

SECURITIES AND EXCHANGE COMMISSION

SEC FORM 17-A, AS AMENDED

ANNUAL REPORT PURSUANT TO SECTION 17
OF THE SECURITIES REGULATION CODE AND SECTION 141
OF THE CORPORATION CODE OF THE PHILIPPINES

1. For the fiscal year ended **31 December 2025**
2. SEC Identification Number **CS201320778**
3. BIR Tax Identification No. **008-647-589**
4. Exact name of issuer as specified in its charter **CENTURY PACIFIC FOOD, INC.**
5. Province, Country or other jurisdiction of incorporation or organization: **MANILA, PHILIPPINES**
6. Industry Classification Code: (SEC Use Only)
7. Address of principal office: **7/F Centerpoint Building, Julia Vargas Avenue, Ortigas Center, Pasig City** Postal Code: **1605**
8. Issuer's telephone number, including area code: **(632) 8633-8555**
9. Former name, former address, and former fiscal year, if changed since last report: **NA**
10. Securities registered pursuant to Sections 8 and 12 of the SRC, or Sec. 4 and 8 of the RSA

Title of Each Class	Number of Shares of Common Stock Outstanding and Amount of Debt Outstanding
<u>Common Shares</u>	3,542,258,595

11. Are any or all of these securities listed on a Stock Exchange.

Yes [/] No []

If yes, state the name of such stock exchange and the classes of securities listed therein:

Philippine Stock Exchange

Common Shares

12. Check whether the issuer:

(a) has filed all reports required to be filed by Section 17 of the SRC and SRC Rule 17.1 thereunder or Section 11 of the RSA and RSA Rule 11(a)-1 thereunder, and Sections 26 and 141 of The Corporation Code of the Philippines during the preceding twelve (12) months (or for such shorter period that the registrant was required to file such reports);

Yes [/] No []

(b) has been subject to such filing requirements for the past ninety (90) days.

Yes [/] No []

13. State the aggregate market value of the voting stock held by non-affiliates of the registrant. The aggregate market value shall be computed by reference to the price at which the stock was sold, or the average bid and asked prices of such stock, as of a specified date within sixty (60) days prior to the date of filing. If a determination as to whether a particular person or entity is an affiliate cannot be made without involving unreasonable effort and expense, the aggregate market value of the common stock held by non-affiliates may be calculated on the basis of assumptions reasonable under the circumstances, provided the assumptions are set forth in this Form.

PHP123,979,050.825.00 COMPUTED USING THE CLOSING PRICE OF PHP 35.00 AND ISSUED SHARES OF 3,542,258,595 AS OF MARCH 31, 2026

**APPLICABLE ONLY TO ISSUERS INVOLVED IN
INSOLVENCY/SUSPENSION OF PAYMENTS PROCEEDINGS
DURING THE PRECEDING FIVE YEARS:**

14. Check whether the issuer has filed all documents and reports required to be filed by Section 17 of the Code subsequent to the distribution of securities under a plan confirmed by a court or the Commission.

Yes [] No []

DOCUMENTS INCORPORATED BY REFERENCE

15. If any of the following documents are incorporated by reference, briefly describe them and identify the part of SEC Form 17-A into which the document is incorporated:

List of Stockholders attached as Annexes A-1 and A-2 referred to in Item 11 on page 23.

2025 Sustainability Report attached as Annex B.

2025 Consolidated Financial Statements of Century Pacific Food, Inc. and its Subsidiaries attached as Annex C and Financial Statements of Parent Company attached as Annex D referred to in Item 7 on page 11.



CENTURY PACIFIC FOOD, INC.

PART I - BUSINESS AND GENERAL INFORMATION

Item 1. Business	5
Overview	5
Key Risks	6
Item 2. Properties	7
Item 3. Legal Proceedings	7
Item 4. Submission of Matters to a Vote of Security Holders	7

PART II - OPERATIONAL AND FINANCIAL INFORMATION

Item 5. Market for Issuer's Common Equity and Related Stockholder Matters	8
Market Information	8
Holders	8
Dividends	9
Recent Sales of Unregistered or Exempt Securities, Including Recent Issuance of Securities Constituting an Exempt Transaction.....	9
Item 6. Management's Discussion and Analysis or Plan of Operation	10
Results of Operation	10
Financial Condition	10
Key Performance Indicators.....	11
Item 7. Financial Statements	11
Item 8. Information on Independent Public Accountants	11
External Auditor	11
Audit Fees.....	12
Audit Committee and Policies.....	12
Changes in and Disagreements with Accountants on Accounting and Financial Disclosure.....	13

PART III - CONTROL AND COMPENSATION INFORMATION

Item 9. Directors and Executive Officers of the Issuer	14
Directors, Including Independent Directors, and Executive Officers.....	14
Family Relationships.....	21
Involvement in Certain Legal Proceedings.....	21
Item 10. Executive Compensation	21
General	21

Summary Compensation Table	21
Employment Contracts and Termination of Employment and Change-in-Control Arrangements.....	22
Warrants and Options Outstanding.....	22
 Item 11. Security Ownership of Certain Beneficial Owners and Management	 23
Security Ownership of Certain Record and Beneficial Owners.....	23
Security Ownership of the Board of Directors and Senior Management.....	24
Voting Trust Holders of 5% Or More	26
Changes in Control.....	26
 Item 12. Certain Relationships and Related Transactions	 26

PART IV - EXHIBITS AND SCHEDULES

Item 13. Exhibits and Reports on SEC Form 17-C	27
--	----

PART I - BUSINESS AND GENERAL INFORMATION

Item 1. Business

a) Overview

Century Pacific Food, Inc. (PSE:CNPF or the Company) is one of the leading food and beverage companies in the Philippines. It owns a portfolio of well-recognized and trusted brands in the canned and processed fish, canned meat, dairy and mixes, coconut, pet food, and plant-based business segments. These brands include well-established names such as Century Tuna, 555, Ligo, Argentina, and Birch Tree, as well as emerging and challenger names such as Blue Bay, Fresca, Swift, Wow, Lucky Seven, Angel, Coco Mama, unMEAT, and Goodest. CNPF exports its branded products to international markets, such as the United States and Middle East. The Company is also among the Philippines' largest exporters of private label original equipment manufacturer (OEM) tuna and value-added coconut products.

CNPF traces its history from the Century Pacific Group, Inc. (CPGI), a consumer-focused branded food company for more than 40 years. CPGI (formerly Century Canning Corporation) was established in 1978 by Mr. Ricardo S. Po, Sr. as an exporter of canned tuna. In subsequent years, CPGI then expanded and diversified into other food-related businesses. Establishing market leading positions, it built a multi-brand, multi-product portfolio catering to a broad and diverse customer base and supported this with a distribution infrastructure with nationwide reach, directly serving hundreds of thousands of retail outlets and food service companies.

In October 2013, the Po Family reorganized CPGI to maximize business synergies and shareholder value. It incorporated CNPF, carving out the branded canned seafood, meat, dairy, mixes, and OEM tuna export businesses from CPGI and folding them into CNPF. On January 1, 2014, CNPF commenced business operations under the new corporate set-up.

CNPF manages its food business through operating divisions and wholly owned subsidiaries.

The canned and processed fish segment produces and markets a variety of tuna, sardines, other fish, and seafood-based products under the Century Tuna, 555, Ligo, Blue Bay, Fresca, and Lucky 7 brands. The Corporation acquired Ligo, a legacy brand known for its high-quality marine products, in 2022.

The canned meat segment produces corned beef, meat loaf, luncheon meat, and other meat-based products, which are sold under the Argentina, Swift, 555, Shanghai, and Wow brands.

The dairy and mixes segment is comprised of products such as evaporated milk, condensed milk, full cream and fortified powdered milk, and all-purpose creamer under the Angel and Birch Tree brands.

The tuna export segment produces OEM canned tuna, pouched tuna, and vacuum-packed frozen tuna loin products for overseas markets including North America, Europe, Asia, Australia, and the Middle East.

At the end of 2015, CNPF acquired a 100% interest in Century Pacific Agricultural Ventures, Inc., an integrated coconut producer of high value organic-certified and conventional coconut products for both export and domestic markets. To expand its capacity in coconuts, the Company also acquired a 100% interest in Coco Harvest, Inc. (CHI) in 2024 which owns a fully integrated coconut processing facility located in Misamis Occidental, Mindanao.

During 2016, CNPF also acquired the license to the *Kamayan* trademark for North America. The brand is one of the top names in the U.S. market for shrimp paste – a popular condiment in Philippine cuisine, locally known as *bagoong*.

In 2017, CNPF acquired the Philippine license for *Hunt's*, the country's number one pork & beans brand. The acquisition also included the transfer of manufacturing assets and inventory related to *Hunt's* product lineup. This lineup includes pork & beans, tomato-based spaghetti sauce, tomato sauce, and marinade sauce.

In 2019, the Corporation began marketing *Coco Mama Fresh Gata* for the Philippine coconut market. It is the Company's first major launch of a culinary coconut product using its own brand.

In 2020, the Company entered the meat-free market with the launch of the *unMEAT* brand, a plant-based meat alternative brand. The brand was rolled out in the retail and institutional markets in the Philippines and in international locations such as the USA, Singapore, Middle East, Australia, and Europe. To date unMEAT can be found in more than 13,000 points of sale globally.

