



SECURITIES AND EXCHANGE COMMISSION

SEC FORM – I-ACGR

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

1. For the fiscal year ended **December 31, 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 **METRO MANILA, PHILIPPINES**
6. Industry Classification Code: (SEC Use Only)
7. Address of principal office **7th Floor Centerpoint Building, Julia Vargas Avenue, Ortigas Center, Pasig**
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 **N/A**

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
The Board's Governance Responsibilities		
<p>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.</p>		
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	<p>The Company's Board of Directors have an appropriate mix of competence and expertise and that its members remain qualified for their positions individually and collectively, to enable it to fulfill its roles and responsibilities and respond to the needs of the organization based on the evolving business environment and strategic direction.</p> <p>The Company's Manual of Good Corporate Governance outlines the Qualification standards for directors to facilitate the selection of potential nominees: page 6, Manual of Good Corporate Governance. (https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=6)</p> <p>The academic qualifications, industry knowledge, professional experience, expertise and relevant trainings of the</p>
2. Board has an appropriate mix of competence and expertise.	Compliant	
3. Directors remain qualified for their positions individually and collectively to enable them to fulfill their roles and responsibilities and respond to the needs of the organization.	Compliant	

		<p>members of the Board of Directors are available at:</p> <p>1. Corporate Governance and Leadership portion of the Company's website: (https://www.centurypacific.com.ph/governance/board-of-directors/)</p> <p>2. Preliminary Information Statement (20-IS): pp. 12-16, Item 5. Directors and Executive Officers; pp. 50-51, Compliance to Corporate Governance – Composition of the Board of Directors; pp 54-55, Compliance to Corporate Governance – Board Training and Continuing Education; (https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=12)</p>	
Recommendation 1.2			
<p>1. Board is composed of a majority of non-executive directors.</p>	<p>Compliant</p>	<p>Under the Company's Manual of Good Corporate Governance, the Board should be composed of a majority of non-executive directors who possess the necessary qualifications to effectively participate and help secure objective, independent judgement on corporate affairs and to substantiate proper checks and balances. Available at page 5, Manual of Good Corporate Governance, Article 2 (1) Composition of the Board, (https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-</p>	

[Manual-of-Good-Corporate-Governance.pdf#page=5](#))

The Board consists of nine (9) directors, three (3) of whom are sitting as non-executive directors, four (4) of whom are non-executive independent directors, and two (2) executive directors.

Name of Director	Directorship
Christopher Paulus Nicholas T. Po, <i>Executive Chairman</i>	Executive Director
Ricardo Gabriel T. Po, <i>Vice Chairman</i>	Non-executive Director
Teodoro Alexander T. Po, <i>President and Chief Executive Officer</i>	Executive Director
Leonardo Arthur T. Po, <i>Treasurer</i>	Non-Executive Director
Atty. Regina Jacinto- Barrientos	Non- Executive/Non- Independent Director
Frances J. Yu	Lead Independent Director
Regina Roberta L. Lorenzana	Independent Director
Stephen T. Cuunjieng	Independent Director

		Philip G. Soliven	Independent Director	
		<p>References:</p> <p>1. Company Website, Board of Directors (https://centurypacific.com.ph/governance/board-of-directors/)</p> <p>2. Preliminary Information Statement (20-IS): pp. 12-16, Item 5. Directors and Executive Officers; pp. 50-51, Compliance to Corporate Governance – Composition of the Board of Directors; (https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=12)</p>		
Recommendation 1.3				
1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	Compliant	Under Paragraph M of the Company's Board Charter provides:		
2. Company has an orientation program for first time directors.	Compliant	1. The Compliance Officer will be in charge of welcoming and onboarding a new director and will be in charge of: (a) introducing the Corporation to the new director by providing him with literature about the Corporation including the constitutive documents, latest definitive information statement and annual report of the Corporation and (b) introducing the new director to the other		
3. Company has relevant annual continuing training for all directors.	Compliant			

		<p>members of the board, department heads and other employees.</p> <ol style="list-style-type: none"> 2. The Compliance officer can arrange for orientations and plant tours of the director in coordination with the relevant department heads of the Corporation. 3. The Corporation recognizes the importance of continuing education of its Board members and encourages the directors to become members of professional associations and to attend relevant educational events. <p>Reference: pp. 10-11, Board Charter, available at: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=10</p> <p>To Supplement the Board Charter, Article 2, Paragraph 3 of the Manual on Corporate Governance provides that all first-time directors should attend an eight (8) hour orientation program covering SEC-mandated topics on corporate governance and an introduction to the Corporation's business, Articles of Incorporation, and Code of Conduct. All directors should also attend an annual four (4) hour continuing training program involving courses on corporate governance and matters relevant to the</p>	
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Corporation, including audit, internal controls, risk management, sustainability and strategy.

Reference: **page 5, Manual of Good Corporate Governance**

(<https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=5>)

Other references:

1. **Orientation Program for New Directors**, available at:

(<https://governance.centurypacific.com.ph/wp-content/uploads/2026/02/Orientation-Program-for-Website.pdf>)

2. **Trainings and further education completed by Directors for the Year 2025, Preliminary Information Statement (20-IS)**: pp. 54-55, Compliance to Corporate Governance – Board Training and Continuing education; (https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=54)

3. Attached as Appendices “A” to “M” are copies of the Certificates of attendance of the directors and key officers for the year 2025.

Recommendation 1.4

1. Board has a policy on board diversity.

Compliant

Under the Company's Board Charter, the Board Diversity Policy provides that "The Corporation recognizes the benefits of having a diverse board and sees diversity as an essential element in supporting its continued growth and the attainment of its strategic objectives. The Board must aim to make full use of the differences in gender, age, cultural, educational background, ethnicity, professional experience, skills, and knowledge of its directors."

Reference: **page 5, Board Charter**, available at: <https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=5>

The membership of the Board is a combination of executive and non-executive directors (which includes independent directors) in order that no director or small group of directors can dominate the decision-making process. The non-executive directors should possess such qualifications and stature that would enable them to effectively participate in the deliberations of the Board.

The current composition of the Board includes two (2) female Independent Directors, Ms. Frances Yu and Ms. Regina Lorenzana and one (1) female Non-Executive Director, Atty. Regina Jacinto-Barrientos. Please see composition of Board below:

Board	Female	Male
Executive	0	2
Non-Executive	1	2
Independent	2	2

Board	30 – 50 years old	Over 50 years old
Executive	0	2
Non-Executive	1	2
Independent	0	4

Social Disclosure-Employee Engagement

Item	FY 2025
Total Employees	3,660
Attrition Rate	13%
Female Employees	1,600
Male Employees	2,060

References:

(i) **Company Website, Board of Directors**
[\(https://centurypacific.com.ph/governance/board-of-directors/\)](https://centurypacific.com.ph/governance/board-of-directors/)

		<p>(ii) Preliminary Information Statement (20-IS): pp. 12-16, Item 5. Directors and Executive Officers; pp. 50-51, Compliance to Corporate Governance – Composition of the Board of Directors; page 53, Board Diversity Policy, pp. 66-67 Board and Employee Diversity and Training (https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=53)</p>	
Optional: Recommendation 1.4			
<p>1. Company has a policy on and discloses measurable objectives for implementing its board diversity and reports on progress in achieving its objectives.</p>	<p>Compliant</p>	<p>The final composition of the Board is based on merit and potential contribution and with due regard for the benefits of diversity on the Board.</p> <p>The Board of Directors has a combined expertise in finance, business development, entrepreneurship, marketing, management consulting, organization and development, family business and governance.</p> <p>References: 1. page 5, Board Charter, available at: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=5</p> 2. Preliminary Information Statement (20-IS): pp. 12-16, Item 5. Directors and Executive	

		Officers; pp. 50-51, Compliance to Corporate Governance – Composition of the Board of Directors; page 53, Board Diversity Policy, pp. 66-67 Board and Employee Diversity and Training (https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=50)	
Recommendation 1.5			
1. Board is assisted by a Corporate Secretary.	Compliant	The Company's Corporate Secretary, Atty. Manuel Z. Gonzalez, is responsible for ensuring that good information flows within the Board and Board Committees and between Management and non-executive directors. He also facilitates the orientation and assists with the professional development of directors as required by regulators. The information on the Corporate Secretary, including his name, qualifications, duties and functions are stated in the Annual Report and in the Company website. References: 1. 2025 Annual Report (17-A) : page 18, Key Executive Officers (https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-17-A-Annual-Report-for-2025_SEC.pdf#page=18)	
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>2. Company Website, Senior Management (https://governance.centurypacific.com.ph/senior-management/)</p> <p>3. Preliminary Information Statement (20-IS): page 18, Key Executives and Corporate Officers; (https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=18)</p> <p>Under the Company's Board Charter, the Corporate Secretary cannot concurrently serve as the Company's Compliance Officer. Additionally, the Corporate Secretary must not be a director of the Company. Available at: Page 7, Board Charter (https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=7)</p> <p>The Corporate Secretary is a separate individual from the Compliance Officer. The Company's Corporate Secretary is Atty. Manuel Z. Gonzalez while the Compliance Officer is Atty. Maria Rosario L. Ybanez. The duties and responsibilities of the Corporate Secretary are different from those of the Compliance Officer. Additionally, Atty. Manuel Z. Gonzales does not sit as a member of the Board of Directors.</p>	
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		<p>References:</p> <p>1. Company Website, Board of Directors and Senior Management (https://centurypacific.com.ph/governance/board-of-directors/)</p> <p>2. Preliminary Information Statement (20-IS): page 20, Key Executives and Corporate Officers; (https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=20)</p> <p>3. 2025 Annual Report (17-A): page 20, Key Executive Officers (https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-17-A-Annual-Report-for-2025_SEC.pdf#page=20)</p>	
4. Corporate Secretary attends training/s on corporate governance.	Compliant	The Corporate Secretary attended the Advance Corporate Governance Seminar conducted by the Institute of Corporate Directors on August 29, 2025. A copy of Atty. Gonzalez' Certificate of Attendance is attached as Appendix "O".	
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 all materials to the Board in advance prior to the scheduled meeting by email. See Article H Section 6(f), Page 8, Board Charter (https://centurypacific.com.ph/wp-	

[content/uploads/2020/12/CNPF-Board-Charter.pdf#page=8\)](https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=8)

Recommendation 1.6

1. Board is assisted by a Compliance Officer.	Compliant	The Corporation's Compliance Officer is Atty. Maria Rosario L. Ybanez . The Compliance Officer is responsible for determining and measuring compliance with the Company's Manual on Corporate Governance, relevant laws, the Code of Corporate Governance for Publicly Listed Companies, SEC rules and regulations and all governance issuances of regulatory agencies.	
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	Compliant		Atty. Ybanez also holds the position of Legal Counsel, a position of adequate stature and authority in the Corporation.
3. Compliance Officer is not a member of the board.	Compliant	<p>The name, qualifications, duties and functions of the Compliance Officer are stated in the Annual Report as well as in the Company Website.</p> <p>Under the Company's Board Charter, the Compliance Officer must not be a director of the Company. Available at: Page 8, Board Charter (https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=8)</p> <p>The Compliance Officer, Atty. Ybanez, does not sit as a member of the Board Of Directors.</p> <p>References: 1. 2025 Annual Report (17-A): page 20, Key Executive Officers (https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-</p>	

		<p>17-A-Annual-Report-for-2025_SEC.pdf#page=20)</p> <p>2. Company Website, Board Directors and Senior Management (https://governance.centurypacific.com.ph/senior-management/)</p> <p>2. Preliminary Information Statement (20-IS): page 20, Key Executives and Corporate Officers; (https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=20)</p>							
<p>4. Compliance Officer attends training/s on corporate governance.</p>	<p>Compliant</p>	<p>Atty. Ybanez attended the following Advance Corporate Governance Seminar held on November 28 and December 12, 2025:</p> <table border="1" data-bbox="1223 922 1765 1289"> <thead> <tr> <th>Training/Seminar</th> <th>Provider</th> </tr> </thead> <tbody> <tr> <td>Masterclass Series 5: Fraud Risk Management</td> <td>Institute of Corporate Directors</td> </tr> <tr> <td>Masterclass Series 6: AI Governance and Strategy for Corporate Leaders</td> <td>Institute of Corporate Directors</td> </tr> </tbody> </table> <p>Please see Atty. Ybanez Certificate of Attendance attached as Appendices "P" and "Q".</p>	Training/Seminar	Provider	Masterclass Series 5: Fraud Risk Management	Institute of Corporate Directors	Masterclass Series 6: AI Governance and Strategy for Corporate Leaders	Institute of Corporate Directors	
Training/Seminar	Provider								
Masterclass Series 5: Fraud Risk Management	Institute of Corporate Directors								
Masterclass Series 6: AI Governance and Strategy for Corporate Leaders	Institute of Corporate Directors								

		Other seminars and trainings attended:							
		<table border="1"> <thead> <tr> <th>Training/Seminar</th> <th>Provider / Date</th> </tr> </thead> <tbody> <tr> <td>How to Build a World-Class Compliance Management System</td> <td>Center for Global Practices / January 27-28, 2026</td> </tr> <tr> <td>New Year – Securities Exchange Commission Updates and Compliance</td> <td>Center for Global Practices / January 30, 2026</td> </tr> </tbody> </table>	Training/Seminar	Provider / Date	How to Build a World-Class Compliance Management System	Center for Global Practices / January 27-28, 2026	New Year – Securities Exchange Commission Updates and Compliance	Center for Global Practices / January 30, 2026	
Training/Seminar	Provider / Date								
How to Build a World-Class Compliance Management System	Center for Global Practices / January 27-28, 2026								
New Year – Securities Exchange Commission Updates and Compliance	Center for Global Practices / January 30, 2026								

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	<p>The Company's Manual on Good Corporate Governance under Article 5 Roles and Responsibilities of the Board mandates that the Directors act on fully informed basis, in good faith, with due diligence and care, and in the best interest of the company and all shareholders.</p> <p>The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the company's Articles an by-laws, and other legal pronouncements and</p>	
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guidelines should be clearly made known to all directors as well as to shareholders and other stakeholders. (Article 6 Roles and Responsibilities of the Board, **Page 8, Manual of Good Corporate Governance** (<https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=8>))

Under the Company's Board Charter, the role of the Board is to provide leadership and strategic guidance for the Corporation and oversee management's implementation of its initiatives in order 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.

The Board members should act collectively, on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the Corporation and all shareholders. (**Page 3, Board Charter** (<https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=3>))

Recommendation 2.2

1. Board oversees the development, review and approval of the company's business objectives and strategy.	Compliant	The Board adheres to Article 5(2) of the Company's Manual of Good Corporate Governance which states:	
2. Board oversees and monitors the implementation of the company's business objectives and strategy.	Compliant	<p>5(2) Oversee the development of and approve the Corporation's business objectives and strategy, and monitor their implementation, in order to sustain the company's long-term viability and strength; (Page 9, Manual of Good Corporate Governance https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=9)</p> <p>Further, the Board is guided by the provisions of Section B of the Board Charter:</p> <p>The role of the Board is to provide leadership and strategic guidance for the Corporation and oversee management's implementation of its initiatives in order 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. (Page 3, Board Charter https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=3)</p>	

Supplement to Recommendation 2.2

1. Board has a clearly defined and updated vision, mission and core values.	Compliant	<p>The Company's Vision, mission and core values are found on the "About" page of the Company's website. Available at: https://centurypacific.com.ph/about/</p> <p>The Board reviews the Company's vision, mission and core values as frequent as it may deem necessary.</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	<p>Under Article 5(2) of the Manual on Good Corporate Governance, the Board conducts regular and special meetings during which the company's performance is reviewed against forecast and prior periods to determine whether the Corporation's performance is on track or whether adjustments have to be made. (Page 9, Manual of Good Corporate Governance (https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=9)</p>	
Recommendation 2.3			
1. Board is headed by a competent and qualified Chairperson.	Compliant	<p>The Company's Executive Chairman is Christopher Paulus Nicholas T. Po. Mr. Po possesses extensive leadership experience, strong educational credentials, and proven track record in corporate management. He has served the Company since its early years and became Executive Chairman in 2018, overseeing the Company's strategic direction and growth.</p>	

		<p>References:</p> <p>1. Company Website, Board of Directors (https://centurypacific.com.ph/governance/board-of-directors/)</p> <p>2. Preliminary Information Statement (20-IS): page 13, Item 5. Directors and Executive Officers; page 50, Compliance to Corporate Governance – Composition of the Board of Directors; pp. 54-55, Board Training and Continuing Education (https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=13)</p> <p>3. Qualifications of Chairperson, Board Charter page 5: (https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=5)</p>	
Recommendation 2.4			
<p>1. Board ensures and adopts an effective succession planning program for directors, key officers and management.</p>	<p>Compliant</p>	<p>The Board ensures that a succession plan for top and key management positions are in place by adopting the Executive Succession Management Program. The program supports business goals, strategies, and sustainability—equipping our high-potential talents who have been evaluated and selected to take on key senior management roles in the next three to five years.</p>	
<p>2. Board adopts a policy on the retirement for directors and key officers.</p>	<p>Compliant</p>		

To address developmental gaps and hone competencies required by the roles, each candidate is given an Individual Development Plan. It includes a comprehensive competency assessment and performance evaluation.

Employee Promotions

KPI	FY 2024	FY2025
Percentage of Employee Population promoted to a higher rank	3%	4%

See Page 41 of Sustainability Report attached as Appendix "Y".

Additionally, the Company has a retirement fund in place and a retirement policy found on the Company's Corporate Governance Charter.

References: **Preliminary Information Statement (20-IS):** page 31 of Notes on Retirement Obligations, Appendix 12 – 2025 Consolidated Audit Financial Statements (https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=144)

Page 9, Manual of Good Corporate Governance (<https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised->

		Manual-of-Good-Corporate-Governance.pdf#page=9)	
Recommendation 2.5			
1. Board aligns the remuneration of key officers and board members with long-term interests of the company.	Compliant	The Board Charter authorizes the Board of Directors to approve the remuneration packages and policies for corporate officers and employees. Available at: Page 3, Board Charter (https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=3)	
2. Board adopts a policy specifying the relationship between remuneration and performance.	Compliant		
3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	Compliant		Under Article 5 (5) of the Manual on Good Corporate Governance, no director should participate in discussions or deliberations involving his own remuneration. Page 9, Manual of Good Corporate Governance (https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=9) Remuneration Process The Company promotes and rewards staff based on exemplary performance. Through our Performance Management System (PMS), employees and their immediate leaders are responsible for defining, monitoring, and evaluating progress on performance expectations and KPIs. Employee KPIs are determined annually, at the beginning of each year and structured around four pillars: Corporate Development & Business Growth, Sustainability, Process and

Functional Excellence and People and Organizational Development.

In 2025, 100% of our full-time employees, from rank-and-file to executive levels, underwent performance reviews.

Remuneration Policy and Structure for Executive and Non-Executive Directors

Section 5 of the Company's By-Laws provide that directors shall receive reasonable per diems for their attendance at each meeting of the Board. Any compensation other than per diems may be allowed subject to the approval of stockholders representing at least a majority of the outstanding capital stock.

Remuneration Scheme

The Company's annual reports, information and proxy statements include disclosure of all fixed and variable compensation that may be paid, directly or indirectly, to its directors and top five (5) management officers during the preceding fiscal year, which may be subject to objection or ratification of the stockholders. There were no issues on the compensation of directors and officers which was brought up in the last annual stockholders meeting.

References:

1. **Preliminary Information Statement (20-IS):** pp.24-26, Item 6. Compensation of Directors

		<p>and Executive Officers; page 57, Remuneration Policy – Compliance to Corporate Governance (https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page24)</p> <p>2. See page 40-41 of Sustainability Report, attached as Appendix “Y”</p>	
Optional: Recommendation 2.5			
1. Board approves the remuneration of senior executives.	Compliant	<p>The Board Charter authorizes the Board to approve the remuneration packages and policies for corporate officers and employees.</p> <p>Page 3, Board Charter (https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=3)</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.	Compliant	<p>Remuneration Process</p> <p>The Company promotes and rewards staff based on exemplary performance. Through our Performance Management System (PMS), employees and their immediate leaders are responsible for defining, monitoring, and evaluating progress on performance expectations and KPIs.</p> <p>Employee KPIs are determined annually, at the beginning of each year and structured around four pillars: Corporate Development & Business Growth, Sustainability, Process and Functional Excellence and People and Organizational Development.</p>	

In 2025, 100% of our full-time employees, from rank-and-file to executive levels, underwent performance reviews. See page 40-41 of Sustainability Report, attached as Appendix "Y".

Recommendation 2.6

1. Board has a formal and transparent board nomination and election policy.	Compliant	<p>Under the annual on Good Corporate Governance, the procedure for formal board nominations and election provides:</p> <table border="1" data-bbox="1189 595 1765 1409"> <thead> <tr> <th data-bbox="1189 595 1368 694">Procedure</th> <th data-bbox="1368 595 1597 694">Process Adopted</th> <th data-bbox="1597 595 1765 694">Criteria</th> </tr> </thead> <tbody> <tr> <td colspan="3" data-bbox="1189 694 1765 754">Selection/Appointment</td> </tr> <tr> <td data-bbox="1189 754 1368 898">(i) Executive Directors</td> <td data-bbox="1368 754 1597 898">Nomination is conducted by the Nomination Committee (or the Corporate Governance Committee which functions as a Nomination Committee) prior to a stockholders' meeting pursuant to the provisions of SRC Rule 38.</td> <td data-bbox="1597 754 1765 898">In addition to the qualifications for membership in the Board provided in the Corporation Code, the SRC, and other relevant laws, the Board may</td> </tr> <tr> <td data-bbox="1189 898 1368 1010">(ii) Non-Executive Directors</td> <td data-bbox="1368 898 1597 1010"></td> <td data-bbox="1597 898 1765 1010"></td> </tr> <tr> <td data-bbox="1189 1010 1368 1193">(iii) Independent Directors</td> <td data-bbox="1368 1010 1597 1193"></td> <td data-bbox="1597 1010 1765 1193"></td> </tr> <tr> <td data-bbox="1189 1193 1765 1409"></td> <td data-bbox="1368 1193 1597 1409"></td> <td data-bbox="1597 1193 1765 1409"></td> </tr> </tbody> </table>	Procedure	Process Adopted	Criteria	Selection/Appointment			(i) Executive Directors	Nomination is conducted by the Nomination Committee (or the Corporate Governance Committee which functions as a Nomination Committee) prior to a stockholders' meeting pursuant to the provisions of SRC Rule 38.	In addition to the qualifications for membership in the Board provided in the Corporation Code, the SRC, and other relevant laws, the Board may	(ii) Non-Executive Directors			(iii) Independent Directors						
Procedure	Process Adopted		Criteria																		
Selection/Appointment																					
(i) Executive Directors	Nomination is conducted by the Nomination Committee (or the Corporate Governance Committee which functions as a Nomination Committee) prior to a stockholders' meeting pursuant to the provisions of SRC Rule 38.		In addition to the qualifications for membership in the Board provided in the Corporation Code, the SRC, and other relevant laws, the Board may																		
(ii) Non-Executive Directors																					
(iii) Independent Directors																					
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Compliant																				
3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.	Compliant																				
4. Board nomination and election policy includes how the board shortlists candidates.	Compliant																				
5. Board nomination and election policy includes an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.	Compliant																				
6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	Compliant																				

		<p>All nominations for directors to be elected by the stockholders of the Company shall be submitted in writing to the Corporate Secretary prior to the date of the regular or special meeting of stockholders for the election of directors.</p> <p>The directors shall be elected from among the stockholders annually during the annual meeting of stockholders.</p> <p>No</p>	<p>provide for additional qualifications which include, among others, the following:</p> <p>(i) College education or equivalent academic degree;</p> <p>(ii) Practical understanding of the business of the Company ;</p> <p>(iii) Membership in good standing in relevant industry,</p>	
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			<p>stockholder convicted by final judgment of an offense punishable by imprisonment for a period exceeding six (6) years, or a violation of the Corporation Code of the Philippines, committed within five (5) years prior to the date of election shall qualify as a director.</p>	<p>business or professional organization; (iv) Previous business experience. In addition to the above stated qualifications, independent directors are selected in accordance with the rules provided under SRC Rule 38 of the Amended IRR of the SRC.</p>	
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The Board adheres to the rights of all stockholders as provided by the Corporation Code and its Manual on Good Corporate Governance. (**Article 3 Qualifications of Directors, Manual of Good Corporate Governance:**

<https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=6>)

The Company adopts the policy of self-assessment of its performance as well as a system that provides the minimum criteria and process to determine the performance of the members of the Board. (**Paragraph L. Self-Assessment, page 10, Board Charter.**

Available at:

<https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=10>)

Under the Corporate Governance Committee Charter, the Corporate Governance Committee (which also functions as the Nomination Committee), follows the process abovementioned in receiving and evaluating nominees to the Board. Part of the evaluation process is to align with the Company's strategic direction, among others.

