



**CERTIFICATION OF COMPLIANCE
 SALN Submission/Filing**

This certifies that **DUTY FREE PHILIPPINES CORPORATION** fully satisfies the Statement of Assets, Liabilities and Net Worth (SALN) requirement of the Performance-Based Incentive System for Fiscal Year 2017.

This also attests that all submissions of the agency concerned has substantially complied with the minimum requisites for content and formalities prescribed under Republic Act 6713 and its Implementing Rules and Regulations, which are as follows:


- a. Basic Information
- b. Assets (Real Properties and Personal Properties)
- c. Liabilities
- d. Net Worth
- e. Financial Connections and Business Interests
- f. Relatives in the Government

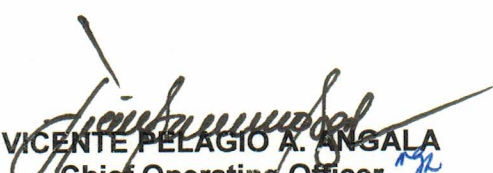
This further certifies that out of **925** employees qualified for PBB under the 2017 PBIS Guidelines, **922** employees have completed and filed their SALN as reflected below:

OFFICE	NO. OF EMPLOYEES	NO. OF EMPLOYEES WITH DULY ACCOMPLISHED AND SUBMITTED SALN	PERCENTAGE OF COMPLIANCE (%)
Internal Audit Division	22	22	100%
Office of the Chief Operating Officer	7	7	100%
Corporate & Legal Affairs Office	13	13	100%
Security Department	18	18	100%
Finance Division	263	262	99.6%
Human Resource Management Division	43	43	100%
Management Information Systems Division	65	65	100%
Merchandising Division	21	21	100%
ODCOO for Administration	6	6	100%
General Services Division	85	85	100%
ODCOO for Operations	7	7	100%
Logistics Division	134	134	100%
Marketing & Promotions Department	11	11	100%
Store Operations Division	230	228	99%

DUTY FREE PHILIPPINES CORPORATION forwarded/filed all SALNs with the appropriate receiving entity (i.e. Ombudsman in the case of the President, Vice President and Constitutional Officials; etc.), in accordance with RA 6713 and its implementing rules and regulations.

IN WITNESS WHEREOF, we have hereunto affixed our signatures this 2nd day of October 2018 at **Parañaque City**, Philippines.


VICTOR RAMON G. MARFORI, JR.
 HRM Division


VICENTE PELAGIO A. ANGALA
 Chief Operating Officer