CNPF acquired Pacific Meat Company, Inc. (PMCI), an emerging player in the refrigerated food category. PMCI, which was added to the Corporation's portfolio on April 1, 2021, came equipped with its own manufacturing facilities, cold chain distribution, and pipeline of refrigerated products.

CNPF also launched its pet food business in 2021, through a brand called *Goodest*.

In 2025, CNPF acquired plant-based brands Loma Linda, neat, Tuna, and Kaffree Roma. Based in the USA, Loma Linda is a 130-year-old brand catering predominantly to Seventh Day Adventists. Within the same year, the Company acquired a fully integrated coconut facility in Tupi South Cotabato.

b) Key Risks

Actual or alleged contamination or deterioration of, or safety concerns about, CNPF's food products or similar products produced by third parties could give rise to product liability claims and harm CNPF's reputation.

CNPF's operations may be impacted by natural or man-made calamities.

CNPF's financial performance may be materially and adversely affected by fluctuations in prices or disruption in the supply of key raw materials.

Competition in CNPF's businesses may adversely affect its financial condition and results of operations.

CNPF may be subject to risks in data breaches, cybersecurity system threats, and IT system failures.

CNPF may be subject to risks in asset misappropriations and financial misstatements.

CNPF generally does not have long-term contracts with many of its customers, and it is subject to uncertainties and variability in demand and product mix.

CNPF is exposed to the credit risks of its customers, and delays or defaults in payment by its customers could have a material adverse effect on CNPF's financial condition, results of operations and liquidity.

CNPF relies on key suppliers for certain raw materials and the failure by such suppliers to adhere to and perform contractual obligations may adversely affect CNPF's business and results of operations.

Any infringement or failure to protect CNPF's trademarks and proprietary rights could materially and adversely affect its business.

CNPF's strategy of growth, including acquisitions, entering new product categories and international expansion, may not always be successful or may entail significant costs, which could adversely affect its business, financial condition, and results of operations.

CNPF may be subject to labor unrest, slowdowns, and increased wage costs, as well as workplace safety due to accidents.

CNPF may be subject to risks in volatility in macroeconomic and political factors such as foreign exchange, interest rates, availability of funding, rule of law, among others.

CNPF may be subject to risks in workplace safety due to accidents.

CNPF is effectively controlled by the Po Family and their interests may differ from the interests of other shareholders.

CNPF's international operations may present operating, financial, and legal challenges, particularly in countries where CNPF has little or no experience.

CNPF's existing insurance policies and self-insurance measures may not be sufficient to cover the full extent of all losses.

CNPF's businesses and operations are substantially dependent upon key executives.

Item 2. Properties

As of December 31, 2025, CNPF does not own land. CNPF leases several properties, including the Company's head office in Pasig City, Metro Manila, its tuna and coconut processing facilities in General Santos City, and its meat processing facility in Laguna, among others. The relevant lease agreements are typically for a term of 10 years at the prevailing market rates in their respective areas, renewable upon mutual agreement of the parties.

None of the leased premises are mortgaged or encumbered.

Item 3. Legal Proceedings

CNPF and its subsidiaries and affiliates are subject to various civil and criminal lawsuits and legal actions arising in the ordinary course of business. As of December 31, 2025, neither CNPF nor any of its subsidiaries are involved in, or the subject of, any legal proceedings which, if determined adversely to CNPF or the relevant subsidiary's interests, would have a material adverse effect on the business or financial position of CNPF or any of its subsidiaries.

Item 4. Submission of Matters to a Vote of Security Holders

Except for matters taken up during the annual meeting of the stockholders, there was no other matter submitted to a vote of security holders during the period covered by this report.

PART II - OPERATIONAL AND FINANCIAL INFORMATION

Item 5. Market for Issuer's Common Equity and Related Stockholder Matters

a) Market Information

The Company's common shares are traded in the Main Board of The Philippine Stock Exchange, Inc. ("PSE"). The common shares were listed on May 6, 2014.

The following table shows the high and low prices (in pesos per common share) of the Company's shares in the PSE for each quarter within the last 3 years (2023 to 2025):

Period	High	Low
1 st Quarter of 2023	26.45	23.70
2 nd Quarter of 2023	26.80	21.70
3 rd Quarter of 2023	31.80	24.65
4 th Quarter of 2023	33.40	27.10
January 1, 2023 to December 31, 2023	33.40	27.10
1 st Quarter of 2024	40.00	30.15
2 nd Quarter of 2024	39.95	31.55
3 rd Quarter of 2024	40.00	32.15
4 th Quarter of 2024	45.50	37.95
January 1, 2024 to December 31, 2024	45.50	30.15
1 st Quarter of 2025	44.80	36.15
2 nd Quarter of 2025	42.50	31.60
3 rd Quarter of 2025	41.85	32.70
4 th Quarter of 2025	41.15	33.50
January 1, 2025 to December 31, 2025	44.80	31.60
January 1, 2026 to March 31, 2026	41.30	30.50

Source: Daily Quotation Reports of the Philippine Stock Exchange

The market capitalization of the Company's common shares as of end of 2025, based on the closing price of Php39.00 per share was Php138,148,085,205.00. The market capitalization of the Company's common shares as of March 31, 2026, based on the closing price of Php 35.00 per share was Php123,979,050,825.00.

b) Holders

Total shares outstanding as of December 31, 2025, was 3,542,258,595 with a par value of P1.00

The number of shareholders of record as of December 31, 2025, was 35. The shareholders as of the same date are as follows:

No.	Name of Shareholder	Number of Shares	% Ownership
1	Century Pacific Group, Inc.	*2,320,120,781	65.5%
2	PCD Nominee Corp. (Non-Fil)	813,795,604	22.97%
3	PCD Nominee Corp. (Filipino)	496,993,109	14.03%
4	Shinji Miyamoto	32,000	-
5	Alvin S. Tan	15,000	-

No.	Name of Shareholder	Number of Shares	% Ownership
6	Tim Philipp Andy Koerber	5,000	-
7	Myra P. Villanueva	3,000	-
8	Owen Nathaniel S. Au ITF: Li Marcus Au	2,365	-
9	Giselle Karen Y. Go	2,250	-
10	Rosauro Panergo Babia	1,500	-
11	Milagros P. Villanueva	1,500	-
12	Myrna P. Villanueva	1,500	-
13	John T. Lao	1,000	-
14	Christine F. Herrera	750	-
15	Leopoldo E. San Buenaventura ITF Mayrhilyn M. San Buenaventura	750	-
16	Julius Victor Emmanuel D. Sanvictores	750	-
17	Felicitas F. Tacub	750	-
18	Marietta Villanueva-Cabreza	750	-
19	Ernesto Kiong Lim and/or Iris Veronica Go Lim	400	-
20	Guillermo F. Gili, Jr.	150	-
21	Stephen Anthony T. CuUnjieng	100	-
22	Shareholders Association of the Philippines, Inc.	100	-
23	Philip G. Soliven	100	-
24	Jesus San Luis Valencia	100	-
25	M. J. Soriano Trading, Inc.	50	-
26	Gerardo L. Salgado	8	-
27	Joselito T. Bautista	1	-
28	Botschaft N. Cheng or Sevilla Ngo	1	-
29	Johnip G. Cua	1	-
30	Fernan Victor P. Lukban	1	-
31	Christopher Paulus Tan Po	1	-
32	Leonardo Arthur Tan Po	1	-
33	Ricardo Sy Po	1	-
34	Ricardo Gabriel Tan Po	1	-
35	Teodoro Alexander Tan Po	1	-

Notes:

*Century Pacific Group, Inc. owns 2,231,400,000 shares of the Registrant in its own name and another 88,720,781 shares of the Registrant lodged under PCD Nominee Corp. (Filipino).

c) Dividends

Type	Payment Date	Rate (Php)	Record Date
Regular Cash Dividends	March 26, 2025	0.55/share	March 3, 2025
Special Cash Dividends	August 15, 2025	0.55/share	July 30, 2025

d) Recent Sales of Unregistered or Exempt Securities, Including Recent Issuance of Securities Constituting an Exempt Transaction

The following shares were issued to or subscribed by the Company's employees pursuant to its Employee Stock Purchase Plan (ESPP) confirmed by the Securities and Exchange Commission (SEC), in resolutions dated December 19, 2014, and June 2, 2016, to be exempt from the registration requirement pursuant to Section 10.2 of the Code:

YEAR	NO. OF SHARES
2014	1,367,200
2015	1,059,200
2016	400,000
2017	1,229,700
2018	0
2019	0
2020	0
2021	0
2022	0
2024	0
2025	0
TOTAL	4,056,100

The following discussion should be read in conjunction with the accompanying consolidated financial statements and notes thereto, which form part of this SEC Form Amended 17-A as “Annex C”. The consolidated financial statements and notes thereto have been prepared in accordance with the Philippine Financial Reporting Standards (PFRS).

Item 6. Management's Discussion and Analysis or Plan of Operation

a) Results of Operation

CNPF's consolidated net income after tax amounted to Php 7.07 billion for the full year ending December 31, 2025. This is 11% higher than the reported net income after tax of Php 6.34 billion in 2024.

Consolidated net revenues for 2025 grew by 10%, amounting to Php 83.30 billion compared to the Php 75.49 billion revenues from the previous year.