The evaluation and nomination process is subject to annual review or, if the need arises, an earlier review, to assess the effectiveness

		of the process. (Paragraph D. Evaluating Nominees, Page 4 and F. Charter Review, Page 5 of the Corporate Governance Committee Charter available at: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Corporate-Governance-Committee-Charter.pdf#page=4 .	
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.	Non-compliant	<p>Identify the professional search firm used or other external sources of candidates</p> <p>The Corporate Governance Committee Charter, which outlines the nomination and evaluation process of board nominees, allows for the use of a professional search firm or other external sources of candidates to search for qualified candidates for recommendation of the Committee to the Board. (Paragraph D (iii). Evaluating Nominees, Corporate Governance Committee Charter available at: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Corporate-Governance-Committee-Charter.pdf#page=4)</p>	<p>We agree with the recommendation and we will comply when necessary.</p> <p>The Company did not use professional search firms for the year 2025 when searching for candidates to the Board of Directors. Candidates were nominated and went through the process of evaluation and confirmation by the Corporate Governance Committee, which functions as the Nominations Committee.</p>
Recommendation 2.7			
1. Board has overall responsibility in ensuring that there is a group-wide policy and system	Compliant	Under the Manual on Good Corporate Governance, the Board has overall	

governing related party transactions (RPTs) and other unusual or infrequently occurring transactions.		responsibility in ensuring there is a group-wide policy and system governing related party transactions and other unusual or infrequently occurring transactions, particularly those which pass certain thresholds of materiality.	
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	Compliant	(Article 5(7) Roles and Responsibilities of the Board, Manual of Good Corporate Governance:	
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	Compliant	<p>https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=9)</p> <p>The Company adopted its Policy on Material Related Party Transactions which provides for appropriate thresholds, review and approval parameters based on the applicable law, implementing rules and regulations, and regulatory circulars. The policy encompasses all entities within the group, taking into account their structure, risk, size, risk profiles, and complexity of operations.</p> <p>Under (VI) (C) (b) of the Material RPT Policy, material RPTs shall be reviewed and approved by at least 2/3 vote of BOD with a majority of the independent directors voting to approve. In case a majority of the independent directors' vote is not secured, the material RPT may be ratified by the vote of stockholders representing at least 2/3 of the outstanding capital stock.</p>	

		The Policy seeks to avoid conflict of interest and comply with regulatory and good governance practices, and to ensure all transactions entered into with related parties are executed at an arm's length transaction, guarantees fairness and transparency with the best interest of the Company and the investing public in mind. (Policy on Material Related Party Transactions, https://governance.centurypacific.com/ph/wp-content/uploads/2026/02/CNPF-Policy-on-Material-Related-Party-Transactions.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	The Company adopted the mandatory review and approval requirement under SEC MC 10-2019 where RPTs falling within the SEC-Mandated materiality threshold, shall be reviewed and approved by at least two-thirds (2/3) vote of the Board of Directors with a majority of the independent directors voting to approve the RPT. If the vote is not secured, the same may be ratified by the stockholders representing at least two-thirds (2/3) of the outstanding capital stock. Additionally, directors and management personnel are required to abstain and/or inhibit themselves from participating in discussions on a particular agenda when they are conflicted.	
2. Board establishes a voting system whereby a majority of non-related party shareholders approve specific types of related party transactions during shareholders' meetings.	Compliant	The Policy adopted the SEC definition of Material RPT, where any RPT, either individually, or in aggregate over a twelve	

		<p>(12) month period with the same related party, amounting to ten percent (10%) or higher of the Company's total assets based on the latest audited financial statement is a Material RPT.</p> <p>References:</p> <p>1. IV (h) Definition of Terms, Policy on Material Related Party Transactions, https://governance.centurypacific.com.ph/wp-content/uploads/2026/02/CNPF-Policy-on-Material-Related-Party-Transactions.pdf#page=2)</p> <p>2. (E)(4) Functions of the Related Party Committee, and (G) Shareholder Redress, Related Party Committee Charter (https://centurypacific.com.ph/wp-content/uploads/2022/05/CNPF_Revised_RPT_Related_Party_Transaction_Charter_signed.pdf#page=4)</p> <p>Disclosure of RPT</p> <p>The names of all related parties, degree of relationship, nature and value for each material/significant RPT are disclosed by the Company in its Consolidated Financial Statements.</p> <p>References:</p> <p>1. Item 12 Certain Relationships and Related Transactions, page 26 of 2025 Annual Report (https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-</p>	
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		<p>17-A-Annual-Report-for-2025_SEC.pdf#page=26)</p> <p>2. Preliminary Information Statement (20-IS): pp. 23, (C) Certain Relationships and Related Transactions; pp. 57-60 on Related Party Transactions Policy – Compliance to Corporate Governance, page 40-43 of Appendix 12 - 2025 Consolidated Audited Financial Statements of Century Pacific Food, Inc.</p> <p>(https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=153)</p>	
Recommendation 2.8			
1. Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	Under the Board Charter, the Board is primarily responsible for approving the selection and assessing the performance of the 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).	
2. Board is primarily responsible for assessing the performance of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	<p>References:</p> <p>1. B (8), Roles and Responsibilities, Board Charter. Available at: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=3)</p> <p>2. Article 5 (8) Roles and Responsibilities of the Board, Manual on Good Corporate</p>	

		<p>Governance https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=9)</p>	
Recommendation 2.9			
1. Board establishes an effective performance management framework that ensures that Management's performance is at par with the standards set by the Board and Senior Management.	Compliant	Under the Board Charter, the Board shall establish an effective performance management framework that will ensure that the Management, including the CEO, and personnel is at par with the standards set by the Board and Senior Management. Article 5 (9) Roles and Responsibilities of the Board, Manual on Good Corporate Governance https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=10)	
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	<p><i>Performance Management System</i> The Company promotes and rewards staff based on exemplary performance. Through our Performance Management System (PMS), employees and their immediate leaders are responsible for defining, monitoring, and evaluating progress on performance expectations and KPIs.</p> <p>Employee KPIs are determined annually, at the beginning of each year and structured around four pillars: Corporate Development & Business Growth, Sustainability, Process and Functional Excellence and People and Organizational Development.</p>	

		In 2025, 100% of our full-time employees, from rank-and-file to executive levels, underwent performance reviews. See page 40 of Sustainability Report attached as Appendix "Y".	
Recommendation 2.10			
1. Board oversees that an appropriate internal control system is in place.	Compliant	Internal Control System Internal Control System covers systematic measures which include reviews, checks and balances, methods and procedures.	
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	Compliant	<p>The Board of Directors is ultimately responsible for the oversight of the Company's risk management processes and internal controls that involve identifying, measuring, analyzing, monitoring and controlling risks. The Board of Directors has created the board level Audit Committee to spearhead the managing and monitoring of risks.</p> <p>The adequacy of the internal controls is reviewed annually by the Audit Committee. On a quarterly basis, specific risk management processes and findings are reviewed and evaluated. Article 15 of the Manual of Good Corporate Governance, page 19: (https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=19)</p>	

3. Board approves the Internal Audit Charter.	Compliant	<p>Under the Company's Audit Committee Charter and Internal Audit Charter, the Internal Audit Charter shall be approved by the Board.</p> <p>References:</p> <p>1. (E) (1) (a) Duties and Powers, Audit Committee Charter https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page=5</p> <p>2. Information Statement (20-IS), page 26 of Information Statement—Audit Committee and Policies, page 26-28, https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=26</p>	
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	Under the Board Charter, the Board shall approve a sound enterprise risk management framework and monitor its implementation to effectively identify, monitor, assess and manage key business risks. (B (6), Roles and Responsibilities, Board Charter. Available at: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=3)	
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	<p>The Company adopted a Risk Management Framework to guide the Board in identifying enterprise-risk level exposures, as well as the effectiveness of risk management strategies. (Board Risk Oversight Committee Charter,</p>	

		https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-BROC-Board-Risk-Oversight-Charter-1.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	The Company's Board Charter provides the duties of the Board, the procedures to be followed in the conduct of the Board Meetings and the performance of their duties and responsibilities. The Charter is publicly available and posted on the Company website. See (B (6), Roles and Responsibilities, Board Charter. Available at: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=3)	
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 an Insider Trading Policy found on the Company website. Insider Trading Policy available at https://centurypacific.com.ph/wp-content/uploads/2021/02/Insider-Trading-Policy-FINAL_SIGNED-1.pdf Memo on Amendment of Insider Trading Policy. See Memo-on-Insider-Trading-Policy-CPFI-LEG-2025-001.pdf	
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	The Company ensures the fairness and transparency of related party transactions between the Company and its parent company, joint ventures, subsidiaries, associate, affiliates, major stockholders,	

		<p>principal officers and directors, including their spouses, children, and dependent siblings and parents and of interlocking director relationships by members of the Board.</p> <p>The Policy seeks to avoid conflict of interest by complying with regulatory and good governance practices, and ensure all transactions entered into with related parties are executed at an arm's length transaction & subject to appropriate corporate approvals, transfer pricing studies and guidelines, and actions of the Company or of the Related Parties, with the best interest of the public in mind.</p> <p>(Policy on Material Related Party Transactions, https://governance.centurypacific.com.ph/wp-content/uploads/2026/02/CNPF-Policy-on-Material-Related-Party-Transactions.pdf)</p>	
2. Company discloses the types of decision requiring board of directors' approval.	Compliant	The Board decides on the Company's major projects and policy decisions, business plan and annual budgets, and major investment funding.	

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

<p>1. Board establishes board committees that focus on specific board functions to aid in the optimal performance of its roles and responsibilities.</p>	<p>Compliant</p>	<p>Under the Manual on Good Corporate Governance, the Board Committees should be set up to the extent possible to support the effective performance of the Board's functions. The Company has four Board Committees namely: Audit Committee, Corporate Governance and Sustainability Committee, Board Risk Oversight Committee and Related Party Transactions Committee.</p> <p>References:</p> <p>1. Board Committees, Corporate Governance and Leadership https://centurypacific.com.ph/governance/board-of-directors/#board-committees</p> <p>2. Article 6, Manual on Good Corporate Governance https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=12</p> <p>3. 2025 Preliminary Information Statement, pp. 51-53, Board Committees https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=51</p>					
Recommendation 3.2							
<p>1. Board establishes an Audit Committee to enhance its oversight capability over the company's financial reporting, internal control system, internal</p>	<p>Compliant</p>	<p>The members of the Audit Committee are as follows:</p> <table border="1" data-bbox="1189 1394 1794 1428"> <thead> <tr> <th data-bbox="1189 1394 1541 1428">Name</th> <th data-bbox="1541 1394 1794 1428">Position</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>	Name	Position			
Name	Position						

and external audit processes, and compliance with applicable laws and regulations.

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

Link:

Board Committees - Century Pacific Food Inc. and 2025 Preliminary Information Statement, pp. 51-52, Board Committees https://governance.centurypacific.com/ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=51

The Company's Audit Committee is responsible for assisting its Board in its fiduciary responsibilities by providing an independent and objective assurance to its management and shareholders of the continuous improvement of its risk management systems, business operations, including cybersecurity and technology risks, and proper safeguarding and use of its resources and assets.

- Ensures that the external auditor is credible, competent, and should have the ability to understand complex related party transactions, its counterparties, and valuations of such transactions
- Ensures that the external audit firm is selected on the basis of a fair and transparent tender process
- Ensures that the external auditor has adequate quality control procedures

		<ul style="list-style-type: none"> o Establishes a structured program for audit verification including an independent outside review every five (5) years o Adopts and implements code of ethics for internal audit team o Adoption of the new Global Internal Audit Standards 2025 <p>References:</p> <p>1. Article 6, Manual on Good Corporate Governance (https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=12)</p> <p>2. E Duties and Powers, Audit Committee Charter, https://www.centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page5</p>	
2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.	Compliant	<p>The Audit Committee is composed of three (3) non-executive directors, the majority of whom, including the Chairman, is Independent. (B)(1) Composition, Audit Committee Charter, https://www.centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page=3</p>	
3. All the members of the committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing and finance.	Compliant	<p>All members of the Audit Committee have relevant background, knowledge, skills, and/or experience in the areas of accounting, auditing, and finance.</p> <p>References:</p>	

		<p>1. Board Committees, Company Website https://centurypacific.com.ph/governance/board-of-directors/#board-committees</p> <p>2. 2025 Preliminary Information Statement, pp. 13-16, Item 5 Directors and Executive Officers; pp. 50-51, Composition of the Board of Directors, https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=13</p>	
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	Compliant	<p>The Chairman of the Audit Committee must be an independent director and must not chair any other committee in the Company. (B)(2) Composition, Audit Committee Charter, https://www.centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page=3</p> <p>The Chairman of the Audit Committee, Philip G. Soliven, is not the chairman of any other committee in the Company. Board Committees, Company Website, https://centurypacific.com.ph/governance/board-of-directors/#board-committees</p>	
Supplement to Recommendation 3.2			
1. Audit Committee approves all non-audit services conducted by the external auditor.	Compliant	<p>The Committee does not allow any non-audit work that will conflict with the external auditor's duties or may pose a risk/threat to his independence. Nevertheless, the Company has a policy in place for the evaluation of all non-audit work under Paragraph (E) (5) (b) of the Audit Committee Charter, https://www.centurypacific.com.ph/wp-</p>	

		content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page=7	
2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	Compliant	<p>The Committee may conduct a meeting in executive session with the External Auditor, without anyone from management, to discuss any matters that the Committee or the External Auditors believe should be discussed privately. Paragraph (E) (5) (i) of the Audit Committee Charter, https://www.centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page=8</p> <p>The Audit Committee met on April 1, April 28, July 28, and October 27, 2025. There are no minutes of the executive session. All discussions between the Audit Committee and the External Audit Team are not recorded. Appendix 9, Preliminary Information Statement, https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page97</p>	
Optional: Recommendation 3.2			
1. Audit Committee meet at least four times during the year.	Compliant	The Audit Committee met on April 1, April 28, July 28, and October 27, 2025. Appendix 9 ,	

		<p>Preliminary Information Statement, https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page97</p>	
<p>2. Audit Committee approves the appointment and removal of the internal auditor.</p>	<p>Compliant</p>	<p>The Audit Committee recommends the appointment or replacement of the internal audit head or Chief Audit Executive who shall functionally report to the Audit Committee, and administratively to the Chief Executive Officer or his delegated officer, and ensure that the internal audit organization shall be free from interfering in determining its scope, performance of its work, and in communicating its results.</p> <p>In February 2026, the Board approved the appointment of Rosanne Sampani as Chief Audit Executive (CAE), effective February 5, 2026.</p> <p>References:</p> <p>1. (D) Chief Audit Executive, Audit Committee Charter, https://www.centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page=4</p> <p>2. Appointment of Rosanne Sampani, SEC Form 17-C, https://governance.centurypacific.com.ph/wp-content/uploads/2026/03/PSE-Copy-</p>	

[20260205-SEC-17C-CNPF-Retirement-and-Promotion-of-Officers.pdf](#)

3. **Preliminary Information Statement**, p. 19
https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=19

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

Corporate Governance and Sustainability Committee oversees the implementation of the corporate governance framework and periodically reviews the framework to ensure that it remains appropriate in light of material changes to the corporation's size, complexity and business strategy, as well as its business and regulatory environments. The Committee also determines the nomination and election process for the company's directors (effectively adopting the functions of a Nomination Committee) and shall establish a formal and transparent procedure to develop a policy for determining the remuneration of directors and officers (effectively adopting the functions of a Remuneration Committee).

Corporate Governance and Sustainability Committee provides oversight of the Corporation's strategies, opportunities, and risks concerning material sustainability issues to ensure progress in these areas and to advise management on process and performance improvements in order to achieve targets.

Climate-related Risks and Opportunities

Climate Change Management

The Company recognizes climate change as an urgent global issue that needs to be addressed. Our country is one of the most vulnerable to the impacts of climate change, thus, it is in the Company's interest to ensure that the business is future-proofed and can mitigate and adapt to changing landscapes. The directive to manage the climate change impact comes from the Board of Directors, through the Corporate Governance and Sustainability Committee. To operationalize our sustainability strategy, the Company has established an interdepartmental steering committee to track, monitor, and continuously improve our resource management, headed by no less than the Executive Chairman and Chief Executive Officer, along with top company officers and business unit representatives.

References:

1. **Board Committees, Corporate Governance and Leadership**
<https://centurypacific.com.ph/governance/board-of-directors/#board-committees>
2. **Article 6, Manual on Good Corporate Governance**
(<https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=12>)

		<p>3. 2025 Preliminary Information Statement, pp. 51-53, Board Committees https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=51</p> <p>4. (C) Duties and Functions, Amended Corporate Governance and Sustainability Committee Charter, https://centurypacific.com.ph/wp-content/uploads/2020/03/CNPF_Revised_Corporate_Governance_and_Sustainability_Committee_Charter_2021.pdf#page2</p> <p>5. See page 3 of Sustainability Report attached as Appendix "Y".</p>					
<p>2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.</p>	<p>Compliant</p>	<p>The Corporate Governance Committee is composed of three (3) members, all of whom, including the Chairman, should be Independent. (B)(2) Amended Corporate Governance and Sustainability Committee Charter, https://centurypacific.com.ph/wp-content/uploads/2020/03/CNPF_Revised_Corporate_Governance_and_Sustainability_Committee_Charter_2021.pdf#page=3</p>					
<p>3. Chairman of the Corporate Governance Committee is an independent director.</p>	<p>Compliant</p>	<p>The members of the Corporate Governance Committee are as follows:</p> <table border="1" data-bbox="1200 1267 1796 1406"> <thead> <tr> <th data-bbox="1200 1267 1525 1305">Name</th> <th data-bbox="1525 1267 1796 1305">Position</th> </tr> </thead> <tbody> <tr> <td data-bbox="1200 1305 1525 1406">Stephen Anthony T. CuUnjieng</td> <td data-bbox="1525 1305 1796 1406">Chairman, Independent Director</td> </tr> </tbody> </table>	Name	Position	Stephen Anthony T. CuUnjieng	Chairman, Independent Director	
Name	Position						
Stephen Anthony T. CuUnjieng	Chairman, Independent Director						

		<table border="1"> <tr> <td>Philip G. Soliven</td> <td>Member, Independent Director</td> </tr> <tr> <td>Regina Roberta L. Lorenzana</td> <td>Member, Independent Director</td> </tr> </table> <p>References:</p> <p>1. Board Committees, Corporate Governance and Leadership https://centurypacific.com.ph/governance/board-of-directors/#board-committees</p> <p>2. 2025 Preliminary Information Statement, pp. 52, Board Committees https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=52</p>	Philip G. Soliven	Member, Independent Director	Regina Roberta L. Lorenzana	Member, Independent Director	
Philip G. Soliven	Member, Independent Director						
Regina Roberta L. Lorenzana	Member, Independent Director						
Optional: Recommendation 3.3.							
1. Corporate Governance Committee meet at least twice during the year.	Compliant	The Corporate Governance Committee met on February 17 and November 17, 2025. Appendix 9, 2025 Preliminary Information Statement , https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=97					
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	There is a separate Board Risk Oversight Committee (BROC). The BROC is responsible for the oversight of the Company's Enterprise Risk Management (ERM) system to ensure its functionality and effectiveness. It provides oversight over Management's activities in					

managing credit, market, liquidity, operational, legal and other risk exposures of the Company.

Climate-related Risks and Opportunities

Climate Change Management

The Company recognizes climate change as an urgent global issue that needs to be addressed. Our country is one of the most vulnerable to the impacts of climate change, thus, it is in the Company's interest to ensure that the business is future-proofed and can mitigate and adapt to changing landscapes. The directive to manage the climate change impact comes from the Board of Directors, through the Corporate Governance and Sustainability Committee. To operationalize our sustainability strategy, the Company has established an interdepartmental steering committee to track, monitor, and continuously improve our resource management, headed by no less than the Executive Chairman and Chief Executive Officer, along with top company officers and business unit representatives.

References:

1. **Board Committees, Corporate Governance and Leadership**

<https://centurypacific.com.ph/governance/board-of-directors/#board-committees>

2. **Article 6, Manual on Good Corporate Governance**

(<https://centurypacific.com.ph/wp->

		<p>content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=13)</p> <p>3. 2025 Preliminary Information Statement, pp. 53-53, Board Committees https://governance.centurypacific.com/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=52</p> <p>4. Board Meetings and Attendance, Appendix 11 - 2025 Preliminary Information Statement, pp. 97, Board Committees https://governance.centurypacific.com/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=97</p> <p>5. (C) Duties and Responsibilities, Board Risk Oversight Committee Charter, https://www.centurypacific.com/wp-content/uploads/2020/12/CNPF-BROC-Board-Risk-Oversight-Charter.pdf#page3</p> <p>6. See page 28 of Sustainability Report attached as Appendix "Y".</p>	
2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	Non-Compliant	The Company's BROC is composed of at least three (3) members, the majority of whom should be independent directors, including the Chairman. The Chairman of the Committee must be an independent director and must not chair any other committee in the Company. (B) (1) (2) Membership, Board Risk Oversight Committee Charter ,	
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Compliant		
4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.	Compliant		

<https://www.centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-BROC-Board-Risk-Oversight-Charter.pdf#page=3>

The members of the BROC are as follows:

Name	Position
Regina Roberta L. Lorenzana	Chairman, Independent Director
Ricardo Gabriel T. Po, Jr.	Member, Non-executive Director
Atty. Regina Jacinto-Barrientos	Member, Non-executive Director

The Chairman of the BROC is Regina Lorenzana. She is not the Chairman of any other committee. See **Board Committees, Corporate Governance and Leadership, Company Website** <https://centurypacific.com.ph/governance/board-of-directors/#board-committees>

All the members of the BROC Committee hold relevant experience on risk and risk management.

References:

1. **Board Committees, Corporate Governance and Leadership, Company Website**

		<p>https://centurypacific.com.ph/governance/board-of-directors/#board-committees</p> <p>2. 2025 Preliminary Information Statement, Director Profiles in pp. 12-16, Item 5 Directors and Executive Officers, pp. 51-53, Board Committees</p> <p>https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=52</p> <p>The BROC met on August 18, 2025 to discuss all Board Risk Oversight Updates. The meeting was attended by all Committee members. See page 52-53 and page 97, Schedule of BROC Meetings in the Information Statement.</p> <p>https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=52</p>	
Recommendation 3.5			
<p>1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related party transactions of the company.</p>	Compliant	<p>The purpose of the Related Party Transaction (RPT) Committee is to ensure that terms and conditions of all RPTs must be equivalent to those that prevail in arm's length transactions and shall be subject to appropriate corporate approvals and actions of the Company and of related parties, with the best interest of the investing public and the Company in mind. Any related-party transactions entered into by the Company or its affiliates shall be in accordance with applicable law, rules and regulations and this Policy.</p>	

The RPT Committee is tasked with reviewing all material RPTs of the Company and ensures that appropriate disclosure is made and/or information is provided to regulating and supervising authorities relating to the Company's RPT exposures and policies on conflicts of interest or potential conflict of interest.

References:

1. **Board Committees, Corporate Governance and Leadership, Company Website**
<https://centurypacific.com.ph/governance/board-of-directors/#board-committees>

2. **Article 6, Manual on Good Corporate Governance**
(<https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=6>)

3. **2025 Preliminary Information Statement**, pp. 51-53, Board Committees
https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=53

4. **Related Party Transactions Committee Charter**,
<https://www.centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-RPT-Related->

<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>Party-Transaction-Charter Revised.pdf#page4</p> <p>The RPT Committee is composed of at least three (3) non-executive directors, majority of whom should be independent directors. The Chairman of the RPT Committee must be an independent director. (C) Composition, Related Party Transactions Committee Charter, https://www.centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-RPT-Related-Party-Transaction-Charter_Revised.pdf#page=3</p> <p>The members of the RPT Committee are as follows:</p> <table border="1" data-bbox="1200 804 1677 1193"> <thead> <tr> <th data-bbox="1200 804 1451 842">Name</th> <th data-bbox="1451 804 1677 842">Position</th> </tr> </thead> <tbody> <tr> <td data-bbox="1200 842 1451 983">Frances J. Yu</td> <td data-bbox="1451 842 1677 983">Chairman, Non-executive Independent Director</td> </tr> <tr> <td data-bbox="1200 983 1451 1086">Ricardo Gabriel T. Po, Jr.</td> <td data-bbox="1451 983 1677 1086">Member, Non-executive Director</td> </tr> <tr> <td data-bbox="1200 1086 1451 1193">Atty. Regina Jacinto-Barrientos</td> <td data-bbox="1451 1086 1677 1193">Member, Non-executive Director</td> </tr> </tbody> </table> <p>References: 1. Board Committees, Corporate Governance and Leadership, Company Website https://centurypacific.com.ph/governance/board-of-directors/#board-committees</p>	Name	Position	Frances J. Yu	Chairman, Non-executive Independent Director	Ricardo Gabriel T. Po, Jr.	Member, Non-executive Director	Atty. Regina Jacinto-Barrientos	Member, Non-executive Director	
Name	Position										
Frances J. Yu	Chairman, Non-executive Independent Director										
Ricardo Gabriel T. Po, Jr.	Member, Non-executive Director										
Atty. Regina Jacinto-Barrientos	Member, Non-executive Director										

		2. 2025 Preliminary Information Statement , pp. 53, Board Committees https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=53	
Recommendation 3.6			
1. All established committees have a Committee Charter stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.	Compliant	All the Company established Board Committees have its respective committee charters, each stating in plain terms their respective purposes, composition, structures, operations, reporting process, resources and other relevant information.	
2. Committee Charters provide standards for evaluating the performance of the Committees.	Compliant	Each Charter contains specific functions and standards relative to the corresponding Committees purpose. The standards established are the basis for evaluating the performance of each Committee.	
3. Committee Charters were fully disclosed on the company's website.	Compliant	All Committee Charters are uploaded in the Company website: Governance Documents, All Committee Charters, https://governance.centurypacific.com.ph/ https://governance.centurypacific.com.ph/responsibilities-of-the-board/#brxe-cmwnvg Board Charter	

		<p>https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf</p> <p>Audit Committee Charter: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf</p> <p>Revised Related Party Transactions Committee Charter https://centurypacific.com.ph/wp-content/uploads/2022/05/CNPF_Revised_RPT_Related_Party_Transaction_Charter_signed.pdf</p> <p>Corporate Governance and Sustainability Committee Charter https://centurypacific.com.ph/wp-content/uploads/2020/03/CNPF_Revised_Corporate_Governance_and_Sustainability_Committee_Charter_2021.pdf</p> <p>Board Risk Oversight Charter https://www.centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-BROC-Board-Risk-Oversight-Charter.pdf</p>	
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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	Compliant	Directors attend regular and special board meetings virtually and/or in person. Board	
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<p>shareholders in person or through tele-/videoconferencing conducted in accordance with the rules and regulations of the Commission.</p>		<p>members take part in active discussions during Board meetings.</p> <p>References: 2025 Preliminary Information Statement, Board Meetings and Director Attendance, p. 54, https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=54</p>	
<p>2. The directors review meeting materials for all Board and Committee meetings.</p>	<p>Compliant</p>	<p>Materials and related supporting documents to be used in the meetings of the board and board committees are given in advance, to give sufficient time for the directors to read and understand them.</p>	
<p>3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.</p>	<p>Compliant</p>	<p>Under the Manual on Good Corporate Governance, the Board of Directors commit to review meeting materials during Board and Committee meetings and if called for, ask the necessary questions or seek clarifications and explanations. Article 7(1) Manual on Good Corporate Governance, https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=14</p> <p>Notice of Meetings is disseminated prior to the Board and Committee Meetings. During the Meeting, the Presiding Officer invites directors to bring forward any additional matters that they might wish to discuss. All discussions are recorded in the minutes, copies of which</p>	

cannot be disclosed considering that matters of confidential nature are likewise contained therein.

Board members are also free to contact and discuss with Management and Corporate Secretary issues or matters that need clarification or information that they may need in the discharge of their board functions.

