

8990 Holdings Inc

RELATED PARTY TRANSACTIONS

As stated in the Annual Corporate Governance Report (ACGR) for year 2016

(a) Policies and Procedures

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

Related Party Transactions	Policies and Procedures
(1) Parent Company	<p>Related party transactions shall be conducted at arm's length, i.e., in terms that are at least comparable to normal commercial practices to safeguard the best interest of the Corporation, its stockholders, creditors, policyholders and claimants.</p> <p>Overlapping interests in the company shall be disclosed to the Board and any material transaction involving such interests shall be similarly disclosed. Related party transactions shall be disclosed fully to the Board. Prior board approval shall be obtained for related party transactions.</p> <p>Any member of the board who has an interest in the transaction under discussion shall not participate in the deliberations and voting on the approval of the Related Party Transaction.</p>
(2) Joint Ventures	Same as above.
(3) Subsidiaries	Same as above.
(4) Entities Under Common Control	Same as above.
(5) Substantial Stockholders	Same as above.
(6) Officers including spouse/children/siblings/parents	Same as above.
(7) Directors including spouse/children/siblings/parents	Same as above.
(8) Interlocking director relationship of Board of Directors	Same as above.

Insider Trading Policy

The Company strictly prohibits insider trading and abusive dealing. Reports related to any change in personal shareholdings in the Company of its Directors and key officers resulting from open market transactions or from shares acquired from incentive-based schemes implemented by the Company are sent in a timely manner to the SEC, PSE and PDEX.

Compliance to the policy on insider trading is strictly enforced and monitored by the Company. This includes buying and selling of Company securities during prescribed periods by covered persons who are identified as members of the Board of Directors, all members of the Management Team, consultants, advisers, and other employees who have been made aware of undisclosed material information with respect to the Company and its operations.

8990 also strictly adheres to a Trading Black-out Policy which covers two (2) trading days before and two (2) trading days after the date of disclosure of any material and non-public information.

Policy and Data Relating to Health, Safety and Welfare of Employees, Including company sponsored trainings

All employee benefits as required by law are provided to all employees. The company's policy for its employee's safety, health and welfare are made known to all employees by clearly outlining it in their employment contracts.

New employees are given orientation on the Corporation's policies and procedures. Some employees are sent to specialized training course as needed by the corporation's operation.

All bonuses, quarterly, mid-year and year end, are based on employee and company performance.