The Branded business, which comprises the majority of the Company's sales, saw revenues increase by 13% year-on-year driving consolidated revenue growth amid a soft domestic consumer environment.

Meanwhile, the OEM Exports revenues increased by 2%, impacted by volatile global trade conditions and an unfavorable commodity cycle.

For the full year ending December 31, 2025, cost of sales amounted to Php 62.35 billion, growing by 12% from the previous year. This resulted in a 6% increase in gross profit, which amounted to Php 20.94 billion. The Company's cost of sales consists primarily of raw material and packaging costs, manufacturing costs, and direct labor costs.

Gross margins contracted by 96-basis points to 25.1% due to normalizing input costs. These were offset by lower operating expenses as a percentage of sales, which improved by 65-basis points. Given operating expenses and other income, operating margins increase by 31-basis points, while net profit margins expanded by 9-basis points.

b) Financial Condition

The Company maintained its strong and healthy balance sheet. Current ratio was at 2.01x. Interest-bearing debt over equity and net gearing ratio decreased to 0.20x and 0.13x, respectively.

CNPF's total assets increased to Php 64.98 billion as of December 31, 2025 compared to Php 55.24 billion at the end of 2024.

Total equity grew from Php 35.81 billion at the end of December 2024 to Php 38.99 billion, coming primarily from the Company's generated net income during the year.

c) Key Performance Indicators

The following are the major financial ratios that the Company uses. Analyses are employed by comparisons and measurements based on the financial information of the current period compared to last year.

	Full Year 2024	Full Year 2025
Gross Profit Margin	26.1%	25.1%
Before Tax Return on Sales	9.8%	10.0%
Return on Sales	8.4%	8.5%
Interest-Bearing Debt-to-Equity	0.09X	0.20X
Current Ratio	2.47X	2.01X

Notes:

1 *Gross Profit margin = Gross Profit / Net Revenue*

2 *Before Tax Return on Sales = Net Profit Before Tax / Net Revenue*

3 *Return on Sales = Net Profit After Tax / Net Revenue*

4 *Interest-Bearing Debt-to-Equity = Loans Payable / Total Stockholders' Equity*

5 *Current Ratio = Total Current Assets / Total Current Liabilities*

Item 7. Financial Statements

The Company's financial statements and notes thereto form part of this SEC Form as "Annex C" and "Annex D".

Item 8. Information on Independent Public Accountants

a) External Auditor

The historical financial statements of wholly owned subsidiaries, General Tuna Corporation (GTC), Snow Mountain Dairy Corporation (SMDC), Century Pacific Food Packaging Ventures Inc. (CPFPVI), Century Pacific Agricultural Ventures, Inc. (CPAVI), General Odyssey Inc. (GOI), The Pacific Meat Company Inc. (PMCI), Millennium General Power Corporation ("MGPC") (formerly Century Pacific Solar Inc.), Allforward Warehousing Inc. (AWI), Century Pacific Seacrest, Inc. (CPSI), and Coco Harvest Inc. (CHI) as of and for the year ended December 31, 2025, were audited by *Sycip, Gorres, Velayo, & Co. ("SGV & Co.")*, a member firm within *Ernst & Young*, independent auditors, in accordance with PSA, as stated in their reports appearing herein.

SGV & Co. has acted as CNPF's external auditor since January 1, 2021. Christine G. Vallejo is the current audit partner for CNPF. CNPF has not had any material disagreements on accounting and financial disclosures with its current external auditor for the same periods or any subsequent interim period. *SGV & Co.* has neither shareholdings in CNPF nor any right, whether legally enforceable or not, to nominate

persons or to subscribe for the securities of CNPF. *SGV & Co.* does not receive any direct or indirect interest in CNPF or its securities (including options, warrants or rights thereto). The foregoing is in accordance with the Code of Ethics for Professional Accountants in the Philippines set by the Board of Accountancy and approved by the Professional Regulation Commission.

The principal accountant for *SGV & Co.* is Christine G. Vallejo.

b) Audit Fees

Name of Auditor	Audit Fee		Non-Audit Fees	
	2025	2024	2025	2024
Sycip, Gorres, Velayo, & Co. (a member firm within Ernst & Young)	Php12,565,000.00	Php11,650,000.00	-	Php1,350,000.00

c) Audit Committee and Policies

The Company has an Audit Committee composed of at least three (3) appropriately qualified non-executive directors, the majority of whom, including the Chairman, is independent. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing, and finance. The Chairman of the Audit Committee shall not be the chairman of the Board or of any other committees. The Audit Committee meets with the Board at least every quarter without the presence of the CEO or other management team members and periodically meets with the head of the internal audit. The Audit Committee has the following duties and responsibilities, among others:

- Recommends the approval of the Internal Audit Charter (IA Charter), which formally defines the role of Internal Audit and the audit plan as well as oversees the implementation of the IA Charter;
- Through the Internal Audit (IA) Department, monitors and evaluates the adequacy and effectiveness of the corporation's internal control system, integrity of financial reporting, and security of physical and information assets. Well-designed internal control procedures and processes that will provide a system of checks and balances should be in place in order to (a) safeguard the company's resources and ensure their effective utilization, (b) prevent occurrence of fraud and other irregularities, (c) protect the accuracy and reliability of the company's financial data, and (d) ensure compliance with applicable laws and regulations;
- Oversees the IA Department and recommends the appointment and/or grounds for approval of an internal audit head or Chief Audit Executive (CAE). The Audit Committee should also approve the terms and conditions for outsourcing internal audit services;
- Establishes and identifies the reporting line of the Internal Auditor to enable him to properly fulfill his duties and responsibilities. For this purpose, he should directly report to the Audit Committee;
- Reviews and monitors Management's responsiveness to the Internal Auditor's findings and recommendations;
- Prior to the commencement of the audit, discusses with the External Auditor the nature, scope, and expenses of the audit, and ensures the proper coordination if more than one audit firm is involved in the activity to secure proper coverage and minimize duplication of efforts;

- Evaluates and determines the non-audit work, if any, of the External Auditor, and periodically reviews the non-audit fees paid to the External Auditor in relation to the total fees paid to him and to the Company's overall consultancy expenses. The committee should disallow any non-audit work that will conflict with his duties as an External Auditor or may pose a threat to his independence (as defined under the Code of Ethics for Professional Accountants). The non-audit work, if allowed, should be disclosed in the corporation's Annual Report and Annual Corporate Governance Report;
- Reviews and approves the Interim and Annual Financial Statements before their submission to the Board, with particular focus on the following matters:
 - Any change/s in accounting policies and practices
 - Areas where a significant amount of judgment has been exercised
 - Significant adjustments resulting from the audit
 - Going concern assumptions
 - Compliance with accounting standards
 - Compliance with tax, legal and regulatory requirements
- Reviews the disposition of the recommendations in the External Auditor's management letter;
- Performs oversight functions over the corporation's Internal and External Auditors. It ensures the independence of Internal and External Auditors, and that both auditors are given unrestricted access to all records, properties, and personnel to enable them to perform their respective audit functions;
- Coordinates, monitors, and facilitates compliance with laws, rules, and regulations; and
- Recommends to the Board the appointment, reappointment, removal, and fees of the External Auditor, duly accredited by the Commission, who undertakes an independent audit of the corporation, and provides an objective assurance on the manner by which the financial statements should be prepared and presented to the stockholders.

The Audit Committee is composed of the following members, the Chairman of which is an Independent Director:

Name	Position
Philip G. Soliven	Chairman
Ricardo Gabriel T. Po	Member
Frances J. Yu	Member

d) Changes in and Disagreements with Accountants on Accounting and Financial Disclosure

There were no disagreements with Accountants on Accounting and Financial Disclosure or Changes in Accounting Policies for the period ended December 31, 2025.

PART III - CONTROL AND COMPENSATION INFORMATION

Item 9. Directors and Executive Officers of the Issuer

a) Directors, Including Independent Directors, and Executive Officers

The overall management and supervision of the Company is undertaken by its Board of Directors. The Company's executive officers and management team cooperate with its Board by preparing appropriate information and documents concerning the Company's business operations, financial condition, and results of operations for its review. Pursuant to the Company's Articles of Incorporation, the Board shall consist of nine members, three of which are Independent Directors. The directors were first elected at the Company's Annual Shareholders' Meeting on the indicated dates below and re-elected on June 30, 2025. The Directors will hold office until their successors have been duly elected and qualified at the next Annual Shareholders' Meeting.

