annual Report (SEC Form 17-A) through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf</p>	
<p>3. Company has policies and practices on training and development of its employees.</p>	<p>Compliant</p>	<p>Please refer to the Company's Policies through this link: https://corporate.allhome.com.ph/corporate-governance/company-policies/ as well as to the Company's Sustainability Report included in its 2022 Annual Report (SEC Form 17-A) through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf</p>	

Recommendation 15.2			
1. Board sets the tone and makes a stand against corrupt practices by adopting an anti-corruption policy and program in its Code of Conduct.	Compliant	Please refer to the Company's Manual on Corporate Governance through this link: https://corporate.allhome.com.ph/corporate-governance/manual-of-corporate-governance/	
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	Compliant	Please refer to the Company's Policies through this link: https://corporate.allhome.com.ph/corporate-governance/company-policies/ as well as to the Company's Sustainability Report included in its 2022 Annual Report (SEC Form 17-A) through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	
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	Please refer to the Company's Policies through this link: https://corporate.allhome.com.ph/corporate-governance/company-policies/	
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	Please refer to the Company's Policies through this link: https://corporate.allhome.com.ph/corporate-governance/company-policies/ The Company established an open-door policy that allows the employee to talk with his/ her	

		immediate supervisor or to a higher level of management without fear of retaliation.	
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	Please refer to the Company's Policies through this link: https://corporate.allhome.com.ph/corporate-governance/company-policies/	
3. Board supervises and ensures the enforcement of the whistleblowing framework.	Compliant	Please refer to the Company's Policies through this link: https://corporate.allhome.com.ph/corporate-governance/company-policies/	
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	Please refer to the Company's Sustainability Report included in its 2022 Annual Report (SEC Form 17-A) through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	
Optional: Principle 16			
1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development	Compliant	Please refer to the Company's Sustainability Report included in its 2022 Annual Report (SEC Form 17-A) through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	

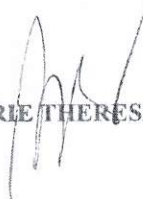
2. Company exerts effort to interact positively with the communities in which it operates	Compliant	Please refer to the Company's Sustainability Report included in its 2022 Annual Report (SEC Form 17-A) through this link: https://corporate.allhome.com.ph/wp-content/uploads/HOME-17-A-FY2022-with-Annex-A.pdf	
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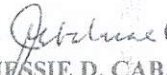
SIGNATURES


Pursuant to the requirements of Section 17 of the Code and Section 141 of the Corporation Code, this report is signed on behalf of the issuer by the undersigned, thereunto duly authorized, in MAY 3 0 2023 on MANDALUYONG CITY.

By:


MANUEL B. VILLAR, JR.
Chairman of the Board


BENJAMARIE THERESE N. SERRANO
President


JESSIE D. CABALUNA
Independent Director


ARBIN OMAR P. CARIÑO
Corporate Secretary



LOUELLA M. FERNANDEZ
Controller and Compliance Officer

SUBSCRIBED AND SWORN, to before me, this MAY 3 0 2023 at MANDALUYONG CITY, affiants exhibiting to me their respective valid identification documents, to wit:

Name	Valid ID	Date and Place of Issue
Manuel B. Villar, Jr.	Passport No. P2529752B	07.12.2019 – DFA Manila
Benjamarie Therese N. Serrano	Passport No. P7225892B	07.19.2021 – DFA Manila
Jessie D. Cabaluna	Passport No. P3937505B	11.22.2019 – DFA Bacolod
Arbin Omar P. Cariño	Driver's License No. C07-98-165603	03.28.2019 – LTO
Louella M. Fernandez	PRC Registration No. 0113433	11.19.2004 – PRC

who has satisfactorily proven to me their identities through their valid identification cards, and that they are the same persons who personally signed before me the foregoing and acknowledges that they executed the same.

Doc. No. 202 ;
Page No. 42 ;
Book No. VII ;
Series of 2023.


ATTY. FERDINAND B. SABILLO
NOTARY PUBLIC
UNTIL DECEMBER 31, 2024
ROLL No. 53511
IBP Lifetime Member No. 018538
PTR No. 5110654 / 04 Jan. 2023 / Mandaluyong City
MCLE Compliance No. VII-0018781 issued dated 25 May 2022
Notarial Commission Appointment No. 0314-23
Vista Corporate Center, Upper Ground Floor
Worldwide Corporate Center, Shaw Blvd., Mandaluyong City