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

The non-executive Directors do not serve in more than five (5) publicly-listed companies.
Article 2(4) Manual on Good Corporate Governance,
<https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=6>

Name	Listed Company	Type of Directorship
Ricardo Gabriel T. Po	Arthaland Corporation	Non-Executive
	IP E-Game Ventures, Inc.	Non-Executive
	Shakey's Pizza Asia Ventures Inc.	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 Director
Regina Roberta L. Lorenzana	Shakey's Pizza Asia Ventures, Inc.	Independent Director
Stephen T. CuUnjieng	Philippine Bank of Commerce	Independent Director
	First Philippine Holdings Corporation	Independent Director
	Greenergy Holdings Incorporated	Director
Philip G. Soliven	Metropolitan Bank & Trust Company	Lead Independent Director

References:

1. **2025 Preliminary Information Statement**, Compliance to Corporate Governance, pp. 50-51,

<https://governance.centurypacific.com.ph/>

		wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page50							
2. Board Committees, Corporate Governance and Leadership, Company Website https://centurypacific.com.ph/governance/board-of-directors/#board-committees									
Recommendation 4.3									
1. The directors notify the company's board before accepting a directorship in another company.	Compliant	<p>The Corporation's Manual of Good Corporate Governance mandates Directors to disclose all relevant and key information to determine any conflicts of interest. Article 11 Disclosure and Transparency, p. 17 of Manual of Good Corporate Governance (https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=17)</p>							
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	<p>The Company's Executive Directors are Mr. Teodoro Alexander T. Po and Mr. Christopher T. Po.</p> <p>Both executive Directors do not serve in more than two boards of listed companies outside of the Group. A list of director positions of the executive directors are listed below:</p> <table border="1" style="width: 100%; margin-top: 10px;"> <thead> <tr> <th style="width: 33%;">Name</th> <th style="width: 33%;">Listed Company</th> <th style="width: 33%;">Type of Directorship</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Name	Listed Company	Type of Directorship				
Name	Listed Company	Type of Directorship							

		Teodoro Alexander T. Po	Shakey's Pizza Asia Ventures Inc.	Non-Executive	
		Christopher T. Po	Arthaland Corporation	Non-Executive	
			Shakey's Pizza Asia Ventures Inc.	Non-Executive	
2. Company schedules board of directors' meetings before the start of the financial year.	Compliant	All Board meetings are scheduled at the start of the year.			
3. Board of directors meet at least six times during the year.		<p>The Board met at least six (6) times in 2025.</p> <p>Link: Information Statement, page 54 Regular and Special Meetings Attendance: https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page4</p>			
4. Company requires as minimum quorum of at least 2/3 for board decisions.	Non-Compliant	Indicate the required minimum quorum for board decisions			In accordance with the Corporation Code of the Philippines, Section 3 of the Company's By-laws provides for a majority of the number of directors as fixed in the Articles of Incorporation shall constitute a quorum for the transaction of corporate business and every decision of at least

			<p>a majority of the directors present at a meeting at which there is a quorum shall be valid as a corporate act, except for the election of officers which shall require the vote of a majority of all the members of the Board. The presence of at least one (1) independent director is required at a meeting.</p> <p>In 2025, all meetings were attended by all Board members. The attendance of Board members can be found on the Company's Preliminary Information Statement found in this link https://governance.cen.turypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf</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.	Compliant	The Board is composed of four (4) Independent Directors. See list of Board of Directors: Board of Directors - Century Pacific Food Inc.	
Recommendation 5.2			
1. The independent directors possess all the qualifications and none of the disqualifications to hold the positions.	Compliant	The independent directors possess all the qualifications and none of the disqualifications to hold the positions. The profiles of the independent directors are disclosed in the Company Website while the required qualifications of an independent director are provided in the Manual of Corporate Governance. See profiles of Directors in the Company website Board of Directors - Century Pacific Food Inc.	
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	The Company respects the right of directors to vote independently without any constraints. The Company has no shareholder agreements, provisions in its By-Laws or such other agreement that constrain the directors' ability to vote independently.	
Recommendation 5.3			
1. The independent directors serve for a cumulative term of nine years (reckoned from 2012).	Compliant	Under the Company's Manual on Good Corporate Governance and in compliance	

2. The company bars an independent director from serving in such capacity after the term limit of nine years.	Compliant	with SEC MC 07-2026, the Independent Directors shall serve for a maximum cumulative term of nine years. After which, the independent director should be perpetually barred from reelection as such in the Company. Article 8 (3) Manual on Good Corporate Governance											
3. In the instance that the company retains an independent director in the same capacity after nine years, the board provides meritorious justification and seeks shareholders' approval during the annual shareholders' meeting.	Compliant	<p>https://governance.centurypacific.com.ph/wp-content/uploads/2026/02/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf</p> <p>As of March 31, 2026, there are no Independent Directors serving for more than nine (9) years.</p> <table border="1" data-bbox="1189 759 1765 1380"> <thead> <tr> <th data-bbox="1189 759 1514 823">Name</th> <th data-bbox="1514 759 1765 823">Years Served</th> </tr> </thead> <tbody> <tr> <td data-bbox="1189 823 1514 959">Frances J. Yu, appointed on March 5, 2019</td> <td data-bbox="1514 823 1765 959">7 years</td> </tr> <tr> <td data-bbox="1189 959 1514 1126">Regina Roberta L. Lorenzana, appointed on March 18, 2021</td> <td data-bbox="1514 959 1765 1126">5 years</td> </tr> <tr> <td data-bbox="1189 1126 1514 1257">Stephen T. Cuunjieng, appointed on July 6, 2023</td> <td data-bbox="1514 1126 1765 1257">2 years</td> </tr> <tr> <td data-bbox="1189 1257 1514 1380">Philip G. Soliven, appointed on July 6, 2023</td> <td data-bbox="1514 1257 1765 1380">2 years</td> </tr> </tbody> </table>	Name	Years Served	Frances J. Yu, appointed on March 5, 2019	7 years	Regina Roberta L. Lorenzana, appointed on March 18, 2021	5 years	Stephen T. Cuunjieng, appointed on July 6, 2023	2 years	Philip G. Soliven, appointed on July 6, 2023	2 years	
Name	Years Served												
Frances J. Yu, appointed on March 5, 2019	7 years												
Regina Roberta L. Lorenzana, appointed on March 18, 2021	5 years												
Stephen T. Cuunjieng, appointed on July 6, 2023	2 years												
Philip G. Soliven, appointed on July 6, 2023	2 years												

See **pp. 14-15 of the 2025 Information Statement**,
https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page14

Recommendation 5.4

1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.

Compliant

Executive Chairman of the Board	Christopher T. Po
Chief Executive Officer and President	Teodoro Alexander T. Po

Details on the company's Chairman of the Board and Chief Executive Officer can be found on the Company website:

Link:
[Board of Directors - Century Pacific Food Inc.](#)

2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.

Compliant

Information on the roles and responsibilities of the Chairman of the Board and Chief Executive Officer can be found on the Board Charter

Link:
Board Charter, page 5:
[CNPF Board Charter \(centurypacific.com.ph\)](#)

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.

Compliant

The Company's Lead Independent Director is Frances J. Yu. See information on a lead independent director and her roles and responsibilities.

Link:

[Board of Directors - Century Pacific Food Inc.](#)

Article 9, page 16 of Manual on Good Corporate Governance, [CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf](#)

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

Under the Material Related Party Transactions Policy, the Company requires directors and key management personnel to abstain and/or inhibit themselves from participating in discussions and voting on a particular agenda when they are conflicted. See page 6, **(C) (b) Policy on Material Related Party Transactions,**

<https://governance.centurypacific.com.ph/wp-content/uploads/2026/02/CNPF-Policy-on-Material-Related-Party-Transactions.pdf#page6>

The names of all related parties, degree of relationship, nature and value for each material/significant RPT are disclosed by the Company in its Consolidated Financial Statements. All interested directors abstained in the discussion, review and approval of all

		RPTs entered into for FY 2025. Page 40 of Appendix 12 – Consolidated Audited Finance Statement, Information Statement: Preliminary-Information-Statement	
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, composed of non-executive directors, met four (4) times in 2025. Executive sessions are held between the Audit Committee and external auditor only, without any of the senior executives present. Such sessions, if scheduled, are not recorded and no minutes of the meeting are prepared.	
2. The meetings are chaired by the lead independent director.	Compliant		
Optional: Principle 5			
1. None of the directors is a former CEO of the company in the past 2 years.	Non-Compliant		Teodoro Alexander T. Po held the position of President and CEO, and Director of the Company in the past 7 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	The Company has implemented a Board Self-Assessment Form accomplished by the	

2. The Chairman conducts a self-assessment of his performance.	Compliant	Chairman and the Board of Directors of the Corporation annually. Description of the Self-Assessment is found on page 55 of the Preliminary Information Statement: https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=55	
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	Identify the external facilitator and provide proof of use of an external facilitator.	The Company is evaluating the need for external facilitators to support the assessments every three years.

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	The Company provides in its Board Charter the criteria and process to determine the performance of the Board and its members and committees. Further, the Company has a sound Investor Relations unit which handles all concerns of the shareholders.	
2. The system allows for a feedback mechanism from the shareholders.	Compliant	Link: <i>*policy on performance evaluation on page 6 of the Board Charter:</i> https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=6	

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

<p>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.</p>	<p>Compliant</p>	<p>See the company's Code of Business Conduct and Ethics in the Company website: Link: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Code-of-Business-Conduct-and-Ethics.pdf</p>	
<p>2. The Code is properly disseminated to the Board, senior management and employees.</p>	<p>Compliant</p>	<p>(a) Conflict of Interest: All employees, irrespective of rank should always act for the best interest of the company. All conflict of interest shall be avoided and prohibited. In the event such will occur, disclosure must be done to the immediate supervisor and/or Human Resources Head</p> <p>(b) Conduct of Business and Fair Dealings: Business is dictated by free competition -no monopoly, no price manipulation. Price is dictated by supply and demand. Employees are required to comply with fair trade practices.</p> <p>(c) Receipt of gifts from third parties: All employees are prohibited from accepting gifts based on the no gift policy of the Company</p> <p>(d) Compliance with Laws & Regulations: All employees, in the conduct of business, are obliged to comply with all relevant laws and regulations</p> <p>e) Respect for Trade Secrets/Use of Non - public Information: All employees are required to sign and adhere to a</p>	

		<p>confidentiality agreement. All employees are prohibited from disclosing or using to their own advantage any non-public information</p> <p>f) Use of Company Funds, Assets and Information: All employees are required to act as responsible custodians of all company funds, assets, and information. As such all are required to protect and preserve company assets</p> <p>(g) Employment & Labor Laws & Policies: The Company complies with all existing employment and labor laws and policies</p> <p>(h) Disciplinary action: Disciplinary actions are meted only after due process. The Company has a Code of Conduct that serves as a guide for the employees' behavior</p> <p>(i) Whistle Blower: The Company has a whistle blower policy that provides an avenue for employees to report misconduct of fellow employees, including their superiors, while protecting the employee's identity and welfare</p> <p>(j) Conflict Resolution: The Company provides a work environment that is conducive to friendly resolution of disagreement. Superiors should promote amicable settlement of conflicts</p>	
3. The Code is disclosed and made available to the public through the company website.	Compliant	See company's Code of Business Conduct and Ethics:	

		https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Code-of-Business-Conduct-and-Ethics.pdf	
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	See company's Code of Business Conduct and Ethics: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Code-of-Business-Conduct-and-Ethics.pdf	
Recommendation 7.2			
1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	Compliant	All Employees of the Company, Directors and Key Officers are required to abide by the Code of Business Conduct and Ethics. The Company thru its Human Resource Department implements and monitors the implementation of the Code thru policies.	
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	Compliant		
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			
1. Board establishes corporate disclosure policies and procedures to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair and complete picture of a company's financial condition, results and business operations.	Compliant	Reports distributed/made available to shareholders and other stockholders can be found in the PSE Edge website and in the Company website, particularly in the Investors page: Links: Company's disclosure reports to PSE: Regulatory Filings - Century Pacific Food Inc.	

Company's Stock Information:
[Stock Information - Century Pacific Food Inc.](#)

Supplement to Recommendations 8.1

1. Company distributes or makes available annual and quarterly consolidated reports, cash flow statements, and special audit revisions. Consolidated financial statements are published within ninety (90) days from the end of the fiscal year, while interim reports are published within forty-five (45) days from the end of the reporting period.

Non-Compliant

2025 Quarterly reports were disclosed and published within forty-five (45) days from reporting period.

Links:

1st Quarter:

<https://www.centurypacific.com.ph/wp-content/uploads/2025/05/05072025-CNPF-17Q-FIRST-QUARTER-2025.pdf>

2nd Quarter:

<https://www.centurypacific.com.ph/wp-content/uploads/2025/08/08122025-CNPF-17Q-FIRST-HALF-2025.pdf>

3rd Quarter:

<https://www.centurypacific.com.ph/wp-content/uploads/2025/11/20251106-CNPF-17Q-THIRD-QUARTER-2025.pdf>

Annual consolidated reports are published within 105 days from the end of the financial year in compliance with PSE and SEC requirements.

Link:

2025 Audited Consolidated Financial Statements:

<https://www.centurypacific.com.ph/wp-content/uploads/2026/04/04-ANNEX-C-CNPF-Consolidated-FS-2025.pdf>

These interim reports are disclosed in the Company Website: <https://www.centurypacific.com.ph/investor-relations/financials/>

These interim reports and the 2025 Audited Consolidated Financial Results of the Company are disclosed in the

			Company Website: https://www.centurypacific.com.ph/investor-relations/financials/
<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>	Compliant	<p>The complete list of the Public Ownership Report of Century Pacific Food, Inc. as of December 31, 2025 was disclosed to the SEC, PSE, and PDEX on January 13, 2025 were approximately 65.56% of the Company shares are held by principal and strategic shareholders, and the remaining 34.44% shareholdings are held by directors, officers, employees, the government, other corporations, and other individuals.</p> <p>The Company has a straightforward structure of alliance among its affiliates with no joint-holding or cross-holding of shares.</p> <p>The Company's Annual Report for the year 2025 can be found in the Company's Website</p> <p>Links: 2025 Annual Report, SEC Form 17-A, as posted in the Company Website: https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-17-A-Annual-Report-for-2025_SEC.pdf#page23</p> 2025 Annual Report, SEC Form 17-A, as posted in the PSE website: https://edge.pse.com.ph/openDiscViewer.do?edge_no=0bcec2c0e0cda8c464d70b69f0a3140b	

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.</p>	<p>Compliant</p>	<p>The Company implements an Insider Trading Policy where all members of the Board of Directors, executive officers, consultants and advisers of the Company, all other company employees who are made aware of Material Information prior to disclosure, and members of the immediate families of such persons who are living in the same household ("Covered Persons"), are required to report their trades to the Company within three trading days.</p>	
<p>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.</p>	<p>Compliant</p>	<p>Moreover, the Company imposes a Trading Blackout Policy where all Covered Persons are strictly prohibited from buying or selling Company shares for five (5) trading days prior to and three (3) trading days after the disclosure of the following: (a) structured report containing material information as required by government or regulatory agency, and (b)_unstructured report containing material information as defined under applicable laws, rules and regulations on Material Disclosures for the purpose of protecting the investing public.</p> <p>(C) Reporting Requirements, Supplemental Insider Trading Policy, https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/Memo-on-Insider-Trading-Policy-CPFI-LEG-2025-001.pdf</p>	

		<p>Section 2, (1) Reporting Policy, https://governance.centurypacific.com.ph/wp-content/uploads/2026/02/Insider-Trading-Policy-FINAL_SIGNED-1.pdf</p> <p>See page 25 of the Annual Report on the Summary of Trades made by Directors and Key Officers: https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-17-A-Annual-Report-for-2025_SEC.pdf#page25</p> <p>As of March 31, 2026, there were no trades made by Covered Persons during the mandatory Trading Blackout period.</p>	
Supplement to Recommendation 8.2			
<p>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).</p>	Compliant	<p>Changes in Beneficial Ownership reports are filed with the PSE. All such reports made by the Company are found in the PSE Website: Public Ownership Report as of March 31, 2026: https://edge.pse.com.ph/openDiscViewer.do?edge_no=95386d5309a6ffbd64d70b69f0a3140b</p> <p>Share buyback: none for FY2025 Treasury shares: zero (0) as of 31 December 2025</p>	
Recommendation 8.3			
<p>1. Board fully discloses all relevant and material information on individual board members to evaluate their experience and qualifications, and</p>	Compliant	<p>Directors' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and</p>	

<p>assess any potential conflicts of interest that might affect their judgment.</p>		<p>relevant trainings attended are disclosed on the Corporation's website.</p> <p>Link: Board of Directors - Century Pacific Food Inc.</p>	
<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>Key officers' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and relevant trainings attended are disclosed on the Corporation's website</p> <p>Link: Senior Management - Century Pacific Food Inc.</p>	
<p>Recommendation 8.4</p>			
<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>The Company's By-Laws provide that directors shall receive reasonable per diems for their attendance at each meeting of the Board. Any compensation other than per diems may be allowed subject to the approval of stockholders representing at least a majority of the outstanding capital stock.</p> <p>The Company's annual reports and Information Statements include disclosure of all fixed and variable compensation that may be paid, directly or indirectly, to its directors and top five (5) management officers during the preceding fiscal year, which may be subject to objection or ratification of the stockholders. There were no issues on the compensation of directors and officers which was brought up in the last annual stockholders meeting.</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>The Company compensates employees based on Company and individual performance. Employee performance is assessed on the basis of: (1) actual vs. desired results, and (2) how results were delivered in the light of corporate core values. Therefore, the achievement of financial and nonfinancial measures is reflected in performance assessment.</p> <p>Deferred bonuses based on individual performance are provided on a yearly basis.</p> <p>Through the Performance Management System Policy (PMS), employees and their immediate leaders are responsible for defining, monitoring, and evaluating progress on performance expectations and KPIs.</p> <p>Employee KPIs are determined annually at the beginning of each year and structured around four pillars: Corporate Development & Business Growth, Sustainability, Process and Functional Excellence, and People and Organizational Development. The pillars enable individual and organizational development and business growth while integrating our sustainability framework into performance.</p> <p>Immediate leaders ensure the progress of their direct reports through regular coaching and feedback, which reinforces the Company's learning culture. Assessment results determine whether an employee is eligible for salary increases (for all levels) and</p>	
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		performance bonuses (for Supervisory levels and above).	
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Compliant	<p>The Board Charter authorizes the Board to approve the remuneration packages and policies for Corporate Officers and employees. (B) (10) Roles and Responsibilities, Board Charter, https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Board-Charter.pdf#page=3</p> <p>To attract and retain top talent, the Board ensures, through the Human Resources Management Group, that compensation packages are competitive with the industry standards across all levels of the organization.</p> <p>The Company adopts a Performance Management System Policy outlining individual Key Performance Indicators as aligned with Departmental targets and goals, and Company-wide long term business strategies. It is an effective performance management where the process is embedded into the day-to-day working structure of business life. This helps employees and management align on work expectations for the year and provides an opportunity for employees to develop.</p> <p>A portion of the remuneration of executive directors may be structured or be based on corporate and individual performance.</p>	

		<p>Remuneration of the Company's Top 5 Executives, See: CEO and five other most highly compensated executive officers, as of March 31, 2026, Page 24, Preliminary Information Statement</p> <p>https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=24</p>	
Recommendation 8.5			
<p>1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions in their Manual on Corporate Governance.</p>	<p>Compliant</p>	<p>It is the policy of the Company to ensure fairness and transparency in related party transactions (“RPTs”) between the Corporation and its parent company, joint ventures, subsidiaries, associates, affiliates, major stockholders, principal officers and directors, including their spouses, children, and dependent siblings and parents and of interlocking director relationships by members of the Board. The RPT Policy is disclosed in the Company's Revised Related Party Transaction Committee Charter. Revised Related Party Transactions Committee Charter: https://centurypacific.com.ph/wp-content/uploads/2022/05/CNPF_Revised_RPT_Related_Party_Transaction_Charter_signed.pdf</p> <p>Under (VI) (C) (b) of the Policy, material RPTs shall be reviewed and approved by at least 2/3 vote of BOD with a majority of the independent voting to approve. In case a majority of the independent directors' vote is not secured, the material RPT may be ratified</p>	

		<p>by the vote of stockholders representing at least 2/3 of the outstanding capital stock.</p> <p>Material Related Party Transactions Policy, https://governance.centurypacific.com/ph/wp-content/uploads/2026/02/CNPF-Policy-on-Material-Related-Party-Transactions.pdf</p>	
<p>2. Company discloses material or significant RPTs reviewed and approved during the year.</p>	<p>Compliant</p>	<p>A material Related party transaction is defined under the Company's Material Related Party Transaction policy as "any related party transaction/s, either individually, or in aggregate over a twelve (12)-month period with the same related party, amounting to ten percent (10%) or higher of a company's total assets based on its latest audited financial statement." Details of related party transactions are found on the Company's 2025 Information Statement. See page 40 to 43 of Consolidated Audited Financial Statements of the Company https://www.centurypacific.com/ph/wp-content/uploads/2026/04/04-ANNEX-C-CNPF-Consolidated-FS-2025.pdf#page=54</p> <p>The Company did not enter into any material Related Party Transactions as of March 31, 2026.</p> <p>Link: 2025 Annual Report, Annex C, page 40 of Consolidated Financial Statements as of December 31, 2025 https://governance.centurypacific.com/ph/wp-content/uploads/2026/04/01-CNPF-SEC-17-A-Annual-Report-for-2025_SEC.pdf</p>	

See page 40 to 43 of Consolidated Audited Financial Statements of the Company:
<https://www.centurypacific.com.ph/wp-content/uploads/2026/04/04-ANNEX-C-CNPF-Consolidated-FS-2025.pdf#page=54>

Supplement to Recommendation 8.5

<p>1. Company requires directors to disclose their interests in transactions or any other conflict of interests.</p>	<p>Compliant</p>	<p>Board members are required to report any conflict of interest under the Company's Enterprise Risk Management System and Related Party Transaction Policy.</p> <p>The Company's RPT Policy provides for a mechanism to monitor related parties at an individual level and at an enterprise level. Directors and Senior Key officers annually declare in writing their related parties, business interests, including that of their relatives within the fourth civil degree of consanguinity or affinity, legitimate or common-law. Additionally, any relevant changes or updates in the relationship shall be disclosed to the Company.</p> <p>The Company maintains a Related Party Registry to continuously monitor related parties of the Company.</p> <p>Link: https://centurypacific.com.ph/wp-content/uploads/2020/12/Company%20B9s-Enterprise-Risk-Management-System-and-Other-Policies.pdf</p> <p>Material Related Party Transactions Policy, https://governance.centurypacific.com.ph/</p>	
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[wp-content/uploads/2026/02/CNPF-Policy-on-Material-Related-Party-Transactions.pdf](https://www.centurypacific.com.ph/wp-content/uploads/2026/02/CNPF-Policy-on-Material-Related-Party-Transactions.pdf)

See FDOFIFA Form attached as Appendix "R"

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

The Related Party Transactions entered into by the Company including the relevant terms and conditions of the RPTs, are found in the 2025 Information Statement.

The Company implements a policy where all RPT are subject to the Company's Transfer Pricing Guidelines and corresponding corporate approvals to ensure the terms and conditions are equivalent to those that prevail in arm's length transactions.

The Company's Material RPT Policy mandates disclosure and reporting to SEC in accordance with laws, rules, regulations and applicable Financial Reporting Standards.

Link:

See page 54 of 2025 Consolidated Audited Financial Statements of the Company.

<https://www.centurypacific.com.ph/wp-content/uploads/2026/04/04-ANNEX-C-CNPF-Consolidated-FS-2025.pdf#page=54>

(D) Disclosure, Material Related Party Transactions Policy,

<https://governance.centurypacific.com.ph/wp-content/uploads/2026/02/CNPF-Policy-on-Material-Related-Party-Transactions.pdf>

Recommendation 8.6

<p>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.</p>	<p>Compliant</p>	<p>I. The Company discloses all material information as required by the Disclosure Rules.</p> <p>The Company disclosed the acquisition of fully integrated facility in Mindanao from Roxas Sigma Agriventures, Inc. The transaction was executed through its wholly-owned subsidiary Coco Harvest, Inc. (CHI), marking CNPF's third coconut processing facility and further strengthening its position in the Philippine coconut industry.</p> <p>Acquisition or Disposition of Assets, SEC Form 17-C, https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/Acquisition-or-Disposition-of-Assets-CHI.pdf</p> <p>The list of all material information disclosures are found in page 99 of Appendix 11 – Reports on SEC Form 17-C as of March 31, 2026 in the Preliminary Information Statement https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=99</p> <p>Link: pp. 27-30, Item 13. Exhibits and Reports on SEC Form 17-C, as Part IV – Exhibits and Schedules of the Annual Report https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-17-A-Annual-Report-for-2025_SEC.pdf#page=27</p>	
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<p>2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.</p>	<p>Compliant</p>	<p>Any major plans or extraordinary transaction of the Company is reviewed by a team that evaluates the viability of the transaction and ensures that it will have a strategic fit with the Company. Any project that passes the review is presented to the Board for approval.</p> <p>Once management believes that the transaction is in-line with the Company's strategies and will be value-accretive based on internal valuation and analysis, the Company may avail of the services of investment banks/third-party consultants which provide advice on the fairness of the transaction price or a transfer pricing study. In addition, the independent directors sitting in the Board provide objective and impartial analysis of any proposed transaction and its details, including the fairness of the valuation or the transaction price.</p>	
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Supplement to Recommendation 8.6

<p>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.</p>	<p>Compliant</p>	<p>It is the policy of the Company to disclose 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.</p> <p>Disclosure shall be made to the SEC and PSE which will be published in the Company website.</p> <p>As of March 31, 2026, the Company had no such agreements to disclose. See page 11, Information Statement</p>	
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		https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page11	
Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	Compliant	The Corporate Governance Policies, programs and procedures are contained in the Manual on Good Corporate Governance. It is submitted to the SEC and PSE and uploaded in the Company Website. See Company Website, Disclosure and Transparency: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf	
2. Company's MCG is submitted to the SEC and PSE.	Compliant		
3. Company's MCG is posted on its company website.	Compliant		
Supplement to Recommendation 8.7			
1. Company submits to the SEC and PSE an updated MCG to disclose any changes in its corporate governance practices.	Compliant	There were no changes to the MCG in 2025. Link: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf	
Optional: Principle 8			
1. Does the company's Annual Report disclose the following information:		The Annual Report disclosed the following information: a. Corporate Objectives, page 7 b. Financial performance indicators, page 11, c. non-financial performance indicators, page 5;	
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,	Compliant		

relevant experience, and other directorships in listed companies) of all directors		d. dividend policy, page 9.	
f. Attendance details of each director in all directors meetings held during the year	Compliant	e. biographical details of all directors and key officers, page 14 to 20: f. attendance details of each director in all meetings held during the year, and the g. total remuneration of the board of directors in aggregate page 21-22. Link: 2025 Annual Report: https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-17-A-Annual-Report-for-2025_SEC.pdf	See Attendance details for each director in all meetings held during the year in pages 51-54 of Information Statement and Appendix 9 on Board Meetings and Director Attendance https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page51 See Board Attendance attached as Appendix "Z"
g. Total remuneration of each member of the board of directors	Compliant		
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		
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		

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		
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		

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	<p>The Audit Committee recommends to the Board the appointment, reappointment, removal and fees of the External Auditor, duly accredited by the Securities and Exchange Commission, who undertakes an independent audit of the Company, and provides an objective assurance on the manner by which the financial statements should be prepared and presented to the stockholders.</p> <p>Link: Audit Committee Charter, page 6: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page=6</p>	
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	Information on the process for approving and recommending the appointment, reappointment, removal and fees of the company's external auditor can be found on the Company's Audit Committee Charter:	

		<p>Link: (E)(5) External Auditor, Audit Committee Charter, page 7 : https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page=7</p>	
<p>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.</p>	<p>Compliant</p>	<p>The Company elected SGV & Co., a member firm of Ernst & Young, independent auditors, as its external auditors during the conduct of its Annual Stockholders' Meeting on June 30, 2025.</p> <p>The election was disclosed in the Company's Notice of Annual Stockholders' Meeting, Definitive Information Statement and Minutes of the Annual Stockholders' Meeting in 2025.</p> <p>Links; Notice of 2025 Annual Stockholders' Meeting: https://governance.centurypacific.com.ph/wp-content/uploads/2026/01/For-Filing-20250526-SEC-17C-CNPF-Amended-Notice-of-ASM.pdf</p> <p>Information Statement 2025: https://governance.centurypacific.com.ph/wp-content/uploads/2026/01/PSE-Copy-CPFI-Definitive-Information-Statement-2025.pdf</p> <p>2025 Minutes of Annual Stockholders Meeting: https://governance.centurypacific.com.ph/</p>	

[wp-content/uploads/2026/01/20250630-CPFI-Minutes-ASM-signed.pdf](https://centurypacific.com.ph/wp-content/uploads/2026/01/20250630-CPFI-Minutes-ASM-signed.pdf)

Supplement to Recommendation 9.1

<p>1. Company has a policy of rotating the lead audit partner every five years.</p>	<p>Compliant</p>	<p>Company's policy of rotating the lead audit partner at least every five (5) years can be found on page 8 of the Audit Committee Charter:</p> <p>Link: Audit Committee Charter, page 8: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page=8</p>	
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Recommendation 9.2

<p>1. Audit Committee Charter includes the Audit Committee's responsibility on:</p> <ul style="list-style-type: none"> 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. 	<p>Compliant</p>	<p>See pages 7 to 9 Audit Committee Charter.</p> <p>Link: Audit Committee Charter, page 7 to 9: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page=7</p>	
<p>2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.</p>	<p>Compliant</p>		

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	See pages 7 to 9 Audit Committee Charter. Link: Audit Committee Charter, page 7 to 9: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page=7	
2. Audit Committee ensures that the external auditor has adequate quality control procedures.	Compliant		
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	The Audit Committee ensures that non-audit services, if allowed or approved, are disclosed in the Company's Annual Report. Link: Audit Committee Charter, page 7 to 9: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page=7	
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	The Company has in place a policy on disallowing non-audit work that may pose a conflict of interest with the duties and independence of the External Auditor. Link: Audit Committee Charter, paragraph 5(b) page 7: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page=7	
Supplement to Recommendation 9.3			

<p>1. Fees paid for non-audit services do not outweigh the fees paid for audit services.</p>	<p>Compliant</p>	<p>Fees paid for audit services in FY 2025 was PhP12,565,500 (vs PhP 11,650,000 in FY 2024).</p> <p>The external auditor did not render any non-audit services for the Company (vs PhP 1,350,000 in FY 2024).</p> <p>The fees for audit services are found on page 12 of the 2025 Annual Report and page 26 of the Information Statement, as uploaded in the Company Website.</p> <p>SGV & Co. has acted as the Company'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.</p> <p>Links: 2025 Annual Report, page 12 and Annex C – Consolidated Financial Statements: https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-17-A-Annual-Report-for-2025_SEC.pdf#page=12</p> <p>PSE Disclosure 2025 Annual Report: https://edge.pse.com.ph/openDiscViewer.do?edge_no=0bcec2c0e0cda8c464d70b69f0a3140b</p>	
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		<p>2025 Information Statement, page 26 https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=26</p> <p>PSE Disclosure 2025 Information Statement: https://edge.pse.com.ph/openDiscViewer.do?edge_no=206560326da0b10164d70b69f0a3140b</p>	
Additional Recommendation to Principle 9			
1. Company's external auditor is duly accredited by the SEC under Group A category.	Compliant	<p>Details of the external auditor:</p> <ul style="list-style-type: none"> • SyCip, Gorres, Velayo & Co., 6760 Ayala Avenue, Makati City • Christine G. Vallejo, Partner • CPA Certificate No. 99857 • SEC Partner Accreditation No. 99857-SEC (Group A) • SEC Firm Accreditation No. 0001-SEC (Group A) • BOA/PRC Reg. No. 0001, April 16, 2024, valid until August 23, 2026 • PTR No. 10765144, January 2, 2026, Makati City • Tax Identification No. 206-384-906 BIR Accreditation No. 08-001998-105-2025, October 20, 2025 valid until October 19, 2028 	
2. Company's external auditor agreed to be subjected to the SEC Oversight Assurance Review (SOAR) Inspection Program conducted by the SEC's Office of the General Accountant (OGA).	Compliant	The External Auditor was subjected to SOAR inspection on August 1 to 12, 2022. The names of the members of the engagement team were provided to the SEC during the SOAR inspection.	