The incumbent Directors and Executive Officers of the Company are as follows:

Name	Age	Nationality	Position
Christopher T. Po	55	Filipino	Executive Chairman
Ricardo Gabriel T. Po	58	Filipino	Vice Chairman
Teodoro Alexander T. Po	56	Filipino	Vice Chairman, Chief Executive Officer, and President
Leonardo Arthur T. Po	48	Filipino	Director and Treasurer
Regina Jacinto-Barrientos	56	Filipino	Director
Frances J. Yu	56	Filipino	Independent Director
Regina Roberta L. Lorenzana	54	Filipino	Independent Director
Stephen T. CuUnjieng	67	Filipino	Independent Director
Philip G. Soliven	65	Filipino	Independent Director

Christopher T. Po (first elected October 28, 2013) was re-elected as the Company's Executive Chairman on June 30, 2025. He concurrently serves as Chairman of Shakey's Pizza Asia Ventures, Inc. (SPAVI), likewise a listed chain restaurant business, and as a Director of Arthaland Corporation (ALCO), a property developer listed on the PSE. He is an Independent Director of Maya Bank, Inc. and a Director of AB Capital and Investment Corporation. Prior to those roles, he was Managing Director for Guggenheim Partners, a U.S. financial services firm, where he was in charge of the firm's Hong Kong office. Previously, he was a Management Consultant at McKinsey & Company working with companies in the Asian region. He also worked as the Head of Corporate Planning for JG Summit Holdings, a Philippine-based conglomerate with interests in food, real estate, telecom, airlines, and retail. He graduated in 1991 from the Wharton School and College of Engineering of the University of Pennsylvania with dual degrees in Economics (finance concentration) and applied science (system engineering). He holds a Master's Degree in Business Administration from the Harvard University Graduate School of Business Administration. He is a member of the Board of Trustees of the Ateneo de Manila University, serves as a Board member of the Child Protection Network as well as Asia Society Philippines, and is the President of the CPG-RSPo Foundation.

Ricardo Gabriel T. Po, Jr. (first elected October 28, 2013) was re-elected as the Company's Vice Chairman on June 30, 2025. He concurrently serves as Vice Chairman of Shakey's Pizza Asia Ventures, Inc. (SPAVI) and as Vice Chairman of Arthaland Corporation (ALCO). He was the Executive Vice President and Chief Operations Officer of CNPF from 1990 to 2006 and became the Vice Chairman of its Board of Directors in 2006. He graduated magna cum laude from Boston University with a Bachelor of Science degree in Business Management in 1990. He also completed the Executive Education Program (Owner-President Management Program) at Harvard Business School in 2000.

Teodoro Alexander T. Po (first elected October 28, 2013) was re-elected as the Company's Vice Chairman, President, and Chief Executive Officer on June 30, 2025. He concurrently serves as Vice Chairman of Shakey's Pizza Asia Ventures, Inc. (SPAVI). Since 1990, he has held various positions in Century Pacific Group. He graduated summa cum laude from Boston University with a Bachelor of Science degree in Manufacturing Engineering in 1990. He also completed the Executive Education Program (Owner-President Management Program) at Harvard Business School.

Leonardo Arthur T. Po (first elected October 28, 2013) was re-elected as the Company's Director and Treasurer on June 30, 2025 and concurrently serves as Director and Treasurer of Shakey's Pizza Asia Ventures, Inc. (SPAVI) and President of Pacifica Homes Development Corporation (PHDC). He served as Treasurer and Executive Vice President of Arthaland Corporation from 2011 to 2021. He graduated magna cum laude from Boston University with a degree in Business Administration and has extensive and solid business development experience in consumer marketing, finance, and operations of fast-moving consumer goods (FMCG), foodservice, quick-serve restaurants, and real estate development. He also completed the Executive Education Program (Owner-President Management Program) at Harvard Business School in November 2023.

Regina Jacinto-Barrientos (first elected July 6, 2023) was re-elected as a Director of the Company on June 30, 2025. Atty. Barrientos is the Chief Executive Officer and co-founder of Puyat Jacinto & Santos (PJS Law), a full-service law firm consistently recognized among the Philippines' leading firms, including as a "Best Overall Law Firm" and "Outstanding" firm by the Asia Business Law Journal 2025 Philippines Law Firm Awards and The Lawyers Global (2022-2025). The firm is widely regarded for its expertise in energy, infrastructure, and corporate law, as well as for its strong, long-standing client relationships. PJS Law is a member firm of Dentons, the world's largest global law firm. She brings to the Board over three decades of legal practice, with deep experience advising on complex corporate transactions, regulatory matters, and infrastructure and energy projects. Atty. Barrientos obtained her Juris Doctor (J.D.) degree from the Ateneo de Manila University in 1995, graduating within the top 15 of her class, and her Bachelor of Science in Legal Management (with honors) from the same university in 1991. She served as a member of the Editorial Board of the Ateneo Law Journal and was admitted to the Philippine Bar in 1996.

Frances J. Yu (first elected March 5, 2019) was re-elected as the Company's Independent Director on June 30, 2025. She concurrently serves as an Independent Director of SPAVI. She was previously the Chief Retail Strategist of Mansmith and Fielders, Inc., the largest marketing and sales training company in the Philippines. Prior to this, she was the Vice President and Business Unit Head of Rustan's Supermarket and the Vice President and Head of Marketing Operations for Rustan's Supercenters, Inc. She founded FJY Consulting, Inc., a corporate marketing and management consulting company which she managed as President. She was also the Vice President and General Manager of a marketing research and consulting firm catering to the top 500 corporations in several sectors. From 2003 to 2005, she served as the Chairperson for the National Retail Conference and Stores Asia Expo (NRCE) Programs Committee of the Philippine Retailers Association. She graduated summa cum laude from Fordham University, New York with a Bachelor of Arts degree in English Literature. She graduated magna cum laude from Augustine Institute in Denver, with a Master's Degree in Theology.

Regina Roberta L. Lorenzana (first elected March 18, 2021) was re-elected as the Company's Independent Director on June 30, 2025 and concurrently serves as a Director of BetterBrandLabs, Inc. as well as in other privately owned companies. She is the Founder of Nada Debajo S.L. and is an experienced global executive, having held various senior leadership positions, including Global Vice President for Fabric & Fashion at Unilever PLC, Regional Vice President for Deodorants in Asia, Africa & the Middle East, Vice President for Personal Care at Unilever Philippines, and Marketing Director roles in Unilever Indonesia and China. She graduated from Ateneo de Manila University with a degree in BS Management Engineering and has completed executive programs in Sustainability Leadership at the University of Cambridge, Leading Global Brands at Harvard Business School, and several senior executive programs

on technology, leadership, and purpose at Harvard Business School and INSEAD. She is a fellow at the International Women’s Forum, and holds a certification in Corporate Governance from INSEAD.

Stephen T. CuUnjieng (first elected July 6, 2023) was re-elected as the Company’s Independent Director on June 30, 2025. Mr. CuUnjieng is a Filipino investment banker and an Independent Director at various publicly listed companies. Currently, he is an Independent Director of First Philippine Holdings Corporation, Philippine Bank of Communications and Greenergy Holdings Incorporated. He is also a member of the Board of Directors of Apex Treasury Corporation (Nasdaq listed), Cebuana Lhuillier Services and Pasay Harbor City Corporation. He is also currently an adviser to PAG and Openspace Ventures. He graduated from the Ateneo de Manila University and completed his LL.B with honors. He also has a Master’s Degree in Business Administration, majoring in Finance from the Wharton School of Business of the University of Pennsylvania.

Philip G. Soliven (first elected July 6, 2023) was re-elected as the Company’s Independent Director on June 30, 2025. He became the lead Independent Director of Metrobank in 2020. He is also the Chairman of ARK, Philippines (Advancement for Rural Kids), Vice Chairman of Multico Prime Power Inc. and Treasurer and Director Ex-Officio of The American Chamber of Commerce of the Philippines. He concurrently serves as a Member of Management Association of the Philippines, Director of New Canipo San Vicente Corp. and Director and President of Scorbin Inc. He also holds Directorships in non-profit institutions such as The Rotary Club of Makati. He holds a degree in Business Management from the Ateneo de Manila University.

The table below sets forth the Key Executives and Corporate Officers as of December 31, 2025:

NAME	AGE	NATIONALITY	DESIGNATION
Edwin C. Africa*	55	Singaporean	Executive Vice-President- Corporate General Manager and Group Business Unit Head
Ronald M. Agoncillo	50	Filipino	Vice President and General Manager - Sardines
Mary Fatima G. Aquino	42	Filipino	Vice President and General Manager – Snow Mountain Dairy Corporation
Gregory H. Banzon	62	Filipino	Executive Vice President, Chief Operating Officer, and General Manager (Marine, Global Brands, Milk and Test Kitchen)
Adriano M. Diaz De Rivera	56	Filipino	Vice President for Supply Chain and Logistics Division
Marie Nicolette Dizon	43	Filipino	Vice President and General Manager – Refrigerated Products
Carlo S. Endaya	44	Filipino	Vice President and General Manager - Local Tuna Operations and Vita Coco PH Business
Manuel Z. Gonzalez	61	Filipino	Corporate Secretary
Teddy C. Kho	63	Filipino	Vice President and General Manager – General Tuna Canning, Packaging and Cold Storage
Ralph G. Umali	48	Filipino	Vice President - Domestic Sales
Richard Kristoffer S. Manapat	40	Filipino	VP – Finance, Chief Financial Officer, Chief Information Officer, and Chief Risk Officer
Wilhelmino D. Nicolasora	49	Filipino	Vice President and General Manager - Pet Food BU
Gwyneth S. Ong	49	Filipino	Assistant Corporate Secretary
Samuel V. Santillan	64	Filipino	Chief Audit Executive
Honelet C. Sayas	48	Filipino	Vice President for Corporate Research and Development
Maria Demetria S. Siasoco	62	Filipino	Vice President and General Manager – Canned Meat Division

NAME	AGE	NATIONALITY	DESIGNATION
Mary Jennifer S. Tan	53	Filipino	Vice President and Group Procurement Director
Noel M. Tempongko, Jr.	64	Filipino	Vice President and General Manager – Integrated Coconut Operations
George Leander III Q. Wang	52	Filipino	Vice President – Human Resources and Corporate Affairs
Jenifer Mae San Juan-Tecson	41	Filipino	Investor Relations Head
Maria Rosario L. Ybanez	50	Filipino	Legal Counsel and Compliance Officer

Notes:

**Resigned effective January 1, 2026*

Edwin Raymond C. Africa was re-appointed as Executive Vice President – Corporate General Manager and Group Business Unit Head of the Company on June 30, 2025. He previously served as Senior Vice President-General Manager. Prior to joining the Company, Mr. Africa had twenty-three years of experience in various marketing, commercial and general management roles at Pepsico from 2004-2012, Nippon Paint from 2001-2004, and Procter & Gamble Asia from 1991 to 2001. Mr. Africa graduated from Ateneo de Manila University in 1991 with a degree in Bachelor of Science in Management Engineering.