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>Our Sustainability Framework focuses on our three core pillars: Protein Delivery, Planet Preservation, and People Development. This framework directs our efforts towards the most pertinent sustainability challenges and opportunities for our business and stakeholders. The Company has prepared its sustainability disclosures and annual report based on the SEC-approved standards. As part of our ongoing commitment to inspire our stakeholders to contribute to sustainable development, we continue to share not only our progress and opportunities, but also our challenges and learnings. We also report a summary of key metrics tracked as part of our annual sustainability report.</p> <p>Our Board-level Corporate Governance and Sustainability Committee oversees the implementation of our sustainability framework and periodically reviews sustainability risks and opportunities. This is chaired by a Non-Executive Independent Director, ensuring an independent and objective view of business-critical issues in sustainability. The committee receives updates on overall progress on sustainability and corporate governance semi-annually and advises the Management's Sustainability Steering Committee accordingly. With the</p>	
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		<p>rest of the Board, the committee ensures the integrity of sustainability disclosures.</p> <p>See Company's details on sustainability: https://centurypacific.com.ph/sustainability/</p> <p>Link: Annual Report, Annex B: https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-17-A-Annual-Report-for-2025_SEC.pdf#page=37</p> <p>pp. 61, ESG Policy, Information Statement, https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page61</p>	
2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	Compliant	The Company abides by the SEC's guidelines on sustainability reporting guidelines for publicly-listed companies.	
<p>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.</p>			
<p>Recommendation 11.1</p>			
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's Investor Relations team present information on performance results, business progress, industry trends, impact of external factors, and regulations to shareholders, analysts, investors, and media every quarter during the Investors Earnings Call, as well as Media Briefing. The Medium of Communication are the following:	

		<ul style="list-style-type: none"> • Company disclosures filed with the Securities and Exchange Commission and the Philippine Stock Exchange • Print (e.g. broadsheets, brochures) • Written notices • Corporate website • Briefing sessions for analysts • Investor conferences and non-deal roadshows • One-on-one meetings with investors, bankers, and creditors • Onshore and offshore investor conferences • Conference calls on annual and quarterly financial results • Regular engagement with brokers and analysts • Press releases • Selected manufacturing site visits • Regulatory and formal reporting requirements • Use of corporate website <p>See Investor Relations' Calendar for 2025 on the Company website: https://www.centurypacific.com.ph/investor-relations/financial-calendar/</p> <p>See Investor Relations' Presentation and Materials used in Investor Briefings for the year 2025 on the Company website: https://www.centurypacific.com.ph/investor-relations/investor-materials/</p>	
<p>Supplemental to Principle 11</p>			

1. Company has a website disclosing up-to-date information on the following:	Compliant	<p>The Company's website discloses the following information:</p> <ol style="list-style-type: none"> 1. Audited Financial statements and quarterly financial statement 2. Press Releases and other disclosures filed with the PSE and SEC containing briefings to analysts and media 3. Downloadable annual report 4. Notice of Annual Stockholders' Meeting 5. Minutes of ASM and/or SSM 6. Company's Articles of Incorporation and By-Laws <p>Link: https://centurypacific.com.ph/</p>	
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	<p>The Company complies with SEC-prescribed website template. This can be verified through the link below.</p> <p>Link: https://centurypacific.com.ph/</p>	
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 integrates risk management within existing systems and processes to ensure that these are taken into account in everyday decision-making.	

		The adequacy of the internal controls is reviewed annually by the Board Risk Oversight Committee.	
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	Compliant	An overview of the Company's Risk Management is attached as Appendix "S" and ERM Overview is attached as Appendix "T".	
Supplement to Recommendations 12.1			
1. Company has a formal comprehensive enterprise-wide compliance program covering compliance with laws and relevant regulations that is annually reviewed. The program includes appropriate training and awareness initiatives to facilitate understanding, acceptance and compliance with the said issuances.	Compliant	<p>The Company has policies and programs in place to ensure compliance with laws and relevant regulations such laws pertaining to Anti- Corruption, Data Privacy, Product Safety, and Labor Standards, among others.</p> <p>Anti-Corruption Policies and Procedures The Company upholds zero-tolerance policy against corruption. Anti-corruption training begins on onboarding session for all new hires, while the Board of Directors receives annual 1:1 training on management and reporting for incidents. The Anti-Corruption program and procedures are outlined in the Code of Business Conduct and Ethics, covering all elements of Anti-Corruption with provisions on corruption, extortion, bribery, conflict of interest, no-gift policy, compliance with laws, and whistleblowing, among others. All employees are provided a copy of the Code of Business Conduct and Ethics as part of the pre-employment process. Employees are required to confirm in writing their agreement and compliance with the Company's Code of Business Conduct and Ethics. The Company conducts regular orientation for</p>	

new hires and re-orientation to old hires periodically.

The Division Heads through their Department Heads are responsible for the implementation of the Code of Business Conduct and Ethics, by way of more detailed policies and procedures fitted to their particular departmental/ divisional objectives and functions. **Code of Business Conduct and Ethics:**

<https://governance.centurypacific.com.ph/wp-content/uploads/2026/02/CNPF-Code-of-Business-Conduct-and-Ethics.pdf>

Training on Anti-Corruption Policies, Procedures, KPIs

Item	%
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	100%
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	100%
Percentage of directors and management that have received anti-corruption training	100%
Percentage of employees that have received anti-corruption training	100%

		<p>No Gift Policy The Company explicitly prohibits employees from soliciting or receiving gifts from suppliers, clients or customers, service providers, business partners, and other similar entities for whatever purpose. Any gifts received shall be reported to the immediate supervisor and forwarded to Human Resources Department for appropriate action/disposal.</p> <p>Whistleblower Policy The Company implements a Whistleblower Policy that provides an avenue for employees, suppliers, business partners, guests and other third parties to report misconduct, unethical and illegal acts of employees. The policy seeks to encourage responsible and good faith report of wrongdoing to the following reporting channels: (632) 8672-7501 or 0917-77251391.</p> <p>The policy offers protection to whistleblowers against harassment, retribution, retaliatory acts, and keeping investigations, reports, documentation, private and confidential.</p> <p>The CPG Ethics Committee on Business Behavior, an independent body composed of Senior Management representatives from Human Resources, Internal Audit, Legal, Investor Relations and Controllershship, is tasked with investigating and resolving good faith reports of wrongdoing.</p> <p>Data Privacy Policy</p>	
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The Company's Data Privacy Officer conducts Data Privacy trainings to new hires, to personnel of the Human Resources department, Supervisory and Managerial Employees. The following were the training sessions conducted in 2025:

Data Privacy Orientation Sessions conducted on May 15, July 24, September 19, December 3, December 10, and December 11, 2025 with the following attendees and topics:

Attendees	Topics
<ul style="list-style-type: none"> • First-Line Management Development Program • New-Hires • Corporate Employees • Finance employees • Global Brands and Marketing Employees • Domestic Sales Employees • PHDC Employees 	<ul style="list-style-type: none"> • Types and nature of Personal Information and Sensitive Personal Information • Basic and Specific Principles in Processing of Personal Information • Consent and Implied Consent • Retention of Personal Data • Security Incidents and Personal Data Breach Detection and Reporting • Rights of Data Subjects • Security Measures for processing of Personal Data under the Data Privacy Act

		<ul style="list-style-type: none"> • Outsourcing of Processing and Data Sharing of Personal Information • Tips in Handling and Processing Personal Information and in day to day activities • Violations and Penal Sanctions under the DPA • Administrative Fines imposed by the NPC • Case study of Data Privacy cases resolved by the RTC, Court of Appeals and Supreme Court 					
		<p>Data Privacy Policies Cascade conducted on December 3, December 10, and December 11, 2025 with the following attendees and topics:</p>					
		<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th data-bbox="1189 1070 1402 1150" style="text-align: center;">Attendees</th> <th data-bbox="1402 1070 1751 1150" style="text-align: center;">Topics</th> </tr> </thead> <tbody> <tr> <td style="height: 20px;"></td> <td></td> </tr> </tbody> </table>	Attendees	Topics			
Attendees	Topics						

- | | |
|---|---|
| <ul style="list-style-type: none"> • Corporate Employees • Finance employees • Global Brands and Marketing Employees • Domestic Sales Employees | <ul style="list-style-type: none"> • Data Privacy Manual • Breach Reporting Guidelines for Employees • Document Management, Retention and Disposal |
|---|---|

Food Quality and Safety

The Company's see to it that the products we offer are of excellent quality and are safe for consumption. Our Quality Assurance and Research & Development teams safeguard the quality and safety of our products through technical training, proficiency testing, and raw material safety testing. Upholding our standards means that each and every product across our brands are subjected to rigorous controls and assessments.

Our Quality Assurance (QA) team ensures that we adhere to local and international food standards on safety and quality such as the Philippine National Standard, Association of Official Agricultural Chemists, Compendium of Microbiological Criteria for Food, Codex Alimentarius, and ASTM International. The QA team also puts internal control systems in place at every stage of our operations to meet our safety and quality standards.

Human Rights Policy

The Company is committed to respect and promote human rights in accordance with the United Nation Guiding Principles on Business and Human Rights in our relationships with our employees, suppliers, contractors, subcontractors, stakeholders, and visitors. [Policy Statement on Human Rights](#)

Supplier Credibility

As stated in our Supplier Accreditation Policy, we seek business partners who meet our commercial standards, comply with relevant government regulations, and align with our social and environmental aspirations as responsible members of the community.

Instituted in 2021, our SCOCE outlines the Company's stance on responsible sourcing and supply chain sustainability and the corresponding requirements we expect our suppliers, manufacturers, and service providers to uphold.

The SCOCE covers our standards on:

- Human rights (child labor, forced labor and human trafficking, nondiscrimination, harassment, working hours, wages, and benefits)
- Health, safety, and quality
- Business ethics (business integrity, no gift policy, fair competition, privacy and intellectual property, conflict of interest)

		<ul style="list-style-type: none"> • Environmental compliance with applicable laws and regulations • Management systems <p>See also Sustainability Report attached as Appendix "Y".</p>	
Optional: Recommendation 12.1			
1. Company has a governance process on IT issues including disruption, cyber security, and disaster recovery, to ensure that all key risks are identified, managed and reported to the board.	Compliant	The company is governed by policies and controls to protect its information assets and critical infrastructure from security threats to ensure availability, integrity, confidentiality, privacy, safety, and reliability.	
Recommendation 12.2			
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.	Compliant	The Company's Internal Audit is in-house.	
Recommendation 12.3			
1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	Compliant	<p>The Audit Committee recommends the appointment or replacement of the internal audit head or Chief Audit Executive who shall functionally report to the Audit Committee, and administratively to the Chief Executive Officer or his delegated officer, and ensure that the internal audit organization shall be free from interfering in determining its scope, performance of its work, and in communicating its results.</p> <p>In February 2026, the Board approved the appointment of Rosanne Sampani as Chief Audit Executive (CAE), effective February 5, 2026.</p>	

		<p>References:</p> <p>1. (D) Chief Audit Executive, Audit Committee Charter, https://www.centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page=4</p> <p>2. Appointment of Rosanne Sampani, SEC Form 17-C, https://governance.centurypacific.com.ph/wp-content/uploads/2026/03/PSE-Copy-20260205-SEC-17C-CNPF-Retirement-and-Promotion-of-Officers.pdf</p> <p>3. Preliminary Information Statement, p. 19 https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=19</p> <p>See Ms. Sampani's educational background and professional experience in the Information Statement, page 19-20 https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=19</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>The CAE shall oversee and be responsible for the internal audit activity of the Corporation, including that portion that may be outsourced to a third-party service provider.</p>	
<p>3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior</p>	<p>Compliant</p>	<p>In case of a fully outsourced internal audit activity, a qualified independent executive</p>	

<p>management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.</p>		<p>or senior management personnel should be assigned the responsibility for managing the fully outsourced internal audit activity.</p> <p>(D) Chief Audit Executive, Audit Committee Charter, https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Audit-Committee-Charter.pdf#page=4</p> <p>For 2025, the internal audit of the Company was not outsourced. The Company's independent Chief Audit Executive, Rosanne Sampani, is qualified to manage a fully outsourced internal audit activity should one be needed in the future.</p> <p>The Internal Audit conforms to the Global Internal Audit Standards 2025. The External QAR is scheduled to be conducted in 2028. The FY 2026 Internal Audit Plan and Internal Audit headcount was approved by the Audit Committee on October 27, 2025.</p>	
Recommendation 12.4			
<p>1. Company has a separate risk management function to identify, assess and monitor key risk exposures.</p>	<p>Compliant</p>	<p>The Company has implemented measures to integrate risk management within existing systems and processes to identify, assess and monitor key risk exposures. Kindly refer to the Company's Risk Exposure Table attached herein as Appendix "U".</p>	
Supplement to Recommendation 12.4			

<p>1. Company seeks external technical support in risk management when such competence is not available internally.</p>	<p>Compliant</p>	<p>The Company's officers and directors attended the following Seminars and trainings conducted by the Institute of Corporate Directors:</p> <table border="1" data-bbox="1189 379 1787 1286"> <thead> <tr> <th data-bbox="1189 379 1346 421">Date</th> <th data-bbox="1346 379 1585 421">Attendees</th> <th data-bbox="1585 379 1787 421">Training</th> </tr> </thead> <tbody> <tr> <td data-bbox="1189 421 1346 533">May 17, 2023</td> <td data-bbox="1346 421 1585 533"> <ul style="list-style-type: none"> • Regina Lorenzana • Frances Yu </td> <td data-bbox="1585 421 1787 533">Risk Management in the Post-COVID Age</td> </tr> <tr> <td data-bbox="1189 533 1346 1018">Dec13, 2023</td> <td data-bbox="1346 533 1585 1018"> <ul style="list-style-type: none"> • Paul Hernandez • Reggie Baltazar • Myrose Victor • Jennifer Tecson • Richard Manapat • Irish Ha-Jacinto • Michelle Baritua </td> <td data-bbox="1585 533 1787 1018">Risk Management in the Post-COVID Age</td> </tr> <tr> <td data-bbox="1189 1018 1346 1286">Nov 28, 2025</td> <td data-bbox="1346 1018 1585 1286"> <ul style="list-style-type: none"> • Maria Rosario Ybanez • Regina Jacinto-Barrientos </td> <td data-bbox="1585 1018 1787 1286">Fraud Risk Assessment: Important Element of Good Corporate</td> </tr> </tbody> </table>	Date	Attendees	Training	May 17, 2023	<ul style="list-style-type: none"> • Regina Lorenzana • Frances Yu 	Risk Management in the Post-COVID Age	Dec13, 2023	<ul style="list-style-type: none"> • Paul Hernandez • Reggie Baltazar • Myrose Victor • Jennifer Tecson • Richard Manapat • Irish Ha-Jacinto • Michelle Baritua 	Risk Management in the Post-COVID Age	Nov 28, 2025	<ul style="list-style-type: none"> • Maria Rosario Ybanez • Regina Jacinto-Barrientos 	Fraud Risk Assessment: Important Element of Good Corporate	
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Nov 28, 2025	<ul style="list-style-type: none"> • Maria Rosario Ybanez • Regina Jacinto-Barrientos 	Fraud Risk Assessment: Important Element of Good Corporate													

		Dec 12, 2025	<ul style="list-style-type: none"> • Maria Rosario Ybanez • Regina Jacinto-Barrientos 	AI Governance and Strategy for Corporate Leaders	
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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	The Chief Risk Officer (" CRO ") is the main proponent of enterprise risk management (" ERM ") and spearheads the development, implementation, maintenance and continuous improvement of ERM processes and documentation. The Company's Chief Risk Officer is Richard S. Manapat. Mr. Manapat's qualifications and responsibilities are found in the Company's website Senior Management - Century Pacific Food Inc.	
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	Compliant		

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	Attached as Appendices "V" and "W" are the Certifications signed by the Company's Chief Executive Officer and Chief Audit Executive that the Company has sound internal audit, control and compliance system.	
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Cultivating a Synergic Relationship with Shareholders

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

Recommendation 13.1

1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance.	Compliant	Shareholders' rights, namely Voting Right; Pre-emptive Right; Right of Inspection; Right to Information; Right to Dividends; Appraisal	
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		<p>Right; Right to Transparent, Fair Conduct of Stockholders' Meeting; and all other relevant rights are all provided in the Manual of Corporate Governance, particularly in Article 16 thereof (pages 20 to 21) and in the Dividend Policy.</p> <p>Link: Manual on Good Corporate Governance, Page 20 to 21: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=21</p> <p>Dividend Policy, https://governance.centurypacific.com.ph/wp-content/uploads/2026/03/CPFI-FIN-DD-01_2026_Rev_00_Dividend_Declaration_Policy-Redacted.pdf</p>	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	Compliant	<p>The link to the Company's website is: http://www.centurypacific.com.ph/</p> <p>See also link to the Manual on Corporate Governance is: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf</p>	
Supplement to Recommendation 13.1			
1. Company's common share has one vote for one share.	Compliant		
2. Board ensures that all shareholders of the same class are treated equally with respect to voting rights, subscription rights and transfer rights.	Compliant	Article 6 section 7 of the Company's Amended By-Laws state the voting rights and system for shareholders. The stockholders may	

		vote at all meetings number of shares registered in their respective names.	
3. Board has an effective, secure, and efficient voting system.	Compliant	The Company's Amended By Laws allows for voting by ballot, in person or by proxy.	
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	The Company observes the voting mechanisms found in The Corporation Code of the Philippines directed for the protection of minority shareholders.	
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 shareholders have not requested for a special shareholders' meeting in the past year.	
6. Board clearly articulates and enforces policies with respect to treatment of minority shareholders.	Compliant	<p>The Company respects the rights of the stockholders as provided in the Corporation Code, namely:</p> <ul style="list-style-type: none"> (i) right to vote on all matters that require their consent or approval (ii) pre-emptive right to all stock issuances of the Corporation (iii) right to inspect corporate books and records (iv) right to information (v) right to dividends; and (vi) appraisal right <p>The Board shall be transparent and fair in the conduct of the annual and special stockholders' meetings of the Company. The Board should take appropriate steps to remove excessive or unnecessary costs and administrative impediments to the</p>	

		<p>stockholders' meaningful participation in meetings, whether in person or by proxy.</p> <p>Although all stockholders should be treated equally or without discrimination, the Board should give minority stockholders the right to propose the holdings of meetings and the items for discussion in the agenda that relate directly to the business of the Company.</p> <p>Also, the directors shall ensure timely distribution of accurate shareholder information necessary to make informed decisions subject to legal constraints.</p>	
<p>7. Company has a transparent and specific dividend policy.</p>	<p>Compliant</p>	<p>The Company declared dividends on:</p> <ul style="list-style-type: none"> • February 17, 2025 with payment date of March 26, 2026 • June 30, 2025 with payment date of August 15, 2025 • February 16, 2026 with payment date of March 25, 2026 <p>The Company is committed to maintaining a consistent and sustainable Dividend Policy that reflects sound financial performance and prudent capital management. The amount, nature and timing for declaration of dividends are declared upon approval of the Board, taking into account the Company's profitability, capital adequacy, and strategic priorities.</p> <p>With this, the Company provides for an annual cash and/or share dividend pay-out approximately thirty percent (30%) of its</p>	

		<p>recurring net income after tax for the preceding fiscal year, subject to the following:</p> <ul style="list-style-type: none"> • Compliance with requirements of applicable laws and regulations • Compliance with internal thresholds adequate to support maintenance of ongoing business operations, initiatives, and growth targets, and • Special circumstances obtaining restrictions on declaration of dividends <p>Dividend Policy, https://governance.centurypacific.com.ph/wp-content/uploads/2026/03/CPFI-FIN-DD-01_2026_Rev_00_Dividend_Declaration_Policy-Redacted.pdf</p>	
Optional: Recommendation 13.1			
1. Company appoints an independent party to count and/or validate the votes at the Annual Shareholders' Meeting.	Compliant	<p>The company's stock agent, Banco De Oro supervised and validated the attendees and proxies submitted during Annual Stockholders' Meeting (ASM) of 2025. This was recorded in the ASM Minutes which was also posted in the company website.</p> <p>Link: Draft 2025 Minutes of Annual Stockholders Meeting, https://governance.centurypacific.com.ph/wp-content/uploads/2026/01/20250630-CPFI-Minutes-ASM-signed.pdf</p>	
Recommendation 13.2			
1. Board encourages active shareholder participation by sending the Notice of Annual	Compliant	The Company published Notices of the Annual Stockholders Meeting to the	

<p>and Special Shareholders' Meeting with sufficient and relevant information at least 28 days before the meeting.</p>		<p>Shareholders more than 30 days prior to the 2025 Annual Stockholders Meeting. Notices for the Company's June 30, 2025 Annual Stockholders' Meeting were published on May 27 and 28, 2025.</p> <p>See Definitive Information Statement, SEC Form 20-IS, https://governance.centurypacific.com.ph/wp-content/uploads/2026/01/PSE-Copy-CPFI-Definitive-Information-Statement-2025.pdf</p>	
Supplemental to Recommendation 13.2			
<p>1. Company's Notice of Annual Stockholders' Meeting contains the following information:</p>		<p>The Company's Notice of Annual Stockholders' Meeting contains all of the following information:</p>	
<p>a. The profiles of directors (i.e., age, academic qualifications, date of first appointment, experience, and directorships in other listed companies)</p>	<p>Compliant</p>	<p>1. Profiles of the directors 2. Auditors seeking re-election, and 3. Proxy Documents required for submission prior to the Annual Stockholders' Meeting</p>	
<p>b. Auditors seeking appointment/re-appointment</p>	<p>Compliant</p>		
<p>c. Proxy documents</p>	<p>Compliant</p>	<p>See company's notice of Annual Shareholders' Meeting for 2025.</p> <p>Links: Amended Notice of ASM, SEC Form 17-C CPFI website: https://governance.centurypacific.com.ph/wp-content/uploads/2026/01/For-Filing-20250526-SEC-17C-CNPF-Amended-Notice-of-ASM.pdf</p> <p>Amended Notice of ASM, SEC Form 17-C, PSE Disclosure of Notice:</p>	

		https://edge.pse.com.ph/openDiscViewer.do?edge_no=cc33171e9dc4e5ba64d70b69f0a3140b	
Optional: Recommendation 13.2			
1. Company provides rationale for the agenda items for the annual stockholders meeting	Compliant	Attached as Appendix "X" is the explanation of the Agenda Items attached to the Notice of Annual Stockholders Meeting for 2025.	
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	<p>The results of the 2025 Annual Stockholders Meeting were submitted to the PSE. A copy of the results is found in the Company website and in PSE Edge:</p> <p>Links: 2025 Results of ASM, CFI website: https://governance.centurypacific.com.ph/wp-content/uploads/2026/01/20250630-SEC-17C-CNPF-Results-for-ASM-2025.pdf</p> <p>2025 Results of ASM, PSE Disclosure: https://edge.pse.com.ph/openDiscViewer.do?edge_no=e9706d50195e1d2bec6e1601cc ee8f59</p>	
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	<p>The results of the 2025 Annual Stockholders Meeting were submitted to the PSE. A copy of the results is found in the Company website and in PSE Edge:</p> <p>Links: 2025 Results of ASM, CFI website: https://governance.centurypacific.com.ph/wp-content/uploads/2026/01/20250630-SEC-17C-CNPF-Results-for-ASM-2025.pdf</p>	

		<p>2025 Results of ASM, PSE Disclosure: https://edge.pse.com.ph/openDiscViewer.do?edge_no=e9706d50195e1d2bec6e1601cc ee8f59</p>	
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 Company's External Auditor attends the Annual Stockholders 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	As of date, there are no disputes between the Company and any of its stockholders, third parties and regulatory authorities that would require adoption of an alternative dispute resolution system. Some agreements and partnerships have defined agreements regarding alternative dispute resolution via arbitration.	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Compliant	<p>Paragraph 11 of page 21 of the Manual on Corporate Governance provides the following information:</p> <p>11. The Board should make available, at the option of a shareholder, an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.</p> <p>As may be deemed proper by the Board, it may establish and maintain an alternative dispute resolution system including senior management consultations, meditations, conciliations and arbitration that can amicably settle in a fair and expeditious</p>	

		<p>manner conflicts and differences with counterparties, particularly with shareholder and other key stakeholders.</p> <p>Link: Manual on Good Corporate Governance, page 21: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF-Revised-Manual-of-Good-Corporate-Governance.pdf#page=21</p>	
Recommendation 13.5			
1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.	Compliant	<p>Name: Jenifer Mae "Dappy" San Juan-Tecson, Head of Investor Relations and Corporate Communications Address: 7F Centerpoint Building, Julia Vargas Ave. Ortigas Center, Pasig City, Philippines Tel: + (632) 633 8555 / 0917 811 8590 E-mail: dtecson@centurypacific.com.ph or investorrelations@centurypacific.com.ph</p>	
2. IRO is present at every shareholder's meeting.	Compliant	The IRO was present at 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	There were no takeover issues addressed by the Company as of March 31, 2026.	
2. Company has at least thirty percent (30%) public float to increase liquidity in the market.	Compliant	Public float is at 34.44% as of March 31, 2026.	
Optional: Principle 13			

<p>1. Company has policies and practices to encourage shareholders to engage with the company beyond the Annual Stockholders' Meeting</p>		<p>The Investor Relations Officer engages with the Company shareholders beyond the Annual Stockholders' Meeting by providing them with accessible channels through which timely, fair, and accurate disclosures of material information affecting their shares are made and through which concerns on their share may be addressed.</p> <p>Shareholders and investors are provided with adequate facilities to communicate with CPFI through telephone, mail, electronic mail, and website, www.centurypacific.com.ph. The Investor Relations Office supervises the investors' briefings and teleconference and attends to institutional investors' needs as well as to the inquiries and other concerns of shareholders. Additionally, the IRO participates in various corporate access events held locally and abroad. Corporate access also includes tours of key facilities and meetings with management.</p> <p>Further, CPFI's Revised Manual of Corporate Governance, the Board ensures protection of shareholders' rights.</p> <p>The Company facilitates participation of shareholders who cannot attend the stockholders' meeting in person by enclosing proxy forms in the ASM Notice where they can</p>	
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		<p>indicate their votes on matters that will be taken during the meeting.</p> <p>For shareholders who are able to attend the ASM, an electronic system facilitates the registration and vote tabulation to ensure accuracy and reliability of information.</p>	
2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.	Compliant	During the 2025 ASM, the Company allowed electronic voting and attendance of the Company's stockholders.	

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	<p>Employees</p> <p><i>Employee Stock Options</i></p> <p>The Company recognizes its employees as the most valuable stakeholder and regards them as partners in its continuous growth. In 2014, the Company launched the Employee Stock Purchase Plan, from which a total of 4,056,100 shares have been distributed to its key officers as of December 31, 2025. Page 49, Preliminary Information Statement, https://governance.centurypacific.com.ph/wp-content/uploads/2026/05/PSE-CPFI-Preliminary-Information-Statement-2026_filing-copy.pdf#page=49</p>	
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The aggregate number of shares that may be granted to any single individual during the term of the Employee Stock Purchase Plan in the form of Stock Purchase Plans shall be determined in the following capping of shares:

Level	Maximum Share Allocated Each
Vice President / Board	40,000
Asst. Vice- President	18,333
Manager	6,000
Supervisor	2,500
Rank and File	1,250

Employee Trainings

The Company likewise invests on training all of its employees through its Century Leadership University, an in-house training academy lead by the Human Resources Department. The Company encourages a culture of partnership with its employees in growing the business and are committed to investing in their professional and personal development. Guided by its Employee Training and Development Policy, the Company's Human Resources Department works together with Department Heads to build competencies that support business needs, maximize performance efficiencies, and ensure career growth and succession planning.

Average Training Hours	2025 (hours / employee)
Female	21
Male	20
Overall	20

The method for calculating the average training hours in 2025 was updated, consolidating the actual training hours across all business unit prior to dividing by the headcount per employee level.

See attendees of Century Leadership Academy for January to December 2025:

Training Course	Attendees
Foundational Programs	
7 Habits for Managers	16
7 Habits Workshop	267
7 Habits Roundtable	32
Values Integration (RF)	209
Management Development Academy	
First Line Management Development Program	33
Middle Management Development Program	84
Executive Development Academy	
Coaching for Leaders	41
Skills Multiplier Academy	
Data to Insights	47
Data Storytelling	47
Presenting with Impact	43

Excel Foundations	26
Advanced Excel	27
Introduction to Project Management	37
Root Cause Analysis	28
Critical Thinking	25

Employee Retirement Benefits

The Company has a retirement plan in place which is funded, non-contributory and of the defined benefit type which provides a retirement benefit ranging from 100% to 130% of plan salary for every credited service. The retirement policy found on the Company's Corporate Governance Charter.

Customers and Retailers

By understanding customer needs and market trends, the Company create innovate products that meet evolving demands. Retailers play a crucial role in bringing these products to global markets, enhancing the customer experience. Through strong partnerships, the Company drives mutual growth, ensuring manufacturing excellence, nutrition expertise, and trusted brands reach a wide audience and create long-term value for all.

Customer Complaint Policy

The Company adopts a Consumer Complaint Handling Policy which covers complaints on product quality, food safety, packaging quality, delivery and distribution issues, promotions and marketing-related concerns.

The Policy ensures all consumer feedback received through viable consumer communication channels are handled and settled promptly, fairly and consistently to build trust with consumers.

Whistleblower Policy

The Company implements a Whistleblower Policy that provides an avenue for employees, suppliers, business partners, customers, retailers, guests and other third parties to report misconduct, unethical and illegal acts of employees. The policy seeks to encourage responsible and good faith report of wrongdoing to cpgethics@centurypacific.com.ph or (632) 8672-7501 or 0917-77251391.

The policy offers protection to whistleblowers against harassment, retribution, retaliatory acts, and keeping investigations, reports, documentation, private and confidential.

The CPG Ethics Committee on Business Behavior, an independent body composed of Senior Management representatives from Human Resources, Internal Audit, Legal, Investor Relations and Controllershship, is tasked with investigating and resolving good faith reports of wrongdoing.

Creditors

The Company's Finance Manual establishes guidelines and principles that govern the management of debt. It also provides a framework for decision-making related to

borrowing and ensures that debt is used strategically and responsibly.

The Company also adopted a Creditor Protection Policy where the Company upholds its financial obligations to its creditors by observing the following principles (1) Integrity in all dealings, (2) Ensures compliance, (3) Financial Discipline, (4) Strategic and Efficient, and (5) Transparency.

Creditor Protection Policy,
https://governance.centurypacific.com/ph/wp-content/uploads/2026/03/CPFI-FIN-CPP-01_2026_Rev_00_Creditor_Protection_Policy-Redacted.pdf

Shareholders

The Company is committed to maintaining a consistent and sustainable Dividend Policy that reflects sound financial performance and prudent capital management. The amount, nature and timing for declaration of dividends are declared upon approval of the Board, taking into account, the Company's profitability, capital adequacy and strategic priorities.

The Company provides for an annual cash and/or share dividend pay-out approximately thirty percent (30%) of its recurring net income after tax for the preceding fiscal year, subject to the applicable laws, regulations, compliance to internal thresholds to support maintenance of ongoing business operations, Company initiatives and growth targets, and special

circumstances obtaining restrictions on declaration of dividends. **Dividend Policy**, https://governance.centurypacific.com.ph/wp-content/uploads/2026/03/CPFI-FIN-DD-01_2026_Rev_00_Dividend_Declaration_Policy-Redacted.pdf

Policy Statement on Human Rights

The Company is committed to respect and promote human rights in accordance with the United Nation Guiding Principles on Business and Human Rights in our relationships with our employees, suppliers, contractors, subcontractors, stakeholders, and visitors. [Policy Statement on Human Rights](#)

Supplier Credibility

As stated in our Supplier Accreditation Policy, we seek business partners who meet our commercial standards, comply with relevant government regulations, and align with our social and environmental aspirations as responsible members of the community.

Instituted in 2021, our SCOCE outlines the Company's stance on responsible sourcing and supply chain sustainability and the corresponding requirements we expect our suppliers, manufacturers, and service providers to uphold.

The SCOCE covers our standards on:

- Human rights (child labor, forced labor and human trafficking, nondiscrimination, harassment, working hours, wages, and benefits)

		<ul style="list-style-type: none"> • Health, safety, and quality • Business ethics (business integrity, no gift policy, fair competition, privacy and intellectual property, conflict of interest) • Environmental compliance with applicable laws and regulations • Management systems 	
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 immediately preceding response.	
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><i>Customer Complaint Policy</i> The Company adopts a Consumer Complaint Handling Policy which covers complaints on product quality, food safety, packaging quality, delivery and distribution issues, promotions and marketing-related concerns. The Policy ensures all consumer feedback received through viable consumer communication channels are handled and settled promptly, fairly and consistently to build trust with consumers.</p> <p>Any consumer complaint may be submitted to the Company via e-mail at letustalk@centurypacific.com.ph.</p> <p><i>Whistleblower Policy</i> The Company implements a Whistleblower Policy that provides an avenue for employees, suppliers, business partners, customers, retailers, guests and other third</p>	

		<p>parties to report misconduct, unethical and illegal acts of employees. The policy seeks to encourage responsible and good faith report of wrongdoing to cpgethics@centurypacific.com.ph or (632) 8672-7501 or 0917-77251391.</p> <p>The policy offers protection to whistleblowers against harassment, retribution, retaliatory acts, and keeping investigations, reports, documentation, private and confidential.</p> <p>The CPG Ethics Committee on Business Behavior, an independent body composed of Senior Management representatives from Human Resources, Internal Audit, Legal, Investor Relations and Controllershship, is tasked with investigating and resolving good faith reports of wrongdoing.</p> <p>There are no pending whistleblower complaints for FY 2025. Moreover, the CPG Ethics Committee did not receive any complaints for the FY 2025.</p> <p>The Investor Relations group regularly communicates essential, accurate, and up-to-date information with the investment community and other relevant stakeholders.</p> <p>The Investor Relations group makes publicly available essential investor information primarily through Philippine Stock Exchange disclosures. These include annual and interim reports, company announcements, and other relevant disclosures.</p>	
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		<p>Briefing sessions for analysts and the media, investor conferences, and non-deal roadshows are also arranged as deemed by the Investor Relations Office to be appropriate.</p> <p>The Investor Relations Officer can be contacted thru: Adress: 7F Centerpoint Building, Julia Vargas Ave. Ortigas, Center, Pasig City, Philippines Tel: + (632) 633 8555 E-mail: investorrelations@centurypacific.com.ph</p> <p>See information of how the company engages here: Sustainability Report Annex B, page 11. https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-17-A-Annual-Report-for-2025_SEC.pdf#page=50</p>	
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Supplement to Recommendation 14.3

<p>1. Company establishes an alternative dispute resolution system so that conflicts and differences with key stakeholders is settled in a fair and expeditious manner.</p>	<p>Compliant</p>	<p><i>Customer Complaint Policy</i> The Company adopts a Consumer Complaint Handling Policy which covers complaints on product quality, food safety, packaging quality, delivery and distribution issues, promotions and marketing-related concerns. The Policy ensures all consumer feedback received through viable consumer communication channels are handled and</p>	<p>As of date, there are no disputes between the Company and any of its stockholders, third parties and regulatory authorities that would require adoption of an alternative dispute resolution system. However, agreements</p>
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	<p>settled promptly, fairly and consistently to build trust with consumers.</p> <p>Any consumer complaint may be submitted to the Company via e-mail at letustalk@centurypacific.com.ph.</p> <p><i>Whistleblower Policy</i> The Company implements a Whistleblower Policy that provides an avenue for employees, suppliers, business partners, customers, retailers, guests and other third parties to report misconduct, unethical and illegal acts of employees. The policy seeks to encourage responsible and good faith report of wrongdoing to cpgethics@centurypacific.com.ph or (632) 8672-7501 or 0917-77251391.</p> <p>The policy offers protection to whistleblowers against harassment, retribution, retaliatory acts, and keeping investigations, reports, documentation, private and confidential.</p> <p>The CPG Ethics Committee on Business Behavior, an independent body composed of Senior Management representatives from Human Resources, Internal Audit, Legal, Investor Relations and Controllershship, is tasked with investigating and resolving good faith reports of wrongdoing.</p>	<p>and partnerships have defined agreements regarding alternative dispute resolution via arbitration.</p>
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Additional Recommendations to Principle 14

<p>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.</p>	<p>Compliant</p>	<p>The Company has not sought any requests for exemption from a law, rule or regulation relative to a corporate governance issue.</p>	
<p>2. Company respects intellectual property rights.</p>	<p>Compliant</p>	<p>It is the Company's policy to protect and vigorously defend its rights to intellectual property by regular monitoring and enforcement of its rights in markets in which its products currently exist or markets which it intends to enter in the future.</p> <p>The Company allows the use of Artificial Intelligence (AI) tools that automates the detection, identification and review of patent, trademark, and copyright violations as an initial risk assessment through an AI and IP Use Policy.</p> <p>Additionally, the policy establishes guidelines and best practices to be followed by employees for the responsible and ethical use of all types of Intellectual Property, Artificial Intelligence (AI), including the use of AI tools within the workplace.</p>	
<p>Optional: Principle 14</p>			
<p>1. Company discloses its policies and practices that address customers' welfare</p>		<p>The Company remains responsive to the requirements of its customers. The Company implements various policies and programs to continually engage customers and ensure their welfare. To this end, the Company continually endeavors to provide:</p>	

		<ul style="list-style-type: none"> • HEALTHIER FOOD OPTIONS: the Company offers healthier food options as a testament to its commitment to nourish and delight everyone, every day, everywhere, and as response to the continuously prevailing issue of malnutrition here in the Philippines. Programs in place include vitamin and nutrient fortification, sodium reduction, and development of better-for-you and better-for-the-planet food options. The Company is also expanding in intrinsically healthier food categories such as milk and coconuts. • AFFORDABLE PRODUCTS: The Company ensures that its products are affordable and accessible, with a multi-brand portfolio that offers a variety of price tiers, from value for money all the way up affordable premium, catering to different consumer needs. • QUALITY AND SAFE PRODUCTS: The Company ensures the food quality and safety handling of the food products. Our Quality Assurance and Research & Development teams safeguard the quality and safety of our products through technical training, proficiency testing, and raw material safety testing. Our Quality Assurance 	
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		<p>(QA) team ensures that we adhere to local and international food standards on safety and quality such as the Philippine National Standard, Association of Official Agricultural Chemists, Compendium of Microbiological Criteria for Food, Codex Alimentarius, and ASTM International. The QA team also puts internal control systems in place at every stage of our operations to meet our safety and quality standards.</p> <p>Consumers are also partners in quality assurance. We encourage them to inform us should they have any concerns about our products. Feedback and issues are redirected to the departments responsible to resolve or work on improvements.</p>	
<p>2. Company discloses its policies and practices that address supplier/contractor selection procedures</p>		<p>The Company observes a clearly defined and transparent procurement and supplier selection process through the Vendor Accreditation Program. This ensures faithful compliance to all the terms and conditions of its procurement contracts. Under these programs:</p> <ul style="list-style-type: none"> • Only accredited suppliers are qualified to participate in bids and awarded • Purchases are made on the basis of competitive bidding – where the commercial and technical requirements are jointly evaluated. • Suppliers are responsible and accountable for providing the required information in the Suppliers' 	

		<p>Business Conduct Commitment Form. They are likewise expected to adhere to corporate governance standards and apply these standards to their offices and employees.</p> <ul style="list-style-type: none"> • The Company's procurement teams ensure that suppliers have the credibility to provide the Company with high-quality raw materials, are compliant to government regulations, and are accredited by international organizations. • Efforts with regard to the traceability for top raw materials in terms of spending. Main raw materials fish, meat, milk powder, and coconut can all be traced back to their main sources, the fishing grounds and the farm. • In 2021, the Company has also formalized and institutionalized its Supplier Code of Conduct to cover the systematic assessment of suppliers' social performance during the procurement process. <p>Link: Supplier Code of Conduct: https://centurypacific.com.ph/wp-content/uploads/2021/01/CPFI-Supplier-Code-of-Conduct-for-Suppliers-Conforme-1.pdf</p>	
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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

<p>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.</p>	<p>Compliant</p>	<p>The Company has policies on annual merit increase and salary adjustments that are tied up to the employees' performance assessments. The Company promotes a culture of recognition and value for key and high performing employees who demonstrate excellence at the workplace.</p> <p>Performance will be the main driver for total rewards. Rewards programs are therefore differentiated across businesses and among employees according to their contributions and levels of performance with a significant share given to high performers.</p> <p>CNPF offers a fair salary structure, benefits, incentive and bonus system, and access to loan programs. As outlined in our Employee Benefits policies, employees are entitled to benefits that go beyond statutory labor standards such as healthcare coverage and medical services, vacation and sick leaves, paternity and maternity leave, flexible working arrangements depending on the nature of work, salary and housing loans to eligible employees, and retirement benefits and leaving service benefits to qualified employees. To continue to attract and retain the best talent, we stay current on market standards for salary and benefits and adopt best practices in developing strong employee relations.</p> <p>Social Disclosure-Employee Engagement</p>	
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Item	FY 2025
Total Employees	3,660
Attrition Rate	13%
Female Employees	1,600
Male Employees	2,060

Anti-Sexual Harassment and Safe Spaces Policy

The Company upholds its core value of Respect for Individual by promoting a safe workplace that prohibits all forms of sexual harassment through our Anti-Sexual Harassment and Safe Spaces Policy. The Committee on Decorum and Investigation on Sexual Harassment Cases is tasked to investigate and address complaints of gender-based sexual harassment. Committee membership is equally distributed among managerial, supervisory and rank and file employees. At least half of the committee's members are women.

Link: **Sustainability Report Annex B, page 41 & 43**

https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-17-A-Annual-Report-for-2025_SEC.pdf#page=80

Supplement to Recommendation 15.1

1. Company has a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures.	Compliant	Please refer to the immediately preceding response.	
2. Company has policies and practices on health, safety and welfare of its employees.	Compliant	A healthy and safe working environment is a prerequisite to the well-being of our workforce	

and paramount to the success of our operations. CNPF is committed to creating decent and safe working conditions for our employees working in our plant facilities, on the field, and in our corporate offices, as well as our contractors and subcontractors to prevent injury, illnesses, death, and health risks. We fulfill this through our [Policy on Health, Safety and Welfare of Employees](#), in full compliance with RA 11058 and the Department of Labor and Employment (DOLE)'s standards.

For every business unit, subsidiary, and affiliate of CNPF, there is a governing Health and Safety Committee whose primary role is to oversee and safeguard the workplace. The Health and Safety Committee, supported by Safety Officers and marshals on the ground, develops and implements accident prevention and response programs. This involves conducting regular inspections, audits, and risk assessments, investigating and reporting incidents, implementing corrective actions, and providing safety and health training. The committee is also expected to maintain a Disaster Contingency Plan for emergency preparedness. To ensure these measures and systems are upheld, the committee and officers have monthly meetings.

In accordance with RA 11058, CNPF also has put the following corporate policies in place to ensure a safe, productive, and supportive workplace:

1. Occupational Health and Safety Policy
2. Health and Safety Committee Policy
3. Drug-Free Workplace Policy
4. AIDS Prevention and Control Policy
5. Tuberculosis Prevention and Control Policy and Program
6. Hepatitis B Policy and Program
7. Mental Health in the Workplace Policy and Program
8. Anti-Sexual Harassment and Safe Spaces Policy
9. Policy on Executive Check-Up Program

Link:

Sustainability Report Annex B, page 44

https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-17-A-Annual-Report-for-2025_SEC.pdf#page=83

Policy and Program on Mental Health in the Workplace:

<https://centurypacific.com.ph/wp-content/uploads/2021/06/CNPF-Policy-and-Program-on-Mental-Health-in-the-Workplace.pdf>

Human Rights Policy

The Company is committed to respect and promote human rights in accordance with the United Nation Guiding Principles on Business and Human Rights in our relationships with our employees, suppliers, contractors, subcontractors, stakeholders, and visitors.

[Policy Statement on Human Rights](#)

		<p><i>Supplier Credibility</i> As stated in our Supplier Accreditation Policy, we seek business partners who meet our commercial standards, comply with relevant government regulations, and align with our social and environmental aspirations as responsible members of the community.</p> <p>Instituted in 2021, our SCOCE outlines the Company's stance on responsible sourcing and supply chain sustainability and the corresponding requirements we expect our suppliers, manufacturers, and service providers to uphold.</p> <p>The SCOCE covers our standards on:</p> <ul style="list-style-type: none"> • Human rights (child labor, forced labor and human trafficking, nondiscrimination, harassment, working hours, wages, and benefits) • Health, safety, and quality • Business ethics (business integrity, no gift policy, fair competition, privacy and intellectual property, conflict of interest) • Environmental compliance with applicable laws and regulations • Management systems 	
<p>3. Company has policies and practices on training and development of its employees.</p>	<p>Compliant</p>	<p>The Company likewise invests on training all of its employees through its Century Leadership University. The Company encourages a culture of partnership with its employees in growing the business and are committed to</p>	

		<p>investing in their professional and personal development.</p> <p>The Company provides for Orientation courses including New Employee Induction Program, Vision-Mission Orientation, Orientation of Company Policies and Data Privacy Rights.</p> <p><i>New Hire Orientation course:</i></p> <ul style="list-style-type: none"> • CPG Organization • Timekeeping and Attendance • Employee Benefits • VMV • Safety and Security • RSPo Foundation • Performance Management System • Code of Conduct • Data Privacy <p>Guided by its Employee Training and Development Policy, the Company's Human Resources Department works together with Department Heads to build competencies that support business needs, maximize performance efficiencies, and ensure career growth and succession planning.</p> <p>Soft skills development courses including 7 Habits of Highly Effective People and Values Formation programs for Rank and File Employees.</p> <p>Hard skills development courses including Basic Supervisory Skills Workshop, Leadership</p>	
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Training for Managers Workshop, and Management Development Program.

Technical skills development courses include Technical/Functional Academies, Century Leadership Academy, and Reinforced Learning Structure.

Average Training Hours	2025 (hours / employee)
Female	21
Male	20
Overall	20

The method for calculating the average training hours in 2025 was updated, consolidating the actual training hours across all business unit prior to dividing by the headcount per employee level.

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

Whistleblower Policy
 The Company implements a Whistleblower Policy that provides an avenue for employees, suppliers, business partners, guests and other third parties to report misconduct, unethical and illegal acts of employees. The policy seeks to encourage responsible and good faith report of wrongdoing to the following reporting channels: (632) 8672-7501 or 0917-77251391.

 The policy offers protection to whistleblowers against harassment, retribution, retaliatory

acts, and keeping investigations, reports, documentation, private and confidential.

The CPG Ethics Committee on Business Behavior, an independent body composed of Senior Management representatives from Human Resources, Internal Audit, Legal, Investor Relations and Controllershship, is tasked with investigating and resolving good faith reports of wrongdoing.

There are no pending whistleblower complaints for FY 2025. Moreover, the CPG Ethics Committee did not receive any complaints for the FY 2025.

Anti-Corruption

The Company upholds zero-tolerance policy against corruption. Anti-corruption training begins on onboarding session for all new hires, while the Board of Directors receives annual 1:1 training on management and reporting for incidents. The Anti-Corruption program and procedures are outlined in the Code of Business Conduct and Ethics, covering all elements of Anti-Corruption with provisions on corruption, extortion, bribery, conflict of interest, no-gift policy, compliance with laws, and whistleblowing, among others. All employees are provided a copy of the Code of Business Conduct and Ethics as part of the pre-employment process. Employees are required to confirm in writing their agreement and compliance with the Company's Code of Business Conduct and Ethics. The Company conducts regular orientation for

		<p>new hires and re-orientation to old hires periodically.</p> <p>The Division Heads through their Department Heads are responsible for the implementation of the Code of Business Conduct and Ethics, by way of more detailed policies and procedures fitted to their particular departmental/ divisional objectives and functions. Code of Business Conduct and Ethics: https://governance.centurypacific.com.ph/wp-content/uploads/2026/02/CNPF-Code-of-Business-Conduct-and-Ethics.pdf</p>	
<p>2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.</p>	<p>Compliant</p>	<p>All employees are provided a copy of the Code of Ethics as part of the pre-employment process. Employees are required to confirm in writing agreement and compliance with the Company's Code of Ethics. The Company conducts regular orientation for new hires and re-orientation to old hires periodically.</p> <p>The Division Heads through their Department Heads are responsible for the implementation of the Code of Ethics, by way of more detailed policies and procedures fitted to their particular departmental/divisional objectives and functions.</p> <p>All employees are encouraged to report any breaches of this Code through the Whistle Blower Policy of the Company.</p>	

		There are no pending whistleblower complaints for FY 2025. Moreover, the CPG Ethics Committee did not receive any complaints for the FY 2025.	
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	<p>The Company has a whistle blower policy that provides an avenue for employees to report misconduct of fellow employees, including their superiors, while protecting the employee's identity and welfare.</p> <p>The Human Resources Department validates any written Complaint it receives. After prima facie evidence is established, involved persons are required to fill a Notice to Explain/Charge sheet. Hearings and investigations are undertaken by a panel which will make its own finding and recommendation to the appropriate authority. Code of Business Conduct and Ethics, https://governance.centurypacific.com.ph/wp-content/uploads/2026/02/CNPF-Code-of-Business-Conduct-and-Ethics.pdf</p>	
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	<p><i>Whistleblower Policy</i></p> <p>The Company implements a Whistleblower Policy that provides an avenue for employees, suppliers, business partners, customers, retailers, guests and other third parties to report misconduct, unethical and illegal acts of employees. The policy seeks to encourage responsible and good faith report of wrongdoing to</p>	
2. Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of the	Compliant		

<p>Board or a unit created to handle whistleblowing concerns.</p>		<p>cpgethics@centurypacific.com.ph or (632) 8672-7501 or 0917-77251391.</p> <p>The policy offers protection to whistleblowers against harassment, retribution, retaliatory acts, and keeping investigations, reports, documentation, private and confidential.</p> <p>The CPG Ethics Committee on Business Behavior, an independent body composed of Senior Management representatives from Human Resources, Internal Audit, Legal, Investor Relations and Controllershship, is tasked with investigating and resolving good faith reports of wrongdoing.</p> <p>There are no pending whistleblower complaints for FY 2025. Moreover, the CPG Ethics Committee did not receive any complaints for the FY 2025.</p>	
<p>3. Board supervises and ensures the enforcement of the whistleblowing framework.</p>	<p>Compliant</p>	<p>There are no pending whistleblower complaints for FY 2025. Moreover, the CPG Ethics Committee did not receive any complaints for the FY 2025.</p>	
<p>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.</p>			
<p>Recommendation 16.1</p>			
<p>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</p>	<p>Compliant</p>	<p>Embracing sustainability and balancing the needs of its key stakeholders play a central role in the Company's vision and strategy.</p>	

<p>business, while contributing to the advancement of the society where it operates.</p>		<p>It has a full sustainability framework comprised of three pillars: Protein Delivery, Planet Preservation, and People Development, all underpinned by strong Corporate Governance, in line with the United Nations' Sustainable Development Goals.</p> <p>Each component of the sustainability framework represents key stakeholders to ensure that the company's growth creates societal value.</p> <p>Please see 2025 Sustainability Report attached as Appendix "Y" for a complete report on the sustainability efforts of the Company.</p> <p>Link: 2025 Annual Report, Annex B, page 37: https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-17-A-Annual-Report-for-2025_SEC.pdf#page=76</p> <p>Human Rights Policy The Company is committed to respect and promote human rights in accordance with the United Nation Guiding Principles on Business and Human Rights in our relationships with our employees, suppliers, contractors, subcontractors, stakeholders, and visitors. Policy Statement on Human Rights</p> <p><i>Supplier Credibility</i></p>	
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		<p>As stated in our Supplier Accreditation Policy, we seek business partners who meet our commercial standards, comply with relevant government regulations, and align with our social and environmental aspirations as responsible members of the community.</p> <p>Instituted in 2021, our SCOCE outlines the Company's stance on responsible sourcing and supply chain sustainability and the corresponding requirements we expect our suppliers, manufacturers, and service providers to uphold.</p> <p>The SCOCE covers our standards on:</p> <ul style="list-style-type: none"> • Human rights (child labor, forced labor and human trafficking, nondiscrimination, harassment, working hours, wages, and benefits) • Health, safety, and quality • Business ethics (business integrity, no gift policy, fair competition, privacy and intellectual property, conflict of interest) • Environmental compliance with applicable laws and regulations • Management systems 	
Optional: Principle 16			
<p>1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development</p>	<p>Compliant</p>	<p>Planet preservation is a key pillar of the Company's sustainability program. This includes key programs such as:</p> <ol style="list-style-type: none"> 1. Natural Resource Efficiency: Includes freshwater consumption and energy 	

consumption reduction initiatives across all business units.