Ronald M. Agoncillo was re-appointed as Vice President and General Manager - Sardines of the Company on June 30, 2025. He joined the Century Group in 2009 as Vice President for Sales, Trade Marketing & Demand Planning and afterwards became Vice President and General Manager of Dairy from July 2017 to June 2021 where he tripled the business in three years & almost quadrupled it in four years. Prior to CPG, he had ten years of experience in various national sales management, systems engineering & logistics roles in Unilever Philippines & Indonesia, 3M, Shell, Cadbury & San Miguel. Mr. Agoncillo graduated from De La Salle University with a Bachelor of Science degree in Industrial Management Engineering minor in Mechanical Engineering and is an Alumni of Harvard Business School from his Executive Education Advanced Management Program.

Mary Fatima G. Aquino was re-appointed as Vice President and General Manager for the Dairy business on June 30, 2025. She has extensive marketing and general management experience in a diverse number of industries. She started her career in a leading fast moving consumer goods (FMCG) company and took roles of increasing responsibilities in Brand Management for top brands in the Philippines, Southeast Asia, and China. After a successful career in FMCG, she served as Vice President and Head of Marketing in one of the largest food companies in the Philippines, playing a strategic role and doubling sales and profit of a key business unit in five years.

Gregory H. Banzon was re-appointed as Executive Vice President and Chief Operating Officer of the Company on June 30, 2025. He served seven years as the General Manager and Business Unit Head at the Century Group. He is an Agora Awardee for Marketing Excellence (2014) and was recently conferred a CEO Excel Award for Marketing Communications (2017). Prior to the Century Group, Mr. Banzon had twenty-two years of experience in various general management, marketing and sales roles including Vice President – Marketing of Johnson & Johnson ASEAN, Managing Director of Johnson & Johnson Indonesia, and General Manager at RFM. Mr. Banzon graduated from De La Salle University with a Bachelor’s Degree in Commerce (Marketing).

Adriano M. Diaz De Rivera was re-appointed as Vice President for Supply Chain and Logistics Division of the Company on June 30, 2025. Mr. Diaz De Rivera was the Vice President for Global Supply Chain for Universal Robina Corporation (URC) overseeing end- to-end planning and logistics for the branded consumer goods and agro-industrial business units of URC across Asia Pacific. Prior to joining URC, Mr.

Diaz De Rivera had eighteen years of experience leading various functions of logistics for Procter and Gamble Philippines and Thailand. Mr. Diaz De Rivera graduated with a degree in Industrial Engineering from De La Salle University in 1991.

Marie Nicolette Dizon was re-appointed as Vice President and General Manager for the Refrigerated Products of the Company on June 30, 2025. A seasoned executive with over a decade of experience in the food industry. Prior to this, Ms. Dizon was Country Head of Froneri Philippines, Inc. and lead the Ice Cream business unit at Nestle Philippines, Inc. She also held various managerial roles in sales, marketing, and trade marketing at Nestle Philippines, Inc. from 2004 to 2016. Ms. Dizon obtained her Bachelor of Science Degree in Management Engineering from the Ateneo de Manila University.

Carlo S. Endaya was re-appointed as Vice President and General Manager for Local Tuna Operations and Vita Coco PH Business on June 30, 2025. Mr. Endaya has been with the company since 2019 as Marketing Director for Marine. He significantly grew CNPF Domestic Tuna Retail Market Share and Sardines in 2020 through brand building and innovations, including the topline and bottomline growth of the Tuna business for the past five years since joining in 2019. Mr. Endaya has proven capability in marketing and product development in both telco and consumer goods where he addressed the needs of a diverse local and international customer base. Mr. Endaya's background in Industrial Engineering will be a plus in managing the technical complexities of this business.

Manuel Z. Gonzalez was re-elected as Corporate Secretary of the Company on June 30, 2025. He is also a Senior Partner in the Martinez Vergara Gonzalez & Serrano Law Office since 2006 and previously with the Picazo Buyco Tan Fider & Santos Law Office. Atty. Gonzalez has been involved in corporate practice and has extensive experience in securities, banking, and finance law. Atty. Gonzalez serves as Director and Corporate Secretary to many corporations including to companies in the Century Pacific Group since 1995, Nomura Securities Philippines since 2006 and ADP Philippines, Inc. since 2010. Atty. Gonzalez graduated with honors and obtained a Bachelor of Arts degree in Political Science and Economics from New York University. He has also received his Bachelor of Laws from the University of the Philippines, College of Law.

Teddy C. Kho was re-appointed as Vice President and General Manager of General Tuna Corporation of the Company on June 30, 2025. He joined Century Pacific Group, Inc. in July 2010 and served for three years as Business Unit Head of GTC. Prior to joining Century, Mr. Kho had twenty-one years of experience in various management, operations and technical roles including President and General Manager of San Miguel Foods Vietnam and Plant Manager of San Miguel Hoecheong. Mr. Kho graduated from Adamson University with a Bachelor of Science in Chemical Engineering and completed the Management Development Program from the Asian Institute of Management.

Richard Kristoffer S. Manapat was re-appointed as the Corporation's Vice President of Finance and Chief Financial Officer, Chief Information Officer, and Chief Risk Officer on June 30, 2025. Mr. Manapat is a Certified Public Accountant and has 17 years of experience in financial and management accounting, corporate planning, process excellence, and systems implementation. He first joined the Company in 2012 as AVP-Finance for the Marine Division and was later appointed as Head of Corporate Planning in 2015. Prior to CNPF, he held various finance roles at Unilever Philippines. Mr. Manapat graduated cum laude from the University of the Philippines with a degree in Business Administration and Accountancy. He also completed the Strategic Business Economics Program from the University of Asia and the Pacific. He is also an Alumni of Harvard Business School from his Executive Education General Management Program. He currently serves as a Director and Treasurer of Generation Hope.

Wilhelmino D. Nicolasora was re-appointed as Vice President and General Manager of Pet Food Business Unit on June 30, 2025. Prior to this, he was the Vice President of Domestic Sales at CNPF. He started his career at CNPF in 2011 as National Sales Development Manager and eventually became Assistant Vice President of Trade Marketing and Sales Development prior to his current role. Before

joining CNPF, he spent nine years working in various sales management roles and developmental stints in the Philippines and South Asia with multinational companies such as Unilever Philippines, PepsiCo International, Kimberly-Clark Philippines, Inc., and Kimberly-Clark Thailand Ltd.

Gwyneth S. Ong was re-elected as Assistant Corporate Secretary of the Company on June 30, 2025. Atty. Ong is a Partner at Martinez Vergara & Gonzalez Sociedad from 2015 up to the present, with extensive experience in a broad range of securities and capital market transactions. She graduated with a Bachelor of Science degree in Management major in Legal Management from the Ateneo de Manila University and a Bachelor of Laws degree from the University of the Philippines.

Samuel V. Santillan was re-appointed as Chief Audit Executive on June 30, 2025. He joined Century Pacific Group in 2008 as Corporate Internal Audit Manager. Prior to that, he had twenty-four years of experience in auditing, finance and accounting management roles at various manufacturing, shipping, trading, and retail businesses, such as SGV & Co., Pepsico Inc., Baliwag Navigation Inc., Universal Food Corporation (now NutriAsia), Marsman Drysdale Inc. and Pilipinas Makro, Inc. as Systems and Audit Manager in the Philippines and as Finance Director in Beijing, China. Mr. Santillan graduated from Pamantasan ng Lungsod ng Maynila with a Bachelor of Science in Business Administration major in Accounting degree and has MBA units from De La Salle University.

Honelet C. Sayas was promoted as the Corporation's Vice President for Corporate Research and Development on August 1, 2025. Ms. Sayas joined Century Pacific Food, Inc. in March 2002, bringing with her a proud degree from the University of the Philippines Los Baños and a solid foundation as a Professional Food Technologist. Over the years, she has quietly and consistently shaped many of the systems and innovations that define CNPF today. Starting as a Corporate Quality Assurance Auditor, Ms. Sayas rose through the ranks with steadfast dedication. She became Corporate QA Manager in 2007, later expanding her scope to include the Global Brands Supply Chain in 2015. By 2017, she was appointed Assistant Vice President for Corporate QA, and in 2022, she took on concurrent leadership of Research & Development and the Spice Mix Division.

Maria Demetria S. Siasoco, was re-appointed as Vice President and General Manager – Canned Meat Division last June 30, 2025. Ms. Siasoco has worked with the team and has led multiple innovations and brand-building efforts for the domestic business for Canned Meat. More importantly, Ms. Siasoco has helped not just grow the category through deeper penetration and frequency of consumption for Canned Meat categories but has also grown market share by 500 bps over that period, cementing market leadership. She has achieved strong market leadership for both Argentina Corned Beef and Lucky 7 in their respective categories while achieving an optimized brand portfolio and spearheading product innovations such as Argentina Pork Giniling, with the latter achieving 12% penetration of households in Luzon in a short time. Ms. Siasoco has consistently demonstrated strong leadership of the marketing team while fostering cross-functional collaboration and teamwork with other departments. This new role will also allow Ms. Siasoco to expand beyond marketing function, to now lead the entire BU's strategy and operations, including Finance, Supply Chain, HR, product development, and supplier management.

Mary Jennifer S. Tan, was re-appointed as Vice President and Group Procurement Director last June 30, 2025. She has been with the Corporation since 2015 which she served as the Group Procurement Director. She has built a multi-generational and high performing Corporate Procurement teams in CNPF and SPAVI and led them towards achieving supply continuity, cost savings, deepen key supply partnerships, while maintaining the optimal quality of our buys. She has strategically evolved the procurement function to become future ready by driving focus on category management, supplier relationship and sustainability.

Jenifer Mae San Juan-Tecson was re-appointed as the Investor Relations Head on July 3, 2025. Ms. Tecson has been serving under CNPF's Investor Relations team since 2021, playing key roles in stakeholder management, Mission Inspire, corporate acquisitions and public relations. Her efforts have

earned her and SPAVI multiple regional IR awards and recognition these last few years. Ms. Tecson holds a degree in Business Administration and Accountancy from UP Diliman.

Noel M. Tempongko, Jr., was re-appointed as Vice President and General Manager for Integrated Coconut Operations of the Company on June 30, 2025. He served as the General Manager of The Pacific Meat Company, Inc. (Refrigerated Meats business of CPG) for two years. Prior to that, he had over twenty-five years of experience in various general management and sales management roles in both fast-moving consumer goods companies (The Purefoods-Hormel Company Inc., Frabelle Corporation, Magnolia, Inc.) and business-to-business companies such as San Miguel Pure Foods - Great Food Solutions and San Miguel Packaging Products. He graduated with a Bachelor of Science in Industrial Engineering from the University of the Philippines and is a recipient of the distinguished alumnus award from the UP Alumni Engineers. He also took up advanced management courses from the Asian Institute of Management and has MBA units from UP. He is currently a member of the Management Association of the Philippines.

Ralph G. Umali was re-appointed as Company's Vice President and General Manager for Domestic Sales on June 30, 2025. Mr. Umali started with the company in 2013 as AVP for Modern Trade where over the years, he has successfully transformed the Modern Trade team to be more customer-centric which has led to sustained growth. Through his leadership, Century Pacific has been recognized as a top 10 supplier in the FMCG industry. Prior to joining CNPF, Mr. Umali worked in Unilever Phils Modern Trade and Customer Marketing Head-Ice cream. Mr. Umali also had various roles in Unilever Modern Trade and General Trade and has also worked with Purefoods-Hormel in institutional sales.

George Leander III Q. Wang was re-appointed Vice President – Human Resources and Corporate Affairs on June 30, 2025. Prior to joining the Corporation, he worked in 2Go Logistics where he was most recently the VP HR. Prior to this, he also headed the Organization Effectiveness for Philip Morris as well as the Head of HR for Jollibee Philippines and Greenwich Pizza. Through his 30-year career, he has been a keen HR strategic partner with different business groups and a key builder of organizations and people.

Maria Rosario L. Ybanez was re-appointed as the Compliance Officer of the Company on June 30, 2025. She concurrently serves as Legal Counsel of the Company and Corporate Secretary of Shakey's Pizza Asia Ventures, Inc. and several of Century Group's subsidiaries. She graduated with a Bachelor of Science degree in Legal Management from the Ateneo de Manila University and has a Juris Doctor degree from the Ateneo de Manila University School of Law.

Directorships in other listed companies are as follows:

Director's Name	Name of Listed Company	Type of Directorship
Ricardo Gabriel T. Po	Arthaland Corporation IP E-Game Ventures, Inc. Shakey's Pizza Asia Ventures Inc.	Non-Executive Non-Executive Non-Executive
Teodoro Alexander T. Po	Shakey's Pizza Asia Ventures Inc.	Non-Executive
Christopher T. Po	Arthaland Corporation Shakey's Pizza Asia Ventures Inc.	Non-Executive Non-Executive
Leonardo Arthur T. Po	Shakey's Pizza Asia Ventures Inc.	Non-Executive
Regina Jacinto-Barrientos	N/A	N/A
Frances J. Yu	Shakey's Pizza Asia Ventures Inc.	Independent
Regina Roberta L. Lorenzana	Shakey's Pizza Asia Ventures Inc.	Independent
Stephen T. CuUnjieng	Philippine Bank of Commerce First Philippine Holdings Corporation Greenergy Holdings Incorporated	Independent Independent Director
Philip G. Soliven	Metropolitan Bank & Trust Company	Independent

b) Family Relationships

Mr. Ricardo Gabriel T. Po, Mr. Christopher T. Po, Mr. Teodoro Alexander T. Po, and Mr. Leonardo Arthur T. Po are brothers. Aside from the foregoing, there are no family relationships between any Directors and any members of the Company's senior management as of December 31, 2025.

Teodoro Alexander T. Po, Vice Chairman, President, and Chief Executive Officer, is the brother-in-law of Manuel Z. Gonzalez, Corporate Secretary.

There are no family relationships between the current members of the Board of Directors and key officers other than the above.

c) Involvement in Certain Legal Proceedings

None of the directors and officers have been involved in any bankruptcy proceeding, nor have they been convicted by final judgment in any criminal proceeding, or been subject to any order, judgment, or decree of competent jurisdiction, permanent or temporarily enjoining, barring, suspending, or otherwise limiting their involvement in any type of business, securities, commodities or banking activities, or found in action by any court or administrative bodies to have violated a securities of commodities law, for the past five (5) years up to the latest date. As of date of this report, the Company is not a party to any litigation or arbitration proceedings of material importance, which could be expected to have a material adverse effect on the Company or on the results of its operations. No litigation or claim of material importance is known to be pending or threatened against the Company or any of its properties.

Item 10. Executive Compensation

a) General

The levels of remuneration of the Company should be sufficient to be able to attract and retain the services of qualified and competent directors and officers. A portion of the remuneration of executive directors may be structured or be based on corporate and individual performance.

No director should participate in deciding on his remuneration.

The Company may, in exceptional cases, e.g., when the Company is under receivership or rehabilitation, regulate the payment of compensation, allowances, fees and fringe benefits to its directors and officers.

b) Summary Compensation Table

CEO and five other most highly compensated executive officers

Name	Principal Position	Year	Salary	Bonus	Other Compensation
Christopher T. Po	Executive Chairman	2025			Php 138,386,817
Teodoro T. Po	President & CEO				
Gregory H. Banzon	EVP & COO				
Edwin C. Africa	EVP - Corporate GM and Group BU Head				
Richard Kristoffer S. Manapat	VP & CFO				

Aggregate compensation paid to all Executive Officers and Directors

Name	Principal Position	Year	Salary	Bonus	Other Compensation
Aggregate compensation paid to all executive officers and directors as a group unnamed		2025	Php 361,353,584		

Compensation of Directors

Remuneration Item	Executive Directors	Non-Executive Directors (other than independent directors)	Independent Directors
Fixed Remuneration	None		
Variable Remuneration	None		
Per diem Allowance	None	None	Php166,667
Bonuses	None		
Stock Options and/or other financial instruments	None		
Others (Specify)	None		

Other Benefits	Executive Directors	Non-Executive Directors (other than independent directors)	Independent Directors
Advances	None		
Credit granted			
Pension Plan/s Contributions			
Pension Plans, Obligations incurred			
Life Insurance Premium			
Hospitalization Plan			
Car Plan			
Others (Specify)			

c) Employment Contracts and Termination of Employment and Change-in-Control Arrangements.

There are no special employment contracts or other arrangements between the Company and its officers or directors.

d) Warrants and Options Outstanding

There are no outstanding warrants or options held by any of the Company's officers or directors.