1.1. In 2025, CNPF advanced its renewable energy agenda with an approved 1.2-MW solar plant in Tangub (expected online Q2 2026) and its General Santos coconut facility fully transitioning to 100% renewable geothermal power, replacing a previously 89% non-renewable energy mix — reducing environmental impact while delivering meaningful electricity cost savings for the business.

2. Environmental impact management, Includes initiatives such as:

2.1. As a food company, CNPF focuses on maximizing the use of biological and packaging materials before disposal. In 2025, waste was reduced across business units where the Coconut business repurposed shells as biomass fuel for boilers, the Tuna business converted processing waste into valuable by-products such as fish meal, fish oil, and fish solubles, and the Milk business sold wastewater treatment sludge as a primary component in cement production fuel.

		<p>2.2. Plastic Cleanup Partner, a partnership with the Plastic Credit Exchange (PCX) to reduce our plastic footprint through an offsetting mechanism whereby post-consumer plastic waste equivalent to our brands' plastic packaging footprint is responsibly recovered and converted into useful energy and/or materials.</p> <p>2.3. SUSTENIDO 2.0: PADAGOS, BULAN had directly benefited 12,000 individuals in the Bulan fishing community, cutting fish rejection rates from 13% to as low as 3%, supporting 850+ jobs, delivering 200,000+ protein-rich meals to schoolchildren, and empowering 300 fisherfolk wives through skills training. The program reflects CNPF's commitment to building a resilient sardines supply chain that drives sustainable fishing, community development, and shared economic growth.</p> <p>3. Supplier Credibility</p>	
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Our Supplier Code of Conduct and Ethics (SCOCE) outlines the company's stance on responsible sourcing and supply chain sustainability and the corresponding requirements we expect our suppliers, manufacturers, and service providers to uphold.

The SCOCE covers our standards on:

- Human rights (child labor, forced labor and human trafficking, nondiscrimination, harassment, working hours, wages, and benefits)
- Health, safety, and quality
- Business ethics (business integrity, no gift policy, fair competition, privacy and intellectual property, and conflict of interest)
- Environmental compliance with applicable laws and regulations
- Management systems

100% of our current suppliers have signed and acknowledged the SCOCE as a requirement to work with CNPF.

Link:

<https://centurypacific.com.ph/wp-content/uploads/2021/01/CPFI-Supplier-Code-of-Conduct-for-Suppliers-Conforme-1.pdf>

4. Local Sourcing:

To support the local economy, we allocate over 50% of our total procurement budget on

suppliers registered in the Philippines. In 2025, 100% of the raw materials for our Coconut business were sourced from local farms. Our Sardine business also works with local fisherfolk, sourcing most of its major raw materials requirements locally.

We continuously seek opportunities to develop relationships with local suppliers in key provinces and regions. Read our Community Engagement section to learn more about our engagement with local coconut farmers, Adopt-A-Farm Livelihood Program in Zamboanga and our Farmer to Agripreneur Program in Saranggani.

In 2021, our OEM Coconut business, in partnership with GCash and HOPE, made a pledge to provide smallholder coconut farmers with one million coconut trees—a goal that was completed in 2022. To continue supporting smallholder coconut farmers, Coco Mama launched the Save Our Coconuts project in 2024.

Coco Mama's Save Our Coconuts aims to help smallholder coconut farmers improve their farm productivity while also ensuring long-term coconut supply—a win-win initiative for our partners and the business.

The goals of the project overall are:

- 100,000 trees planted over 5 years
- Approximately 12,000 metric tons CO2 sequestered Philippine coconut industry, a push toward sustainable growth, and a

partnership that promises to uphold the bright future of coconut farming in the country.

- 1,000 coconut farmers benefiting from the project
- Approximately 2x increase in yield per farmer
- +60% increase in income per farmer.

Our Coconut business, CPAVI, has established a local community purchasing program in various provinces in Mindanao. This program not only ensures a stable supply for our factory but also gives smallholder coconut farmers the opportunity to earn more from selling directly to CPAVI at a fair market price. For the past two years CPAVI has sourced 28% of its coconut supply from this program.

5. Tuna Sustainability

As one of the leading manufacturers of tuna products both locally and worldwide, we recognize that the longevity of our tuna business hinges on the sustainability of the seafood industry. Biodiversity loss, climate change and unethical labor practices all threaten the health of our business and the tuna industry at large. CNPF is committed to responsible sourcing and fishing practices as the means to sustain the Tuna business while conserving the health of marine ecosystems.

Skipjack Tuna

We primarily utilize skipjack tuna, stocks of which are deemed to be at healthy levels per

2023 assessments by the International Seafood Sustainability Foundation (ISSF). This species of tuna is the most abundant of all major commercial tuna species due to its short gestation period and ability to reproduce year-round in tropical as well as subtropical waters.

Traceability

We firmly believe that transparency in sourcing underpins sustainability. All our tuna raw materials are traceable at the source – vessels are registered at the Proactive Vessel Register and audited by a third-party assurance group, MRAG Americas. This ensures that we only source from suppliers who comply with industry best-practices and conservation measures.

International Seafood Sustainability Foundation (ISSF)

Through its wholly owned subsidiary General Tuna, CNPF is a member of the International Seafood Sustainability Foundation (ISSF). CNPF also sits on the Board of the ISSF and its executive committee to help shape sustainable tuna fishing practices globally. Together with more than 20 other members worldwide, we strive to fully comply with the ISSF's conservation measures. The major drivers for our continued involvement with this organization are remaining up to date with evolving expectations for corporate responsibility in our industry and achieving

competitive advantage among more discerning consumers in developed markets.

ISSF's Conservation Measures cover the following areas:

1. Regional Fisheries Management Organization (RFMO) Support
2. Traceability & Data Collection
3. Bycatch Mitigation
4. Monitoring, Control and Surveillance
5. Illegal, Unreported and Unregulated Fishing
6. Capacity
7. ProActive Vessel Register
8. Exemption for Very Small Purse Seine Vessels
9. Social and Labor Standards

ISSF Certificate:

<https://centurypacific.com.ph/wp-content/uploads/2023/01/General-Tuna-2023.pdf>

Link:

<https://centurypacific.com.ph/sustainability/planet-preservation/>

<https://www.iss-foundation.org/about-issf/who-we-are/participating-companies/>

<https://www.iss-foundation.org/about-issf/who-we-are/participating-companies/general-tuna-century-pacific/>

<https://www.iss-foundation.org/about-issf/what-we-publish/issf-documents/general->

[tuna-corporation-final-compliance-report-for-activities-in-2022/](#)

Pursuing Tuna Traceability with Other Global Standards and Industry Associations

CNPF is focused on improving our ability to screen and assess suppliers. We are a member of the Global Tuna Alliance—a market-led initiative that issued the Tuna Traceability Declaration in 2020 in support of the U.N. Sustainable Development Goal 14: Life Below Water.

In 2021, General Tuna adopted the Global Dialogue on Seafood Traceability (GDST) standards. This international platform for companies in the seafood supply chain, technical experts, and partner non-governmental organizations has in place the GDST Standards and Guidelines for Interoperable Seafood Traceability Systems, the first comprehensive set of global standards for end-to-end seafood traceability. This represents a significant global initiative to make global seafood traceability more reliable and affordable by allowing for interoperability across seafood traceability platforms and is critical for the industry to combat illegal fishing and unethical labor practices.

Partnering with various organizations and adhering to international standards demonstrate our commitment and gives us

the opportunity to be a leader in Tuna Sustainability to serve global markets.

Sardine Sustainability

In 2024, the Company launched "Sustenido Bulan, a grassroots initiative named after the Bicolano word for "sustained," focused on Bulan, Sorsogon—an emerging sardine fishing ground. The program aims to promote sustainable fishing practices, improve livelihoods, ensure a long-term sardine supply, and enhance the community's nutrition.

CNPF collaborated with the local government of Bulan to perform a systematic analysis of the fishing processes in the town, identifying local opportunities for improvement and growth.

CNPF, in partnership with the Department of Agriculture - Bureau of Fisheries and Aquatic Resources (DA-BFAR) and the Philippine Fisheries Development Authority (PFDA), conducted extensive orientations on proper fish handling among the local fisherfolk. As a result, the overall rejection rate for poor quality fish improved from 13% down to 3% in 2024. Workshops on topics like safe fish handling drastically improved fish quality, decreased wasted fish, and improved fisherfolk's income, while lowering the risk of overfishing.

In 2025, SUSTENIDO 2.0: PADAGOS, BULAN! continued to deepen CNPF's commitment to sustainable fishing practices, supply chain

		<p>resilience, and community development in Bulan, Sorsogon. By mid-2025, the program had directly benefited 12,000 individuals, supported over 850 jobs, cut fish rejection rates from 13% to as low as 3%, and enabled the production of over 65 million sardine servings. Beyond the supply chain, it also delivered 200,000+ protein-rich meals to schoolchildren, empowered 300 fisherfolk wives through dressmaking training, and pledged to build a classroom for 1,500 students — demonstrating how inclusive and sustainable sourcing can create shared value for both business and community.</p> <p>Link: Sustainability Report, Annex B, page 37: https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-17-A-Annual-Report-for-2025_SEC.pdf#page=76</p>	
<p>2. Company exerts effort to interact positively with the communities in which it operates</p>		<p>Community Upliftment is part and parcel of Century Pacific's People Development pillar.</p> <p>Community Engagement</p> <p>CNPF is accountable to the stakeholders in the communities where we operate, hire our staff, and source our ingredients, supplies, and utilities. Our advocacies amplify our role in providing affordable nutrition and are in pursuit of enduring and meaningful partnerships with change agents who share our vision of a better future.</p>	

Through the Saving Our Seas campaign, the company marked its third year in 2025 joining the International Coastal Cleanup Day, expanding cleanup drives from one site from the previous year to six coastal locations nationwide. The campaign drew more than 8,200 volunteers, a 228% increase from the prior year, collectively gathering approximately 1,386 kg of plastic waste, nearly four times the amount collected than the previous year, reinforcing the program's growing impact on marine debris reduction and community mobilization.

Job Creation and Livelihood Support

As CNPF grows, so do the jobs created and supported along our value chain ecosystem. Whether it's through our partners, vendors, or suppliers, we create livelihood opportunities and encourage decent working environments. Our Supplier Code of Conduct and Ethics (SCOCE) is one way where we create positive impact while expanding our locus of positive influence. We also support women micro-entrepreneurs to earn additional income from participating in community-based plastic recycling through our Aling Tindera Waste-to-Cash program in partnership with Plastic Credit Exchange (PCX).

Hunger Alleviation

In 2025, KAIN PO expanded its reach to Indigenous Peoples communities, supporting over 12,500 indigenous beneficiaries across Cagayan de Oro City and Sultan Kudarat through partnerships with the Birhen sa Kota Development Foundation and the Missionary Oblates of Mary Immaculate, delivering regular feeding sessions that integrate local produce with CNPF products for sustainable and nutritious meals.

Since its inception in 2010, Kain Po has delivered over 100 million protein servings to 500,000 beneficiaries with the help of over 1000 feeding partners comprising local government units, non-government organizations (NGOs), and socio-civic groups nationwide.

For the Daily Dairy Milk Program, it provides milk to schools, communities, and shelters nationwide for 17 to 20 days each month, prioritizing nutritionally vulnerable children to support better growth, development, and overall health. In 2025, it delivered a total milk servings of 245,101 to various orphanages and welfare centers.

		<p>Additionally, Birch Tree launched a nationwide campaign targeting one million fortified milk servings to communities across the Philippines during and beyond Nutrition Month, driven by its "Tripleng Lakas" nutritional benefits supporting brain development, bone health, and immunity. Through community distribution, school programs, roadshows, and feeding activities, the campaign ultimately delivered around 3 million servings, tripling its initial target in just five months. This initiative reflects CNPF's commitment to addressing nutritional inequality by making affordable, fortified dairy accessible to Filipino families and supplementing government efforts to reduce malnutrition nationwide.</p> <p>Total number of jobs supported across CNPF value chain in 2025: 33, 166</p> <p>In 2025, CNPF supported over 33,166 jobs, comprising full-time employees, that of our subsidiaries and affiliates, outsourced workers, as well as jobs indirectly supported through our business relationships, such as project-based staff, consultants, exclusive corporate distributors, and employees of suppliers, vendors, contractors, and supply chain partners that are primarily dependent on CNPF.</p> <p>In alignment with Community Engagement, CNPF launched Sustenido Bulan to enhance the livelihoods of local fisherfolk in 2025. Read</p>	
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more about this program in our Sustenido Bulan section.

Through RSPo Foundation, Inc., our philanthropic socio-civic arm and non-profit affiliate, we're able to extend the reach of the positive impact we can make. We also support livelihoods for displaced marine workers in Zamboanga during the fish ban season and farmer cooperatives in Sarangani through RSPo's Adopt-A-Farm and Farmer to Agripreneur programs. These programs enable us to create work opportunities for these communities while also serving as reliable sources of raw materials for our Tuna and Sardines businesses.

Adopt-A-Farm Program Zamboanga

In partnership with the Department of Labor and Employment (DOLE) and Project Hope Agricultural Cooperative, the Adopt-A-Farm program helps address the lack of stable income among workers in the marine industry in Zamboanga by employing them as farmers during the closed fishing season. In turn, our Sardines business purchases the harvested produce from the farms – creating a sustainable market and securing livelihood for the seasonally displaced workers and their families while supporting our business operations.

Agripreneurs in Sarangani

Through our partnership with the cooperative, Malungon Integrated Vegetable Growers Association (MIVEGA), we were able to support farmer groups in Sarangani to help them maximize profitability by directly purchasing local produce from the farms. During the reporting year, we conducted farmer group engagement activities and briefings to identify opportunities and maximize the income potential of their farms by planting high value crops that can be used for manufacturing our food products.

The farms currently grow a variety of our high-value vegetable requirements for our Tuna business such as bell peppers, chillis, carrots, ginger, garlic, and potatoes. Through our Agripreneur programs, we source approximately 80% of the fresh produce we use in Tuna from local farmers.

Sustenido Bulan

In alignment with Community Engagement, CNPF launched Sustenido Bulan to enhance the livelihoods of local fisherfolk in 2024


The Company partnered with DA-BFAR and PFDA to help accredit direct suppliers from Bulan, ensuring that members of its fishing communities can trade directly with the company, removing inefficiencies and enhancing fisherfolk's control over market prices.

		<p>CNPF, along with the RSPo Foundation, organized food distribution programs at three elementary schools in Bulan. This initiative was carried out under the company's long-standing flagship feeding program for school-aged children, Kain Po. Through the program, CNPF and RSPO provided protein-rich meals made with sardines to 1,075 children. This program ensures that the community also has food security and the chance to benefit from their families' efforts.</p> <p>In its second year, SUSTENIDO 2.0: PADAGOS, BULAN! continued to deepen CNPF's commitment to sustainable fishing practices, supply chain resilience, and community development in Bulan, Sorsogon. By mid-2025, the program had directly benefited 12,000 individuals, supported over 850 jobs, cut fish rejection rates from 13% to as low as 3%, and enabled the production of over 65 million sardine servings. Beyond the supply chain, it also delivered 200,000+ protein-rich meals to schoolchildren, empowered 300 fisherfolk wives through dressmaking training, and pledged to build a classroom for 1,500 students — demonstrating how inclusive and sustainable sourcing can create shared value for both business and community.</p> <p>Link: Sustainability Report, Annex B, page 37: https://governance.centurypacific.com.ph/wp-content/uploads/2026/04/01-CNPF-SEC-</p>	
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SIGNATURES

Pursuant to the requirement of the Securities and Exchange Commission, this Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized in the City of **Pasig City** on **MAY 29 2026**

By:



Christopher Paulus Nicholas T. Po
Chairman of the Board

SUBSCRIBED AND SWORN to before me this **MAY 29 2026** day of _____ affiant(s) exhibiting to me his valid ID as follows:


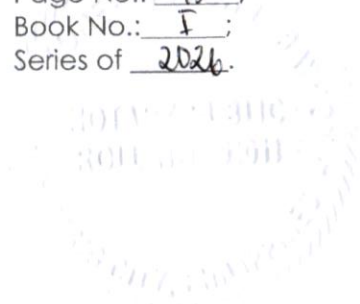
NAMES

Christopher Paulus Nicholas T. Po

IDENTIFICATION

Passport P6801389C

Doc No.: 274 ;
Page No.: 48 ;
Book No.: I ;
Series of 2026.



TONEE BUTCH L. BAYHON
Appointment No. 155 (2026-2027)
Notary Public for Pasig City
Until December 31, 2027
Attorney's Roll No. 91011
33rd Floor, The Orient Square
F. Ortigas Jr. Road, Ortigas Center, Pasig City 1600
IBP OR No. 583386; 01.02.26; Quezon City
PTR Receipt No. 3985615; 01.06.26; Pasig City
MCLE Compliance 0033121; 4.14.28

SIGNATURES

Pursuant to the requirement of the Securities and Exchange Commission, this Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized in the City of Pasig City on MAY 2, 9 2026

By:



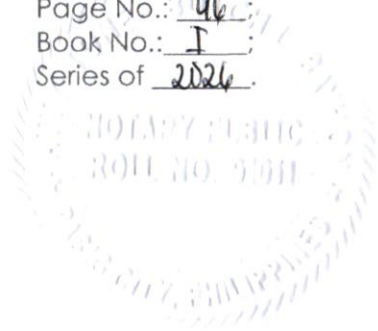
Teodoro Alexander T. Po
President

SUBSCRIBED AND SWORN to before me this MAY 2, 9 2026 day of _____ affiant(s) exhibiting to me his valid ID as follows:

NAMES
Teodoro Alexander T. Po

IDENTIFICATION
Passport P8186504B

Doc No.: 223 ;
Page No.: 46 ;
Book No.: I ;
Series of 2026 .



TONEE BUTCH L. BAYHON
Appointment No. 155 (2026-2027)
Notary Public for Pasig City
Until December 31, 2027
Attorney's Roll No. 91011
33rd Floor, The Orient Square
F. Ortigas Jr. Road, Ortigas Center, Pasig City 1600
IBP OR No. 583386; 01.02.26; Quezon City
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Pursuant to the requirement of the Securities and Exchange Commission, this Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized in the City of Pasig City on MAY 29 2026

By:



Manuel Z. Gonzalez
Corporate Secretary

SUBSCRIBED AND SWORN to before me this MAY 29 2026 day of 2026 affiant(s) exhibiting to me his valid ID as follows:

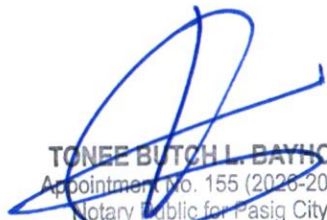
NAMES

Manuel Z. Gonzalez

IDENTIFICATION

Driver's License N11-83-030082

Doc No.: 221 ;
Page No.: 46 ;
Book No.: I ;
Series of 2024



TONEE BUTCH L. BAYON
Appointment No. 155 (2026-2027)
Notary Public for Pasig City
Until December 31, 2027
Attorney's Roll No. 91011

33rd Floor, The Orient Square
F. Ortigas Jr. Road, Ortigas Center, Pasig City 1600
IBP OR No. 583386; 01.02.26; Quezon City
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MCLE Compliance 0033121; 4.14.28

SIGNATURES

Pursuant to the requirement of the Securities and Exchange Commission, this Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized in the City of **Pasig City** **MAY 29 2026**

By:


Maria Rosario L. Ybanez
Compliance Officer

SUBSCRIBED AND SWORN to before me this **MAY 29 2026** day of _____ affiant(s) exhibiting to me her valid ID as follows:

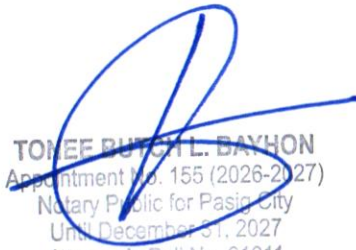
NAMES

Maria Rosario L. Ybanez

IDENTIFICATION

Passport P2539877B

Doc No.: 222 ;
Page No.: 46 ;
Book No.: I ;
Series of 2026 .


TONIE DUTERTE BAYHON
Appointment No. 155 (2026-2027)
Notary Public for Pasig City
Until December 31, 2027
Attorney's Roll No. 91011
33rd Floor, The Orient Square
F. Ortigas Jr. Road, Ortigas Center, Pasig City 1600
IBP OR No. 583386; 01.02.26; Quezon City
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MCLE Compliance 0033121; 4.14.28

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Pursuant to the requirement of the Securities and Exchange Commission, this Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized in the City of Pasig City on MAY 29 2026

By:



Frances J. Yu
Independent Director

SUBSCRIBED AND SWORN to before me this MAY 29 2026 day of _____ affiant(s) exhibiting to me her valid ID as follows:

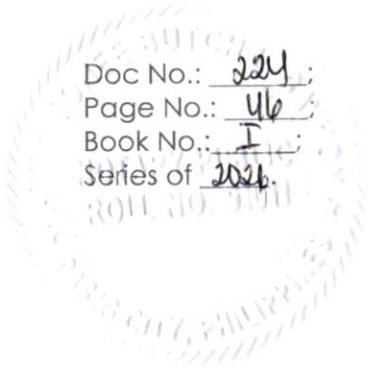
NAMES

Frances J. Yu

IDENTIFICATION

Passport P4726327B

Doc No.: 224 ;
Page No.: 46 ;
Book No.: I ;
Series of 2024



TONEY BURCH L. BAYHON
Appointment No. 155 (2026-2027)
Notary Public for Pasig City
Until December 31, 2027
Attorney's Roll No. 91011
33rd Floor, The Orient Square
F. Ortigas Jr. Road, Ortigas Center, Pasig City 1600
IBP OR No. 583386; 01.02.26; Quezon City
PTR Receipt No. 3985615; 01.06.26; Pasig City
MCLE Compliance 0033121; 4.14.28

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By:


Stephen T. Cuunjieng
Independent Director

SUBSCRIBED AND SWORN to before me this **MAY 29 2026** day of _____ affiant(s) exhibiting to me his/her valid IDs as follows:

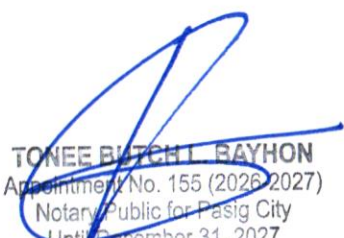
NAMES

Stephen T. Cuunjieng

IDENTIFICATION

Passport P8175186A

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Page No.: 48 ;
Book No.: F ;
Series of 2026


TONEE BUTCH L. BAYHON
Appointment No. 155 (2026-2027)
Notary Public for Pasig City
Until December 31, 2027

Attorney's Roll No. 91011
33rd Floor, The Orient Square
F. Ortigas Jr. Road, Ortigas Center, Pasig City 1600
IBP OR No. 583386; 01.02.26; Quezon City
PTR Receipt No. 3985615; 01.06.26; Pasig City
MCLE Compliance 0033121; 4.14.28

SIGNATURES

Pursuant to the requirement of the Securities and Exchange Commission, this Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized in the City of _____ on _____.

By:

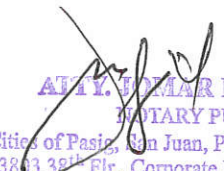

Philip G. Soliven
Independent Director

SUBSCRIBED AND SWORN to before me this _____ day of **MAY 29 2026** **PASIG CITY** affiant(s) exhibiting to me his valid ID as follows:

NAMES
Philip G. Soliven

IDENTIFICATION
Passport P8514148B

Doc No.: 283;
Page No.: 58;
Book No.: 18;
Series of 2026


ATTY. EYMAR M. HIZOLA
NOTARY PUBLIC
Cities of Pasig, San Juan, Pateros, Metro Manila
3803 38th Flr., Corporate Finance Plaza Bldg.
Ruby Rd. cor. Topaz Rd. Ortigas Center, Pasig City
Appointment No. 207; Until Dec 31, 2026
SC. Roll No. 81022; May 21, 2022
PTR No. 3993601; 01/14/2026 Pasig City
IBP No. 588574; 01/05/2026 IBP Manila I
MCLE No. VHL-0006903; Feb 20, 2024 - Apr 14, 2028

SIGNATURES

Pursuant to the requirement of the Securities and Exchange Commission, this Annual Corporate Governance Report is signed on behalf of the registrant by the undersigned, thereunto duly authorized in the City of _____ on _____.

By:



Regina Roberta L. Lorenzana
Independent Director

MAY 18 2026

Pasig City

SUBSCRIBED AND SWORN to before me this _____ day of _____ affiant(s) exhibiting to me her valid ID as follows:

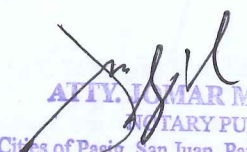
NAMES

Regina Roberta L. Lorenzana

IDENTIFICATION

Passport P0637424D

Doc No.: 442
Page No.: 90;
Book No.: 17
Series of 2026



ATTY. UMAR M. HIZOLA
NOTARY PUBLIC
Cities of Pasig, San Juan, Pateros, Metro Manila
3803 38th Flr., Corporate Finance Plaza Bldg.,
Ruby Rd. cor. Topaz Rd. Ortigas Center, Pasig City
Appointment No. 207; Until Dec 31, 2026
SC. Roll No. 81022; May 21, 2022
PTR No. 3993001; 01/14/2026 Pasig City
IBP No. 588574; 01/05/2026 IBP Manila I
MCLE No. VIII-0006903; Feb 20, 2024 - Apr 14, 2028



Institute of Corporate Directors

presents this

Certificate of Participation

to

Christopher Paulus Nicolas T. Po

Century Pacific Food, Inc. &
Shakey's Pizza Asia Ventures, Inc.

for having completed the

Advance Corporate Governance Training

held on

August 29, 2025 | 8:30 AM - 12:30 PM

through Zoom Meetings

A handwritten signature in black ink that reads 'Jalandoni'.

Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Ricardo Gabriel T. Po

Century Pacific Food, Inc. &
Shakey's Pizza Asia Ventures, Inc.

for having partially completed the

Advance Corporate Governance Training

held on

August 29, 2025 | 8:50 AM - 11:50 AM
through Zoom Meetings

A handwritten signature in black ink that reads 'Jalandoni'.

Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Teodoro Alexander T. Po

Century Pacific Food, Inc. &
Shakey's Pizza Asia Ventures, Inc.

for having completed the

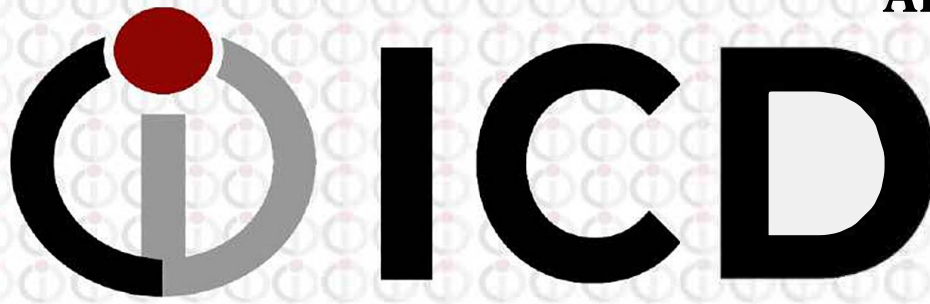
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Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Leonardo Arthur T. Po

Century Pacific Food, Inc. &
Shakey's Pizza Asia Ventures, Inc.

for having completed the

Advance Corporate Governance Training

held on

August 29, 2025 | 8:30 AM - 12:30 PM

through Zoom Meetings

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Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Frances J. Yu

Century Pacific Food, Inc. &
Shakey's Pizza Asia Ventures, Inc.

for having completed the

Advance Corporate Governance Training

held on

August 29, 2025 | 8:30 AM - 12:30 PM
through Zoom Meetings

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Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Stephen T. CuUnjieng

Century Pacific Food, Inc.

for having completed the

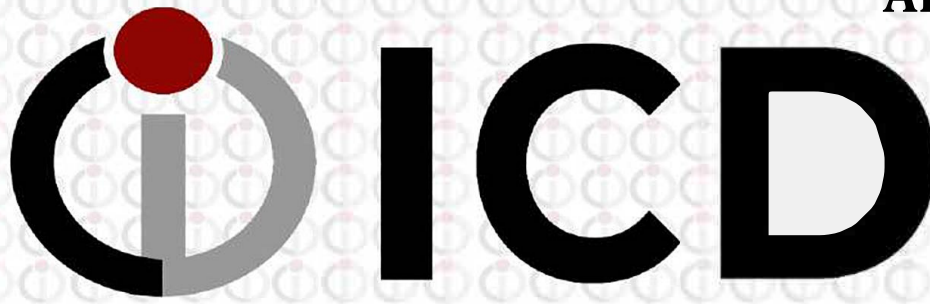
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Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Regina Roberta L. Lorenzana

Century Pacific Food, Inc. &
Shakey's Pizza Asia Ventures, Inc.

for having completed the

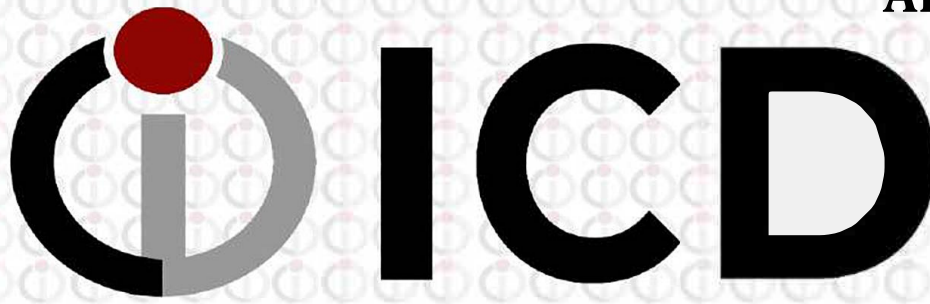
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Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Philip G. Soliven

Century Pacific Food, Inc.

for having completed the

Advance Corporate Governance Training

held on

August 29, 2025 | 8:30 AM - 12:00 PM

through Zoom Meetings

A handwritten signature in black ink that reads "Jalandoni".

Ms. Catherine Denise Jalandoni

Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Regina Stella J. Barrientos

PJS Law

for having completed the

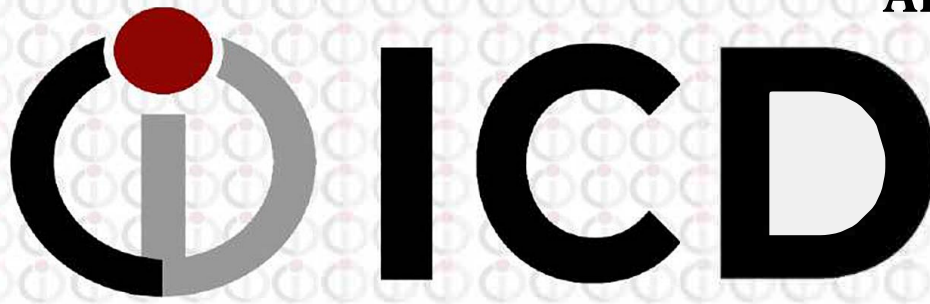
Masterclass The Fifth Series: Session 5
*"Fraud Risk Assessment: Important Element of
Good Governance"*

held on

November 28, 2025 | 4:00 PM - 6:00 PM
through Zoom Meetings

A handwritten signature in black ink that reads "Jalandoni".

Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Attendance

to

Regina Stella J. Barrientos

PJS Law

for having attended the

Masterclass The Fifth Series: Session 6
*"AI Governance and Strategy for
Corporate Leaders"*

held on

December 12, 2025 | 4:00 PM - 6:00 PM
through Zoom Meetings

A handwritten signature in black ink that reads "Jalandoni".

Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Richard Kristoffer S. Manapat

Century Pacific Food, Inc.

for having partially completed the

Advance Corporate Governance Training

held on

August 29, 2025 | 8:50 AM - 11:55 AM
through Zoom Meetings

A handwritten signature in black ink that reads 'Jalandoni'.

Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Samuel V. Santillan

Century Pacific Food, Inc.

for having completed the

Advance Corporate Governance Training

held on

August 29, 2025 | 8:30 AM - 12:30 PM
through Zoom Meetings

A handwritten signature in black ink that reads 'Jalandoni'.

Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Jenifer Mae S.J. Tecson

Century Pacific Food, Inc. &
Shakey's Pizza Asia Ventures, Inc.

for having completed the

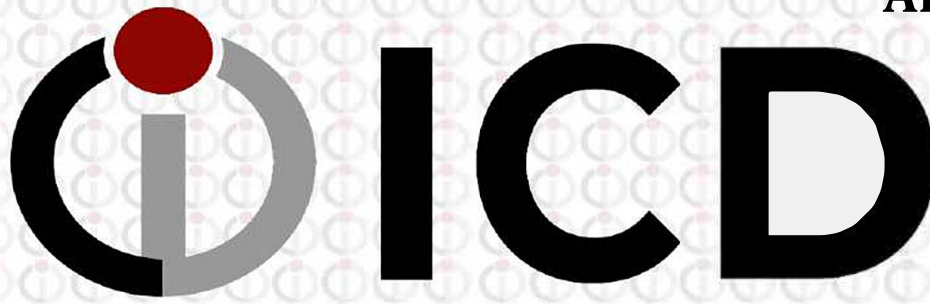
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through Zoom Meetings

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Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Gwyneth S. Ong

Century Pacific Food, Inc.

for having completed the

Advance Corporate Governance Training

held on

August 29, 2025 | 8:30 AM - 12:30 PM

through Zoom Meetings

A handwritten signature in black ink that reads 'Jalandoni'.

Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Manuel Z. Gonzalez

Century Pacific Food, Inc.

for having completed the

**Advance Corporate
Governance Training**

held on

August 29, 2025 | 8:30 AM - 12:30 PM
through Zoom Meetings

A handwritten signature in black ink that reads 'Jalandoni'.

Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Maria Rosario Ybanez

Century Pacific Food Inc

for having completed the

Masterclass The Fifth Series: Session 5
*"Fraud Risk Assessment: Important Element of
Good Governance"*

held on

November 28, 2025 | 4:00 PM - 6:00 PM
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Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

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A handwritten signature in black ink that reads "Jalandoni".

Ms. Catherine Denise Jalandoni
Executive Director

APPENDIX "R"

FULL DISCLOSURE OF OUTSIDE FINANCIAL INTERESTS AND FAMILY AFFILIATIONS

TO :
(immediate superior)

FROM :
(name of employee)

CC : 201 file

In compliance with CPG Amended Conflict of Interest Policy and CPG Code of Conduct and Discipline, Related Party Transactions Policy, Material Related Party Transactions Policy, Insider Trading Policy of the Company, I hereby disclose the following:

A. EMPLOYEES

PART 1. BUSINESS INTERESTS ¹			
Business Name	Date of Affiliation / Establishment	Nature of Business	Position
PART 2. FAMILY AFFILIATIONS ²			
Name of Family Relative	Relationship	Business Name	Date of Employment

B. DIRECTORS AND SENIOR MANAGEMENT

PART 1. INDIVIDUAL RELATED PARTIES ³	
Name	Relationship

¹ Business Interests refers to all financial interests outside CPFI.

² Family members covers up to 3rd degree of consanguinity or affinity which are existing employees of the subsidiaries and affiliates of CPFI including its direct competitors.

³ Individual Related Parties shall include spouses and relatives within the fourth civil degree of consanguinity or affinity, legitimate or common-law.

APPENDIX "R"

PART 2. INTERLOCKING DIRECTSHIPS/OFFICERSHIPS		
Name of Company	Publicly Listed? Y/N	Type of Directorship/Officership

I certify that the above statements are complete and correct to the best of my knowledge and belief. If any development arises that makes this declaration incomplete, I commit to report it to my immediate superior and file a new full disclosure.

Signature over printed name

Date signed

ENTERPRISE RISK MANAGEMENT

The Company's Enterprise Risk Management system begins with a comprehensive analysis of items that will have the biggest impact and highest probability. For each, action plans are prepared outlining what to do and who to do it, if and when such risks occur. Preparations emanate from the Business Operating Units, with control and audit functions delegated to Senior Management and the Audit Committee of the Board of Directors.

The Company's success depends largely upon consumers' perception of the quality of its products. The Company has policies and procedures to ensure that customers' welfare are protected and questions are addressed. It invests in quality control systems and procedures that span the entire supply chain to ensure product safety.

The Company's activities also expose it to a variety of financial risks. The Company's overall risk management seeks to minimize potential adverse effects on the financial performance of the Company.

The Company engages in a periodic review of its risk management policies and procedures.

COMPANY'S POLICIES

Whistle-Blowing Policy

The company is committed to integrity and ethical behavior. It aims to foster and maintain an environment where employees can act appropriately, without fear of retaliation. Employees are strongly encouraged to discuss with supervisors, managers or other appropriate personnel, when in doubt, about the best and ethical course of action in a particular situation. Furthermore, an employee cannot be compelled by a supervisor or a company official to violate any law or the company's policies, rules and regulations.

In the interest of the company, employees who have knowledge of specific acts, which he or she reasonably believes violate the rules and regulations, must disclose those acts to the Corporate HR Director. Acts of wrongdoing may be disclosed in writing, through telephone, email or text messages and/or in person.

The Corporate HR Director / Ethics Hotline is: **(632) 633-8555 local 262**

or email to: **cpgethics@centurypacific.com.ph**

Conflict of Interest Policy

All employees should avoid situations that present a potential conflict between their interests and the interests of the company. Any activity that may give the appearance of conflict of interest should be avoided at all times.

All employees are to exercise sound judgment guided by honesty and integrity in all matters affecting the company. They are expected to promote only actions consistent with the company's Code of Business Standards and Ethics.

Insider Trading Policy

Employees of the company are expected to promote primarily the best interest of its stakeholders and ensure that no person is disadvantaged by lack of access to material information.

As a component of the company's Corporate Governance program, the company restricts the purchase and sale of the company's securities by covered persons during the blackout periods.

The Office of the Compliance Officer shall be responsible to oversee and enforce the policy and report the required disclosures.

Related Third Party Transactions Policy

It is the policy of the company to ensure fairness and transparency in related party transactions (RPTs) between the corporation and its parent company, joint ventures, subsidiaries, associate, affiliates, major stockholders, principal officers and directors, including their spouses, children, and dependent siblings and parents and of interlocking director relationships by members of the Board.

The terms and conditions of all RPTs must be equivalent to those that prevail in arm's length transactions and shall be subject to appropriate corporate approvals and actions of the corporation and of related parties, with the best interest of the company in mind. The Audit Committee shall be responsible to oversee and review the propriety of RPTs and their required reporting disclosures.

Policy on Health, Safety and Welfare of Employees

It is the company's policy to furnish each employee a place of employment free from hazardous conditions causing or likely to cause death or serious physical harm through

safe and healthful working conditions and in compliance with the requirements of the *Occupational Safety and Health Standards (OSHS)* as mandated by the government through the Department of Labor and Employment (DOLE).

There shall be a Health and Safety Committee in every CNPF and in its subsidiaries and affiliates' place of employment. The principal duties of the Health and Safety Committee are:

- (1) Plans and develops accident prevention program.
- (2) Inspect workplace to detect unsafe conditions.
- (3) Review Inspection Reports, results of accident investigations and implementation of accident prevention programs.
- (4) Conducts safety meetings at least once a month.
- (5) Submit reports to the Manager on its meetings and activities.
- (6) Provides necessary assistance to government inspecting authorities.
- (7) Train employees in safe work habits and procedures by providing safety lectures or trainings.
- (8) Develop and maintain a Disaster Contingency Plan and organizes the Emergency Response Team (ERT) to handle various crises such as Fire, Earthquake, Flood, Typhoon, Bomb Threat, Civil Disturbance and other manmade and natural disasters.

Employee Training and Development Policy

It is the policy of the company to carry out continuous training and development programs for all its regular employees. Employees may avail of both in-house training programs and external programs to build competencies in order to ensure maximum efficiency in the performance of functions, duties, and responsibilities and to support business needs. The programs also seek to ensure the career growth and advancement of employees.

RISK MANAGEMENT PROCESS

Integrating risk management within existing systems and processes to ensure that these are taken into account in everyday decision-making



STRATEGIC PLANNING

Brand & Channel Audits + AXIS

To identify issues, opportunities, & risks

JTBD Alignment & Finalization

Risk Register and Mitigating Actions presented by BU during Planning

BUDGET FINALIZATION

To quantify the financial impact of strategies and plans

ANNUAL



RISK REGISTER UPDATE and INTERNAL AUDIT OF COUNTERMEASURES

Annual update across the organization of potential and new risks to be able to proactively mitigate impact. IA to conduct evaluations of mitigating actions if set in place and if sufficient and effective



SALES & OPERATIONS PLANNING

Demand Review

To develop volume projections taking into consideration past performance, opportunities, & risks

S & Op

To firm up the forecast, identify constraints, & create recommendations / resolutions

MANCOM/EXCOM

To review recommendations, resolve remaining issues, and finalize way forward

MONTHLY



BALANCE SHEET REVIEW

A regular evaluation of the company's assets and liabilities, to adjust their value according to risks and opportunities and add/reverse provisions as necessary

APPENDIX “U”

RISK EXPOSURE TABLE

RISK	COUNTERMEASURE/S
Damaged Brand Reputation: Food Poison	HACCP process, Regular food safety audits, insurance
Calamities (Natural, Manmade)	Tightened security, preventive maintenance, insurance, business continuity plan, safety drills
Main Materials low supply and or high prices	Supply source diversification, hedging, raw material substitution plan, increase of covers, price increase
Data breaches, Cybersecurity threats, and ERP System Failures	Robust IT security measures, regular cybersecurity training, secured backup systems, periodic ERP system health checks and contingency plans
Asset Misappropriation and Financial Misstatements	Strong internal controls, segregation of duties, regular internal audits, automated financial systems with checks and balances, training for finance personnel
Non-compliance with BIR regulations (Tax Audits)	Regular training on regulatory changes, compliance audits, dedicated compliance teams, frequent communication with BIR and staying updated with tax regulations
Competitive Innovation and Marketing Threats	Consumer research, product R&D, brand building activities, marketing defense plan and social listening
Labor Unrest and Unionization	Background checks, labor benefits standards compliance, employee relation programs, engagement programs
Inaccurate Financial Forecasting	Use of advanced forecasting tools, continuous monitoring and updating of forecasts, external financial consultations

APPENDIX "U"

Workplace Safety (Accidents, OSH Violations)	Safety protocols, Workplace safety audits, proper vehicle maintenance, defensive driving, health and safety committee
--	---


REPUBLIC OF THE PHILIPPINES)
Pasig City) S.S.

CERTIFICATION OF CHIEF EXECUTIVE OFFICER

I, **TEODORO ALEXANDER T. PO**, of legal age, Filipino, with office address at 7th floor Centerpoint Building, Julia Vargas Street, Ortigas Center, Pasig City, after having been duly sworn to in accordance with the law, hereby depose and state that:

- 1. I am the President and Chief Executive Officer of Century Pacific Food, Inc. (the "Corporation"), a corporation duly organized and existing under and by virtue of the laws of the Republic of the Philippines with principal place of business at 7th floor Centerpoint Building, Julia Vargas Street, Ortigas Center, Pasig City.
- 2. I certify that the Corporation has a sound internal audit, control and compliance system in place and is working effectively.
- 3. The foregoing is in accordance with the records of the Corporation presently in my custody.


IN WITNESS WHEREOF, I have hereunto set my signature this **MAY 29 2026** at Pasig City.



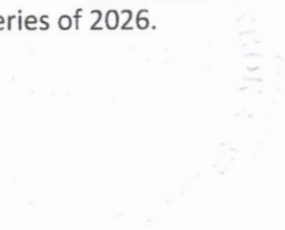
TEODORO ALEXANDER T. PO
President and Chief Executive Officer

SUBSCRIBED AND SWORN TO before me this **MAY 29 2026** in Pasig City, with the affiant exhibiting to me his Tax Identification No. 105-633-470.

Doc. No. 226 ;
Page No. 47 ;
Book No. I ;
Series of 2026.



TONIA BUTCH L. BAYHON
Appointment No. 155 (2026-2027)
Notary Public for Pasig City
Until December 31, 2027
Attorney's Roll No. 91011
33rd Floor, The Orient Square
F. Ortigas Jr. Road, Ortigas Center, Pasig City 1600
IBP OR No. 583366; 01.02.26; Quezon City
PTR Receipt No. 3985615; 01.06.26; Pasig City
MCLE Compliance 0033121; 4.14.28



REPUBLIC OF THE PHILIPPINES)
Pasig City) S.S.

CERTIFICATION OF CHIEF AUDIT EXECUTIVE

I, **ROSANNE E. SAMPANI**, of legal age, Filipino, with office address at 7th floor Centerpoint Building, Julia Vargas Street, Ortigas Center, Pasig City, after having been duly sworn to in accordance with the law, hereby depose and state that:

1. I am the Chief Audit Executive of Century Pacific Food, Inc. (the "Corporation"), a corporation duly organized and existing under and by virtue of the laws of the Republic of the Philippines with principal place of business at 7th floor Centerpoint Building, Julia Vargas Street, Ortigas Center, Pasig City.

2. I certify that the Corporation has a sound internal audit, control and compliance system in place and is working effectively.

3. The foregoing is in accordance with the records of the Corporation presently in my custody.

IN WITNESS WHEREOF, I have hereunto set my signature this MAY 29 2026 at Pasig City.

Rosanne E. Sampani
ROSANNE E. SAMPANI
Chief Audit Executive

SUBSCRIBED AND SWORN TO before me this MAY 29 2026 in Pasig City, with the affiant exhibiting to me her Tax Identification No. 287-029-416. *valid until 2027/03/4* *Driver's license no. 101-22-300126*

Doc. No. 231 ;
Page No. 48 ;
Book No. 5 ;
Series of 2026.

[Signature]
TONEE BUTCH L. BAYSON
Appointment No. 155 (2026-2027)
Notary Public for Pasig City
Until December 31, 2027
Attorney's Roll No. 91011
33rd Floor, The Orient Square
F. Ortigas Jr. Road, Ortigas Center, Pasig City 1600
IBP OR No. 583386; 01.02.26; Quezon City
PTR Receipt No. 3985615; 01.06.26; Pasig City
MCLE Compliance 0033121; 4.14.28

APPENDIX "X"

EXPLANATION OF AGENDA ITEMS

Proof of notice and determination of quorum

The Company has established a designated form or page on its website in order to facilitate the registration and voting in absentia by stockholders at the annual meeting, as allowed under Sections 23 and 57 of the Revised Corporation Code. A stockholder or member who participates through remote communication and votes by proxy shall be deemed present for purposes of quorum.

The Corporate Secretary will certify the date the notice of the meeting was published, as required by the Securities and Exchange Commission (SEC) in the Notice on Alternative Mode of Distributing and Providing Copies of the Notice, Information Statement, Management Report, SEC Form 17A dated March 11, 2026.

The Corporate Secretary will further certify the existence of a quorum. For purposes of quorum, only the following stockholders shall be counted as present:

- A. Stockholders who have registered and voted on the website for voting *in absentia* before the cut off time;
- B. Stockholders who have sent their proxies via registration on the website by June 19, 2026; or
- C. Stockholders who have sent their proxies via electronic mail to the Stock Transfer Agent by June 19, 2026;

A majority of the outstanding capital stock shall constitute a quorum for the transaction of business.

The complete guidelines for voting in absentia is found on the attached Appendix 1.

Approval of minutes of previous meeting

The minutes of the meeting held on June 30, 2025 are posted at the company website, which can be accessed through this link: [CNPf ASM 2025 Minutes](#)¹

Annual Management Report

The Executive Chairman, Mr. Christopher Paulus Nicholas T. Po, will deliver a report to the stockholders on the performance of the company in 2025 and the outlook for 2026. The financial statements as of December 31, 2025 (FS) are attached to the Information Statement.

Copies of the [Management Report](#)² and [SEC Form 17-A](#)³ are uploaded to the Company's Website and PSE EDGE under Century Pacific Food, Inc. Company Disclosures.

¹ [20250630-CPFI-Minutes-ASM-signed.pdf](#)

² [CNPf-ASM-2025-Management-Report.pdf](#)

³ [01-CNPf-SEC-17-A-Annual-Report-for-2025 FINAL signed.pdf](#)

APPENDIX "X"

Election of directors including the Independent Directors

Each stockholder entitled to vote may cast the votes to which the number of shares he owns entitles him, for as many persons as there are to be elected as directors, or he may give one candidate as many votes as the number of directors to be elected multiplied by the number of his shares shall equal, or he may distribute them on the same principle among as many candidates as he may see fit, provided that the whole number of votes cast by him shall not exceed the number of shares owned by him multiplied by the number of Directors to be elected. The nine nominees receiving the highest number of votes will be declared elected as directors of the company.

Please refer to the attached Appendix 1 for the complete guidelines on voting.

Please refer to the attached Appendices 4, 5, 6, and 7 for the Independent Director Nominees' Certifications.

Election of external auditor and fixing of its remuneration

Sycip Gorres Velayo & Co., a member firm of Ernst & Young, independent auditors, will be recommended to be appointed as the external auditor of the Company for the ensuing year. Representatives of SGV & Co. are expected to be present at the Annual Meeting. They will have the opportunity to respond to appropriate questions sent online on or before **June 23, 2026**.

A resolution for the election of the external auditor will be presented to the stockholders for adoption by the affirmative vote of stockholders representing a majority of the voting stock present at the meeting.

Consideration of such other business as may properly come before the meeting

The Chairman will answer questions on matters concerning the Agenda and the Information Statement Report, sent via the voting website.

CNPF Sustainability Report 2025

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Mission Inspire: Sustainability at Century

Century Pacific Food, Inc. (PSE:CNPF) is one of the leading food companies in the Philippines, with a portfolio of brands in Marine, Meat, Dairy, and other emerging food segments such as Coconut and Pet Food, among others.

Our portfolio includes household names such as Century Tuna, 555, Ligo, Argentina, and Birch Tree, as well as emerging brands like Coco Mama, unMEAT, and Goodest. We are among the Philippines' largest exporters of white-label original equipment manufacturer (OEM) tuna and value-added coconut products.

For more information on CNPF's history, brands, and operations, please visit our [website](#).

Our Trade Channels

As part of our mission to provide affordable nutrition to our customers, we distribute our products through multiple channels both domestically and internationally.

Domestic Retail

Our Sales team executes trade plans to expand our domestic reach, improve our service levels, and increase throughput in existing stores. We support our customers in trade—retailers, wholesalers, distributors—as well as our end consumers by ensuring product availability, despite headwinds brought about by a volatile geopolitical and economic landscape.

Direct points of sale covered	~152,000 doors (2024: ~148,000)
Number of products sold in (domestic retail) across the Philippines	2.9 billion units (2024: 2.6 billion units)

Food Service

Our food services business caters to institutional clients. Our roster of customers ranges from consumer food service companies such as restaurants, hotels, and bakeshops to institutions such as hospitals, shipping lines, and canteens, among others. We also work with local government units (LGUs), cooperatives, and wholesalers.

Our Culinary group develops innovative and healthy menu ideas using our portfolio of products. Our R&D team customizes pack sizes for our institutional clients' requirements while our Quality Assurance (QA) group ensures the quality and safety of all our products, positioning our food service products in the premium segment.

Number of restaurants served in the Philippines	~32,000 (2024: ~28,000)
Equivalent percentage of the total consumer food service establishments in the country	31% (2024: 30%)

Global Brands

CNPF continuously pursues expansion in the international market. Our Global Brands business unit has established shelf presence in thousands of outlets and mainstream retail chains across 79 major markets around the world.

The Company’s flagship brands in our marine, meat, milk, and coconut businesses are carried by multinational retailers such as Walmart, Safeway, and Albertsons in North America; Carrefour and Giant in the Middle East, China, and selected European countries; El Corte Ingles in Spain, Woolworths and Coles in the Pacific; and the National Trade Union Congress (NTUC) Fairprice in Singapore.