Item 11. Security Ownership of Certain Beneficial Owners and Management

a) Security Ownership of Certain Record and Beneficial Owners

As of December 31, 2025, the following were owners of more than 5% of the Company's outstanding shares:

Title of Class	Name, Address of Record Owner and Relationship with Issuer	Name of Beneficial Owner and Relationship with Record Owner	Citizenship	Number of Shares Held	% to Total Outstanding
Common	Century Pacific Group, Inc. / 7F Centerpoint Building, Julia Vargas Avenue, Ortigas Center, Pasig City / Stockholder of Record	Ricardo Gabriel T. Po, Chairman Christopher T. Po, President Teodoro Alexander T. Po, COO Leonardo Arthur T. Po, Director	Filipino	*2,320,120,781	65.5%
Common	PCD Nominee Corp. (Non-Filipino) / The Enterprise Center, Ayala Avenue corner Paseo de Roxas, Makati City / Stockholder of Record	Please see BDO Report as of December 31, 2025 attached as Annex "A-1"	Non-Filipino	813,795,604	22.97%
Common	PCD Nominee Corp. (Filipino) / The Enterprise Center, Ayala Avenue corner Paseo de Roxas, Makati City / Stockholder of Record	Please see BDO Report as of December 31, 2025 attached as Annex "A-1"	Filipino	496,993,109	14.03%

Notes:

*Century Pacific Group, Inc. owns 2,231,400,000 shares of the Registrant in its own name and another 88,720,781 shares of the Registrant lodged under PCD Nominee Corp. (Filipino).

b) Security Ownership of the Board of Directors and Senior Management

The following are the number of shares owned of record by the directors and key officers of the Company as of December 31, 2025:

Title of Class	Name of Beneficial Owner	Citizenship	Amount and Beneficial Ownership		% of Capital Stock
			Number of Direct Shares	Number of Indirect Shares	
Common	Ricardo S. Po, Sr.	Filipino	1	-	-
Common	Ricardo Gabriel T. Po	Filipino	160,001	-	-
Common	Teodoro Alexander T. Po	Filipino	160,001	-	-
Common	Christopher T. Po	Filipino	160,001	-	-
Common	Leonardo Arthur T. Po	Filipino	160,001	-	-
Common	Regina Jacinto-Barrientos	Filipino	100	-	-
Common	Stephen T. CuUnjieng	Filipino	100	-	-
Common	Regina Roberta L. Lorenzana	Filipino	100	-	-
Common	Philip G. Soliven	Filipino	100	-	-
Common	Frances J. Yu	Filipino	100	-	-
Common	Richard Kristoffer S. Manapat	Filipino	137,500	-	-
Common	Manuel Z. Gonzalez	Filipino	145,200	-	-
Common	Gwyneth S. Ong	Filipino	10,000	-	-
Common	Edwin C. Africa*	Singaporean	290,000	-	-
Common	Ronald M. Agoncillo	Filipino	100,000	-	-
Common	Gregory H. Banzon	Filipino	17,100	-	-
Common	Mary Fatima G. Aquino	Filipino	-	-	-
Common	Adriano M. Diaz De Rivera	Filipino	-	-	-
Common	Marie Nicolette Dizon	Filipino	-	-	-
Common	Carlo S. Endaya	Filipino	-	-	-
Common	Teddy C. Kho	Filipino	784,800	-	-
Common	Wilhelmino D. Nicolasora	Filipino	-	-	-
Common	Honelet C. Sayas	Filipino	21,000	-	-
Common	Samuel V. Santillan	Filipino	-	-	-
Common	Maria Demetria D. Siasoco	Filipino	-	-	-
Common	Mary Jennifer S. Tan	Filipino	49,250	-	-
Common	Noel M. Tempongko, Jr.	Filipino	100,000	-	-
Common	Ralph G. Umali	Filipino	50	-	-
Common	George Leander III Q. Wang	Filipino	-	-	-
Common	Jenifer Mae San Juan-Tecson	Filipino	13,800	-	-
Common	Maria Rosario L. Ybanez	Filipino	-	-	-
TOTAL			2,309,205	-	-

Notes:

*Resigned effective January 1, 2026

Summary of trading in the Company Shares by the Directors and Key Officers for the last Financial Year:

	Security	Balance as December 31, 2024	Addition	Disposal	Balance as of December 31, 2025
<u>Directors</u>					
Christopher T. Po	Common	160,001	-	-	160,001
Ricardo Gabriel T. Po	Common	160,001	-	-	160,001
Teodoro Alexander T. Po	Common	160,001	-	-	160,001
Leonardo Arthur T. Po	Common	160,001	-	-	160,001
Regina Jacinto-Barrientos	Common	100	-	-	100
Frances J. Yu	Common	100	-	-	100
Regina Roberta L. Lorenzana	Common	100	-	-	100
Stephen T. CuUnjieng	Common	100	-	-	100
Philip G. Soliven	Common	100	-	-	100
<u>Officers</u>					
Manuel Z. Gonzalez	Common	145,200	-	-	145,200
Gwyneth S. Ong	Common	10,000	-	-	10,000
Edwin C. Africa*	Common	290,000	-	-	290,000
Ronald M. Agoncillo	Common	100,000	-	-	100,000
Richard Kristoffer S. Manapat	Common	137,500	-	-	137,500
Gregory H. Banzon	Common	17,100	-	-	17,100
Mary Fatima G. Aquino	Common	-	-	-	-
Adriano M. Diaz De Rivera	Common	-	-	-	-
Marie Nicolette Dizon	Common	-	-	-	-
Carlo S. Endaya	Common	-	-	-	-
Teddy C. Kho	Common	764,800	20,000	-	784,800
Wilhelmino D. Nicolasora	Common	-	-	-	-
Honelet C. Sayas	Common	21,000	-	-	21,000
Samuel V. Santillan	Common	-	-	-	-
Maria Demetria D. Siasoco	Filipino	-	-	-	-
Mary Jennifer S. Tan	Common	49,250	-	-	49,250
Noel M. Tempongko, Jr.	Common	100,000	-	-	100,000
Ralph G. Umali	Common	50	-	-	50
George Leander III Q. Wang	Common	-	-	-	-
Jenifer Mae San Juan-Tecson	Common	13,200	600	-	13,800
Maria Rosario L. Ybanez	Common	-	-	-	-

Notes:

*Resigned effective January 1, 2026

c) Voting Trust Holder of 5% or more

As of December 31, 2025, there are no persons holding more than 5% of a class under a voting trust or similar agreement.

d) Changes in Control

There has been no change in control of the Company as of December 31, 2025.

Item 12. Certain Relationships and Related Transactions

The Company is a subsidiary of Century Pacific Group, Inc. (formerly Century Canning Corporation) and is subsequently a member of Century Pacific Group Inc.'s Group of Companies (the Group). As of December 31, 2025, Century Pacific Group, Inc. held 65.5% of the outstanding shares of the Company.

The Company and its subsidiaries, in their ordinary course of business, engage in transactions with companies in the Group and other companies controlled by the Po Family.

The most significant of these transactions include the leases of:

1. Office spaces in Pasig City, Metro Manila from Century Pacific Group, Inc. and Rian Realty Corporation
2. 151,248 sq. m. property in General Santos City from Century Pacific Group, Inc
3. 20,375 sq. m. property in Taguig from Century Pacific Group, Inc.
4. 38,078 sq. m. property in Zamboanga from Rian Realty Corporation
5. 16,969 sq. m. property in South Cotabato from Century Pacific Group, Inc.

In addition to the foregoing transactions, the Company also provides certain corporate services including corporate finance, corporate legal, tax compliance consulting, corporate planning, procurement, human resources, controller, and treasury services to companies in the Group and other companies controlled by the Po Family.

The Company's policy with respect to related party transactions is to ensure that these transactions are entered into on terms comparable to those available from unrelated third parties.

Further information on the Company's related party transactions, including detailed breakdowns of amounts receivable from and amounts payable to affiliated companies, can be found in the notes to the Company's financial statements (See Annex C and D).

PART IV - EXHIBITS AND SCHEDULES

Item 13. Exhibits and Reports on SEC Form 17-C

CNPF has twelve (12) subsidiaries as of December 31, 2025:

Subsidiary	Business	% Ownership	Country of Residence
Snow Mountain Dairy Corporation	Producing, manufacturing, buying, and selling, importing, and exporting, toll manufacturing, at wholesale and retail or otherwise deal in food and food products of every class and description, whether for human and animal consumption, including all kinds of milk and dairy products; fruits and vegetable juices; and other milk or dairy preparations including products and by-products thereof and other goods of the same nature, and for such purpose, to acquire, construct, own, lease, charter, establish, maintain and operate canneries, factories, plants, vessels, cold storage, refrigerators, refrigerated vehicles and vessels; warehouses, and other machineries, equipment, apparatus and appliance as may be required in the conduct of its business.	100	Philippines
General Tuna Corporation	To buy and sell on wholesale basis, process, preserve, can, pack, manufacture, produce, import and export, and deal in all kinds of food and food products, such as but not limited to fish, seafoods, and other marine products, cattle, hog, and other animals and animal products, fruits, vegetables, and other agricultural crops and produce of land, including by-products thereof, animal feeds and pet food products, such as but not limited to commercial feeds, concentrates, and cereal grains, including by-products thereof, and for such purpose, to acquire, construct, own, lease, charter, establish, maintain and operate canneries, factories, plants, vessels, cold storage, refrigerators, refrigerated vehicles and vessels, warehouses, and other machineries, equipment, apparatus and appliance as may be required in the conduct of its business.	100	Philippines
Allforward Warehousing Inc.	Operating cold storage and dry warehouse facilities, handling, leasing, maintaining, trading, importing, exporting, buying, selling, warehouse and storage facilities, including its equipment, forklift, conveyors, pallet towers and other related machineries, tools, and equipment necessary in warehousing, storage operation.	100	Philippines
Century Pacific Agricultural Ventures, Inc.	Converting and processing input raw materials derived from fruits, vegetables and other agricultural products, such as drilled, deshelled and pared coconuts, into finished products, and distributing, importing, exporting, buying and selling on wholesale all kinds of food and beverage products and other foodstuffs; and for this purpose, to acquire land, to construct, develop, maintain and operate plants and factories, warehouses	100	Philippines

	and other machinery and equipment as may be required for the business.		
Century Pacific Seacrest Inc.	Developing and designing, acquiring, selling, transferring, exchanging, managing, licensing, franchising and generally to exercise all rights, powers, and privileges of ownership or granting any right or privilege of ownership or any interest to label marks, devices, brands, trademark rights and all other forms of intellectual property, including the right to receive, collect and dispose of any and all payments, dividends, interests, and income derived therefrom.	100	Philippines
Century Pacific Food Packaging Ventures Inc.	Manufacturing, processing, buying, selling, importing, exporting and dealing in all kinds of packaging products, such as cartons, tin cans, glass and plastic bottles and containers, for all kinds of food and beverages, including the assembling, packaging and or repacking of such products; To carry on the business of operating storage and warehousing facilities and to lease, maintain, import and export tools, machineries and equipment therefor, without however engaging in investment solicitation nor investment taking activity from public investors.	100	Philippines
Coco Harvest Inc.	Buy and sell on wholesale basis, process, preserve, can, pack, manufacture, produce, distribute, import and export, convert input, pre-opened coconut raw materials into value-added coconut products and deal in all kinds of food products, such as but not limited to coconut and other agricultural products and produce of the land, including by-products thereof, fish, seafood, and other marine products, cattle, hog and other animals and animal products, fruits, vegetables, and other agricultural crops and produce of land, including by-products thereof, and feeds and for such purpose, to acquire, construct, own, lease, charter, establish, maintain and operate canneries, factories, plants, vessels, cold storage, refrigerators, refrigerated vehicles and vessels, warehouses, and other machineries, equipment, apparatus and appliance as may be required in the conduct of its business.	100	Philippines
Millennium General Power Corporation (formerly Century Pacific Solar, Inc.)	Exploration, development and utilization of renewable energy sources, including the generation and distribution of power therefrom, planning, construction and installation, commissioning, owning, management and operation of relevant facilities and infrastructure thereof and processing and commercialization of by-products in its operations and to undertake such other powers and purposes as may be required and necessarily implied from the purposes herein mentioned.	100	Philippines
The Pacific Meat Company, Inc.	Manufacturing, importing, exporting, buying, selling or otherwise dealing in, at wholesale and retail such good as: All kinds of food and food products, fish, seafood, and other marine, cattle, hog and other animal and animal	100	Philippines

	products, fruits, vegetables and other agricultural crops and produce of land including by-products thereof, and other goods of the same nature, and any and all equipment, materials, supplies used or employed in or related to the manufacture of such finished products.		
General Odyssey Inc.	Buy and sell on wholesale basis, process, preserve, can, pack, manufacture, produce, distribute, import and export, and deal in all kinds of food products, such as but not limited to fish, seafood, and other marine products, cattle, hog and other animal and animal products, fruits, vegetables and other agricultural crops and produce of land including by-products thereof, and feeds, and for such purpose, to acquire, construct, own, lease, charter, establish, maintain and operate canneries, factories, plants, vessels, cold storage, refrigerators, refrigerated vehicles and vessels, warehouses, and other machineries, equipment, apparatus and appliance as may be required in the conduct of business.	100	Philippines
Centennial Global Corporation	Trademark holding company	100	BVI
Century Pacific North America Enterprise, Inc.	Marketing and distribution of canned food products	100	USA

Reports on SEC Form 17-C:

Date	Subject of Report
January 02, 2025	Promotion of Adriano M. Diaz De Rivera as Vice President for Supply Chain and Logistics Division effective February 1, 2025.
February 17, 2025	Approval of the declaration of regular cash dividends to all stockholders of record as of March 3, 2025 payable on March 26, 2025.
February 17, 2025	Material Information/Transaction: Approval of declaration of regular cash dividends to all stockholders of record as of March 3, 2025, payable on March 26, 2025.
February 25, 2025	Press Release: Century Pacific and COO Greg Banzon Recognized at the Agora Awards 2025
March 25, 2025	Notice of Annual Stockholders' Meeting
April 08, 2025	Press Release: Century Pacific's Diverse Portfolio Delivers Sustained Double-Digit Revenue and Profit Growth in 2024
April 16, 2025	Annual Report (SEC Form 17-A)
April 16, 2025	Amended Annual Report (SEC Form 17-A)
April 30, 2025	Amended Annual Report (SEC Form 17-A)
May 06, 2025	Approval of the Securities and Exchange Commission (SEC) to the amendment to the By-Laws
May 07, 2025	Press Release: Century Pacific 1Q25 Revenues Up 10% on Upbeat Branded Performance; Net Income Improves by 11% Year-on-Year
May 27, 2025	Amendment to the Notice of Annual Stockholders' Meeting
June 02, 2025	Integrated Annual Corporate Governance Report for the year 2024

Date	Subject of Report
June 11, 2025	Press Release: Century Pacific Champions Sustainable Sardine Fishing Recognized at 2025 Tambuli Awards for Corporate Purpose-Driven Impact
June 16, 2025	Press Release: Century Pacific Renews Long-Term Deal with Vita Coco
June 30, 2025	Results of the Annual Stockholders Meeting
June 30, 2025	Results of the Organizational Meeting of the Board of Directors
June 30, 2025	Approval of declaration of special cash dividends to all stockholders of record as of July 30, 2025, payable on August 15, 2025.
July 30, 2025	Promotion of Honelet C. Sayas as Vice President for Corporate Research and Development effective August 1, 2025.
August 7, 2025	Amendment: Promotion of Honelet C. Sayas as Vice President for Corporate Research and Development effective August 1, 2025
August 12, 2025	Material Information/Transaction: Century Pacific North America Acquires Iconic Plant-Based Brand Loma Linda; Strategic move strengthens CPNA's footprint in shelf-stable plant-based foods, combining heritage and innovation.
August 12, 2025	Press Release: Century Pacific Branded Business Up 9% 1H25 On the back of double-digit volume growth; Outweighs softness in OEM Exports
September 08, 2025	Retirement of Edwin C. Africa effective January 1, 2026; Promotion of Richard S. Manapat to Executive Vice President – Chief Financial Officer, Chief Information Officer, and Business Services Head effective January 1, 2026; Promotion of Carlo S. Endaya to Vice President – General Manager & Group Business Head effective January 1, 2026.
October 06, 2025	Press Release: CNPF Tops Extel's 2025 Asia Executive Team Rankings: Recognized for Leadership, Governance, and Sustainable Growth
October 15, 2025	Material Information/Transaction: Century Pacific Boosts Coconut Processing Capacity with Third Processing Facility; Acquires fully integrated facility in Mindanao from Roxas Sigma via subsidiary Coco Harvest
October 15, 2025	Acquisition or Disposition of Assets: Century Pacific Boosts Coconut Processing Capacity with Third Processing Facility; Acquires fully integrated facility in Mindanao from Roxas Sigma via subsidiary Coco Harvest
November 06, 2025	Press Release: Century Pacific Builds Momentum in 3Q25 Delivers 15% Sales and Profit Growth as Branded Segment Accelerates and OEM Exports Improve
November 06, 2025	Amendment to the Press Release: Century Pacific Builds Momentum in 3Q25; Delivers 15% Sales and Profit Growth as Branded Segment Accelerates and OEM Exports Improve

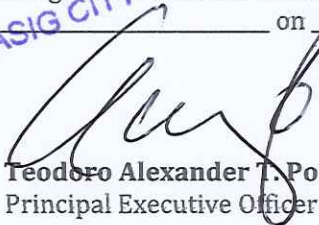
Reports on SEC Form 17-Q


Date Filed	Subject of Report
May 7, 2025	First Quarter Results
August 13, 2025	Second Quarter Results
November 06, 2025	Third Quarter Results

SIGNATURES

Pursuant to the requirement 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 the City of PASIG CITY on APR 14 2026

By:


Teodoro Alexander T. Po
Principal Executive Officer


Jayravi D. Maas
Principal Accounting Officer



Richard Kristoffer S. Manapat
Principal Financial Officer


Manuel Z. Gonzalez
Corporate Secretary

SUBSCRIBED AND SWORN to before me this APR 14 2026 day of _____ affiant(s) exhibiting to me his/her valid IDs as follows:

NAMES	IDENTIFICATION
Teodoro Alexander T. Po	105-633-470
Jayravi D. Maas	214 851 972
Richard Kristoffer S. Manapat	303-723-989
Manuel Z. Gonzalez	166-201-040

Doc No.: 182;
Page No.: 38;
Book No.: II;
Series of 2026.


ATTY. ANA KRISTINA R. ENDAYA
Notary Public for Pasig City
Roll No. 72700
Appointment No. 184 (2025-2026); expires on 31 December 2026
7th Floor, Centerpoint Building Julia Vargas corner
Garnet Street Ortigas Business Center, Pasig City
IBP No. 578088 dated 30 December 2025
PTR No. AA-3963442 dated 06 January 2026; Pasig City
MCLE Compliance No. VH - 0018073 valid until 14 April 2028