Number of export countries (OEM & Global Brands)	86 (2024: 82)
Units of branded products exported	65 million (2024: 66 million)

Our Business and Sustainability Commitment

[GRI 2-22: Statement on sustainable development strategy]

CNPF remains committed to our mission of delivering affordable nutrition. We aspire to achieve profitable and sustainable growth by embedding environmental, social, and governance (ESG) considerations into the core of our operations. Ultimately, we aim to create greater value not only for our customers and employees but also for our business partners, shareholders, and the communities we serve. This also extends to supporting the outcomes envisioned by the United Nations Sustainable Development Goals (UN SDGs).

Our ESG Policy states our commitment to running our business responsibly. Our Board-level Corporate Governance & Sustainability Committee and the Management’s Sustainability Steering Committee mandate and guide our sustainability agenda, while our business units implement these on the ground.

“Essential to our strategy going forward is our sustainability and ability to balance the needs of all our stakeholders. We believe that sustainability—whether coming up with healthier products, taking care of our people and communities, or being good stewards of our resources—is essential to our longevity. We believe our commitment to responsible business will change the complexion and character of our business in a good way and will future-proof our enterprise.”

CHRISTOPHER T. PO, Executive Chairman

TEODORO T. PO, President & Chief Executive Officer

Materiality Process

[GRI 3-1: Process to determine material topics]

At CNPF, our material topics are the foundation of our sustainability framework, reporting disclosures, and targets. Our process for identifying material topics is robust, inclusive, and holistic.

CNPF continues to uphold our previous strategy from our comprehensive materiality assessment conducted in 2018, which was then updated with our renewed materiality assessment in late 2023. During the materiality assessment, stakeholders (including leadership, investors, supply chain partners, and customers) were consulted, playing an integral part in evaluating our most significant impacts in sustainability—both on and that of the business.

Our Board-level Corporate Governance & Sustainability Committee and Sustainability Steering Committee regularly review risks, opportunities, and developments in sustainability to ensure our material topics adapt to the evolving landscape.

We maintain an ongoing dialogue to validate the relevance of these material topics and ensure our strategic decisions align with the evolving interests of our stakeholders and the well-being of the environment. For further information, please see this report’s section on How We Engage.

Sustainability Framework

[GRI 3-2: List of material topics]

Our Sustainability Framework focuses on our three core pillars: Protein Delivery, Planet Preservation, and People Development. This framework directs our efforts toward the most pertinent sustainability challenges and opportunities for our business and stakeholders.

Focus Areas and Material Topics

3 Pillars		
<p>Protein Delivery</p> <p>We commit to responsible manufacturing and development processes in providing sustainable, healthier, and affordable food products that address the nutritional needs of Filipinos as we aspire to become a Philippine leader in affordable nutrition.</p> <p><i>SDG 2: Zero Hunger</i> <i>SDG 3: Good health and well-being</i></p>	<p>Planet Preservation</p> <p>We commit to the efficient use, reuse, and restoration of agriculture and fisheries resources, as well as better management of our environmental impacts by decreasing our water and energy consumption, lessening our greenhouse gas emissions, and actively monitoring our waste generation as we continue to grow our business and serve Filipinos.</p> <p><i>SDG 12: Responsible Consumption and Production</i> <i>SDG 14: Life Below Water</i> <i>SDG 15: Life on Land</i></p>	<p>People Development</p> <p>We commit to building a highly engaged, inclusive, and competitive workforce, as well as a workplace that provides equal opportunities, safeguards workforce well-being, and promotes professional and personal development, to support the Company's current and future strategies and its sustainable success. We also commit to reducing hunger in the communities we adopt via impactful access to nutrition through our products and the livelihood projects we support.</p> <p><i>SDG 1: No Poverty</i> <i>SDG 4: Quality Education</i> <i>SDG 5: Gender Equality</i> <i>SDG 8: Decent Work and Economic Growth</i></p>
<p style="text-align: center;">Good Governance</p> <p>The Company recognizes the importance of good governance. It underpins our ability to progress our sustainability journey and create long-term value for shareholders. This applies across our entire value chain, ensuring the organization behaves ethically, complies with rules and regulations, adheres to fair labor practices, and fulfills all other economic, moral, legal, and social obligations toward our stakeholders.</p> <p style="text-align: center;"><i>SDG 16: Peace, Justice, and Strong Institutions</i></p>		

<i>Protein Delivery</i>	<i>Planet Preservation</i>	<i>People Development</i>
<p>Profit-Purpose Alignment</p> <p><i>Product Affordability & Accessibility</i></p> <p>We focus on continuously improving our products' affordability and availability in various distribution channels, making our products ubiquitous and accessible to consumers.</p> <p><i>Product Development & Innovation</i></p> <p>We constantly pursue customer delight and continuous market study through modern research and development techniques to come up with winning products.</p> <p><i>Food Quality & Safety</i></p> <p>Product quality, which also focuses on consumer welfare, is a business aspect accounted for in all parts of our operations.</p>	<p>Natural Resource Efficiency</p> <p><i>Energy Consumption Management and More Responsible Water Use</i></p> <p>We strive to improve our efficiency in utilizing natural resources by adopting industry best practices in energy and water management.</p>	<p>Employees</p> <p><i>Diversity and Inclusion</i></p> <p>We are committed to building a diverse and inclusive business that places a premium on skills and potential and does not discriminate based on ethnicity, religion, or gender.</p> <p><i>Talent Development</i></p>
<p>Healthier Products</p> <p><i>Sodium Reduction</i></p> <p>We continue to monitor certain product ingredients which may have unfavorable effects on the body when consumed beyond the optimal level, such as sodium and nitrite.</p>	<p>Environmental Impact Management</p> <p><i>Greenhouse Gas Emission Reduction</i></p> <p>We manage our use of natural resources to control our impact on the environment, including the resulting greenhouse gas generated by the energy we utilize.</p> <p><i>Plastic Footprint Management</i></p> <p>We are committed to reducing by 100% the plastic footprint (third-party verified) across all our brands that make use of flexible plastic packaging.</p> <p><i>Landfill Waste Reduction</i></p> <p>We explore ways to minimize our packaging and waste footprint.</p>	<p>We regard our employees as our partners. We invest considerably in promoting their professional and personal growth, which, in turn, helps grow the business.</p> <p><i>Employee Engagement</i></p> <p>We continuously engage with our employees by living out our values, maintaining open grievance mechanisms, providing competitive benefits, and embedding sustainability into our culture to ensure they are dedicated to their jobs and committed to the organization.</p> <p><i>Workplace Safety</i></p> <p>We are committed to ensuring the safety of our employees by protecting them from potential safety and health risks and hazards in the workplace.</p>
<p><i>Calcium, Iron & Vitamin C Fortification</i></p> <p>We aim for the ideal balance of preserving the taste and quality our consumers love, vis-à-vis enhancing the overall nutritional value of our products.</p>	<p>Supply Chain Management</p> <p><i>Supplier Credibility</i></p> <p>We adhere to standards that ensure our materials are ethically sourced.</p> <p><i>Local Sourcing</i></p>	<p>Communities</p> <p><i>Job Creation</i></p> <p>Our growth around the country generates jobs for local communities.</p>

	<p>We aim to source more materials locally via exploring contract farming and local processing.</p> <p><i>Tuna Sustainability</i></p> <p>We aspire to be a leader in tuna sustainability. We diligently comply with international regulations on conservation measures.</p> <p><i>Sardine Sustainability</i></p> <p>We aspire to be a leader in sardine sustainability. We aim to promote sustainable fishing practices and improve livelihoods through local community engagement.</p>	<p><i>Hunger Alleviation</i></p> <p>We aim to address some of the Philippines' major socio-economic problems, such as hunger, malnutrition, lack of education, and environmental degradation.</p> <p><i>Livelihood Support</i></p> <p>We engage in community development and aim to create sustainable social impact.</p>
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Governing and Operationalizing Sustainability

[GRI 2-12: Role of the highest governance body in overseeing the management of impacts]

[GRI 2-13: Delegation of responsibility for managing impacts]

[GRI 2-14: Role of the highest governance body in sustainability reporting]

CNPF ensures effective governance is in place to deliver on our sustainability commitments.

Our Board-level Corporate Governance & Sustainability Committee oversees the implementation of our sustainability framework and periodically reviews sustainability risks and opportunities. This is chaired by a Non-Executive Independent Director, ensuring an independent and objective view of business-critical issues in sustainability.

The Committee receives semi-annual updates on overall progress in sustainability and corporate governance and advises the Management’s Sustainability Steering Committee accordingly. With the rest of the Board, the Committee ensures the integrity of sustainability disclosures. See Committees of the Board of Directors and the role and responsibilities of the Board of Directors sections for more information.

Our Management’s Sustainability Steering Committee, composed of senior executives of key functions and business units and spearheaded by our Executive Chairman and Chief Executive Officer (CEO), and Executive Vice President & Corporate General Manager, is responsible for driving and embedding sustainability into every aspect of the business.

Respective teams manage, develop, and implement goals and action plans across the pillars of our framework with the Core Sustainability Steering Committee, leading the overall direction and ensuring continuous improvement in responsible business practices. Relevant sustainability goals and targets have been incorporated into the Company’s Performance Management System (PMS) as the basis of Management’s variable compensation, alongside business and operational key performance indicators (KPIs).

Our Management Sustainability Steering Committees hold biannual meetings with the Executive Chairman and CEO to present and monitor the progress and impact of ongoing initiatives across each pillar of our sustainability framework, report and review key sustainability metrics, and discuss opportunities and next steps to advance CNPF’s sustainability focus areas.

Our Investor Relations Department acts as secretariat to the meetings and ensures that this governance structure is organized and operating correctly.

At CNPF, we believe that sustainability is everybody’s job. Our sustainability efforts must become integral to our business operations to ensure lasting and scalable impact. Consequently, CNPF delegates responsibility to business unit heads, who empower their teams to make decisions aligning business objectives with sustainability goals. This integration ensures that business and sustainability are considered in tandem.

Sustainability Governance Structures in Place

Board’s Corporate Governance & Sustainability Committee	
Chairman	
Stephen CuUnjieng	Independent Director Distinguished global investment banker; Former Chairman and CEO of Evercore Asia; Member of the Asia Advisory Board of Wharton; Director of the International Advisory Board of the New York Philharmonic
Members	
Philip Soliven	Independent Director Seasoned banker; Former President and Chairman of Cargill Philippines, Inc.

Regina Lorenzana	Independent Director Former Global Vice President of Unilever’s Global HomeCare Division; Completed executive programs in Sustainability Leadership from the University of Cambridge
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Management’s Sustainability Steering Committee	
Core	
Christopher Po	Executive Chairman and Chairman of the Sustainability Steering Committee
Teodoro Po	President & CEO
Edwin Africa ^a	EVP - Corporate GM and Group BU Head
Jenifer San Juan-Tecson	Investor Relations Head
Planet	
Teddy Kho	VP & GM - OEM Tuna Exports
Ronald Agoncillo	VP & GM - Sardines
Fatima Aquino	VP & GM - Milk
Mayette Siasoco	VP & GM - Meat
Noel Tempongko	VP & GM - OEM Coconut Exports
Jinky Mercado	AVP Meat Manufacturing
Arlene Librella	AVP Milk Manufacturing
Arriel Onesa	AVP Sardine Manufacturing
Joyce Rebosura	AVP Coconut Manufacturing
Jenny Tan	VP for Group Procurement
Protein	
Honelet Sayas	AVP Corporate QA and Technical Services / OIC for Corporate R&D
Rhoda Inocelda	R&D Senior Department Manager
Cheryl Singson	Nutrition & Regulatory Affairs
Carmina Olivenza	Nutrition & Regulatory Affairs, Registered Nutritionist & Dietitian
Nicolette Dizon	VP & GM - Refrigerated Food

People	
George Wang, III	VP Human Resources and Corporate Affairs
Kamille Corpuz	RSPo Program Manager
Joyce Espanola	Senior HR Manager

^oRetired effective December 31, 2025.

Creating Impact Across our Business

[GRI 2-6: Activities, value chain and other business relationships]

Our sustainability strategy continues to be anchored on the environmental, social, and economic impacts of CNPF’s various business activities along our value chain. We map out our key sustainability issues against our value chain to help us manage our risks and negative impacts and identify opportunities to scale our positive impact and create greater value for our stakeholders.

	Research & Development	Sourcing	Manufacturing	Distribution	Customer	Consumers
	Developing, reformulating, and testing new product recipes and formulations	Having strict assessment and accreditation for raw material suppliers to ensure food quality	Enforcing food quality and safety, as well as regulatory requirements in food manufacturing	Ensuring sufficient accessibility to reach the demand of partner retailers in a timely and efficient manner	Maintaining a wide network of local and international business partners to reach several markets	Engaging consumers to gain feedback for the continuous improvement of product quality and consumer satisfaction
Impact Creation & Economic Flows						
Protein Delivery	Nutrition					Nutrition
				Accessibility		
	Product Innovation, Design & Lifecycle Management					
	Food Quality & Safety					
Planet Preservation	Supplier Credibility					
		Raw Materials Traceability				
			Natural Resource Efficiency			
		Environmental Impact Management				
People Development	Diversity & Inclusion					
	Professional & Personal Growth					
	Workplace Safety					
Good Governance	Business Ethics & Compliance					
	Labor Practices					

How We Engage

[GRI 2-25: Processes to remediate negative impacts]

[GRI 2-26: Mechanisms for seeking advice and raising concerns]

[GRI 2-29: Approach to stakeholder]

Channels of Engagement	Concerns	How We Address Them
Consumers		
<ul style="list-style-type: none"> ● Consumer touch points (phone, email, website, social media channels, regular field work, and trade show activities) ● Regular internal satisfaction surveys ● Research with third-party agencies 	<ul style="list-style-type: none"> ● Product affordability ● Product quality ● Product availability ● Healthier products ● Packaging issues 	<ul style="list-style-type: none"> ● Presence of value for money offerings in our portfolio and promotions program ● Timely resolution of customer complaints ● Expansion of manufacturing capacity to address demand ● Continuous innovation to develop healthier products and to improve product and packaging quality
Customers & Retailers		
<ul style="list-style-type: none"> ● Customer touch points (branches, personnel, phone, email, website, and social media channels) ● Regular site visits to existing retailers and participation in events such as conventions, new store openings, and in-store promotions ● Joint business reviews and planning 	<ul style="list-style-type: none"> ● Product affordability ● Quality of products (dented products) ● Reliability and timeliness of product deliveries ● Convenience of the sales process and billing concerns ● Managing inflationary pressures 	<ul style="list-style-type: none"> ● Presence of value for money offerings in our portfolio and promotions program ● Timely resolution of complaints and regular feedback ● Continuous monitoring and upgrade of systems and processes ● Alignment of activation plans, budget, and promo effectiveness
Suppliers		

<ul style="list-style-type: none"> ● Communication lines (phone, e-mail, meetings, and business reviews) ● Supplier accreditation process on eProc ● Delivery schedules ● Order placement/PO issuance ● Request for quotations/proposal/bidding information ● Receiving of deliveries ● Email and contact number of Human Resources to report irregularities 	<ul style="list-style-type: none"> ● Issues with bidding through eProc portal ● Inefficiencies of the system (late delivery advice, sudden changes on the schedule, quantities, and location, out of lead-time orders) 	<ul style="list-style-type: none"> ● Coordination with IT and service provider on speed and performance optimization of eProc portal, and reactivation of vendor training program ● Close coordination with vendors to ensure seamless procurement process ● Proper material planning, close inventory monitoring, and cross-functional discussions with top management
<p>Employees</p>		
<ul style="list-style-type: none"> ● Online communication through learning portal, email blasts, newsletters, social media ● Individual and group engagements (performance reviews, engagement surveys, and focus group discussions) ● Official company events (town hall meetings, planning, and trainings) ● Team building activities (summer outings, Christmas parties, special wellness events, and sports activities) ● Grievance Mechanisms through our Whistleblower Policy 	<ul style="list-style-type: none"> ● Employee salaries and benefits, variable pay, and other financial assistance ● Career development and growth (programs, succession plans, opportunity for external training, rewards, and recognition) ● Company culture and personal welfare ● Occupational Health & Safety, hybrid work arrangement, work relationships, wellness programs 	<ul style="list-style-type: none"> ● Review and continuous improvement of performance management system, as well as manpower and succession planning ● Adherence to policies on salary structure, benefits, incentive and bonus system, and provision of access to loan programs (SSS, HDMF, company funds) ● Partnership with Department of Labor and Employment (DOLE) on Occupational Health & Safety training ● Implementation of employee engagement, trainings, and recognition programs ● Initiating wellness programs and social clubs for physical, mental, social, and spiritual health ● Reconfiguration of the office space to adapt to a hybrid working

		arrangement
Investors & Shareholders		
<ul style="list-style-type: none"> ● Annual stockholders' meeting ● Publication of Sustainability and Annual Report ● Analysts' briefings ● Conferences and roadshows hosted by institutional investors ● Formal meetings, site visits, and conference calls with investors and analysts 	<ul style="list-style-type: none"> ● Trends in the macroeconomic and socio-political environment in the industry ● Business outlook, viability, and growth ● Environmental, social, and governance issues 	<ul style="list-style-type: none"> ● Constant engagement with investors, analysts, corporate regulators, and the investing public through different channels such as regular meetings, conferences, and briefings ● Risk management and good governance procedures ● Transparency in the information provided in reports and the timeliness of their publications
Government		
<ul style="list-style-type: none"> ● Policy dialogues, consultations, and briefings ● Invitation to events and lectures ● Annual audits, required reports, and publications such as financial statements ● Official correspondence and formal proceedings 	<ul style="list-style-type: none"> ● Compliance with laws and regulations ● Opportunities and areas for public and private sector collaboration ● Completeness and accuracy of reports ● Transparency and accountability 	<ul style="list-style-type: none"> ● Compliance, transparency, and timeliness on submission of required reports and renewal of permits and licenses ● Updating of company policies and systems based on the latest government regulations ● Attendance and participation in government-sponsored learning sessions and compliance programs
Communities (Beneficiaries of CSR programs & residents of communities where we operate)		
<ul style="list-style-type: none"> ● Feeding programs in partner schools, orphanages, and parishes ● Volunteer activities in chosen communities ● Meeting with other NGOs, CSOs, and 	<ul style="list-style-type: none"> ● Product quality and information ● Limits in product variety provided ● Recipe of food provided ● Timeliness in delivery of goods 	<ul style="list-style-type: none"> ● Pre- and post-evaluation with stakeholders (students, parent-volunteers, school representatives) ● Basic food handling and demo cooking using Century- prescribed

<p>government agencies</p>		<p>recipes</p> <ul style="list-style-type: none"> ● Dialogue with the feeding coordinators & parent-volunteers ● Planning and coordination with communities and government agencies prior to the volunteer activity ● Partnerships with other non-profit organizations to increase our reach
<p>Communities (Surrounding Plant Operations)</p>		
<ul style="list-style-type: none"> ● Community meetings 	<ul style="list-style-type: none"> ● Environmental concerns and waste disposal ● Traffic congestion caused by the trucks coming in and out of the plant ● Market access for local produce ● Availability of jobs 	<ul style="list-style-type: none"> ● Dialogue with the communities in partnership with the local government unit ● Partnership with a third party for recycling and upcycling of waste ● Adherence to the recommended traffic routes for private vehicles and trucks. ● Implementation of feeding programs in schools and communities ● Implementation of local community purchasing programs to support coconut farmers ● Partnership with government agencies to provide jobs to the community

Protein Delivery

Profit Purpose Alignment

CNPF builds a product portfolio around affordable nutrition, catering to Filipino households. We strive to nourish millions by developing delicious products that address nutrient deficiencies, reduce the risk of non-communicable diseases, meet diverse nutritional needs across all life stages, and enhance nutrition education in the country.

Through continuous improvement and innovation of food products that are easy on the pocket and within reach, CNPF delivers quality proteins and additional nutrients to nourish and delight everyone, every day, everywhere.

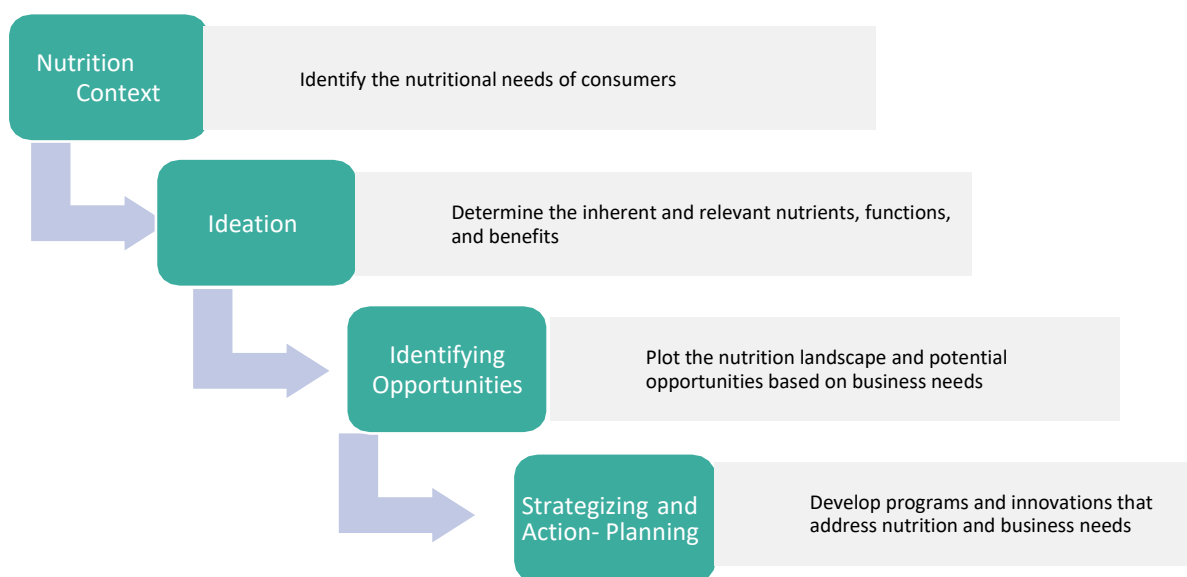
CNPF's Alignment with National Nutrition Goals

The National Nutrition Survey by the Philippine government, conducted in 2021, illuminates the complex dietary challenges facing our country. While strides have been made in reducing undernutrition, we are confronted with escalating rates of obesity and persistent malnutrition.

In response to this, CNPF's protein delivery strategies resonate deeply with the Philippine Plan of Action on Nutrition 2023–2028. We are committed to enhancing the availability and accessibility of healthy and safe food, helping improve the overall health of Filipinos nationwide and creating a supportive environment for consumers.

CNPF Nutrition Program

Our Nutrition Program aligns business objectives with the nutritional needs of our consumers. It represents a commitment to operational excellence, from innovative product development to informative consumer education and local community engagement, all aligned with the goal of fostering a healthier Philippines.



Underpinning our Nutrition Program is a commitment to collaboration and innovation. Our business units continuously seek opportunities to innovate products to address the nutritional needs of our consumers. We also actively seek partnerships with suppliers to create product formulations that address changing nutritional requirements.

Our connections with government agencies, academia, and industry experts lead to meaningful research and development, while our work with non-governmental organizations (NGOs) and healthcare organizations amplifies our outreach and impact within communities.

Nutrition Framework

Increased Availability of Healthy & Safe Food	Increased Accessibility of Healthy & Safe Food	Increased Consumption of Healthy Diet	Improved Healthy Supportive Environment
<p>Food Fortification Launch products fortified with additional nutrients</p> <p>Food Reformulation Reduce the sodium content of core products</p> <p>Dietary Supplementation Expand the distribution of dietary supplements in the portfolio</p>	<p>Food Assistance Increase Kain Po protein servings delivered to partner communities</p>	<p>Health/Nutrition Literacy and Nutrition Promotion Program for Behavioral Change Increase branded nutrition campaigns fighting malnutrition and promoting health and wellness</p> <p>Food Labeling Roll out new labels across all innovations</p> <p>Food Marketing Regulation Ensure strict compliance with regulatory audits and certifications</p>	<p>Behavior Change & Overweight and Obesity Management/Prevention Launch inclusive and transformational branded nutrition campaign</p> <p>Programs for Older Persons Increase reach of branded activations for the elderly</p>

Availability of Healthy & Safe Food

[GRI 3-3: Management of material topics]

CNPF is committed to enhancing food availability while tackling micronutrient deficiencies and mitigating the intake of nutrients with potentially adverse health impacts. Our integrated approach involves both product innovation and reformulation, with attention to nutrient fortification.

CNPF's social impact is deeply intertwined with our mission to offer affordable and accessible options. Recognizing that more than 80% of the Philippine population comes from lower-income classes, we have tailored our portfolio to ensure that our products are present across multiple price tiers, from value for money all the way up to affordable premium. This strategic positioning allows us to effectively serve major segments across the Philippine market.

Our products are accessible through diverse distribution channels, from traditional mom-and-pop sari-sari stores and wholesalers to modern convenience stores and supermarkets, ensuring that our products reach as broad an audience as possible. Through this comprehensive approach, CNPF not only advances our nutritional objectives but also supports broader socioeconomic inclusion and access to quality food options.

Expanding Our Plant-Based Business With Loma Linda

We work to increase the availability of plant-based alternatives as a healthier and sustainable source of nutrition in the Philippines and beyond. In 2025, we expanded our plant-based portfolio in the United States with the acquisition of brands such as Loma Linda, Tuno, neat, and Kaffre Roma.

Loma Linda is an iconic, 135-year-old brand that has long catered to the dietary needs of health-conscious consumers, especially among the Seventh-day Adventist community. It was named after Loma Linda, California, a city officially recognized as one of five so-called Blue Zones—regions in the world where people live longer, healthier lives, with more centenarians than the global average.

Through this acquisition, we are able to widen the availability of Loma Linda and its other brands in the US. Furthermore, we continue to expand our plant-based portfolio both at home and abroad, ensuring that we can provide our consumers with plenty of choices to support their journey to live better and eat healthier.

2025 Nutrition KPIs

Protein delivered through domestic retail ^a	35 million kg
Servings of affordable nutrition delivered through domestic retail ^b	8 billion servings
Servings of protein delivered through Kain Po	18 million servings

Servings of milk delivered to various orphanages and welfare centers	245,101 servings
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^a Across all products sold through domestic retail channels

^b Across all products sold through domestic retail channels

Accessibility of Healthy & Safe Food

[GRI 3-3: Management of material topics]

[GRI 413-1: Operations with local community engagement, impact assessments, and development programs]

We are committed to expanding access to safe, nutritious food, ensuring Filipino households have the essentials for a healthy diet. CNPF’s initiatives aim to provide both direct food assistance and employment assistance to bolster food security.



Strategies such as developing a portfolio that cuts across multiple price tiers and offering affordable packaging formats like single-servings that are easier for low-income families to purchase helped the business reach more customers and strengthen its presence in sari-sari stores and local retail channels.

Through a mix of affordable products, community programs, sustainability initiatives, and experiential marketing, we ensure that nutritious protein sources are widely available and affordable to Filipinos, particularly low- and middle-income households.

Food accessibility also strengthens our market leadership. In 2025, Birch Tree continued to see strong demand for affordable powdered milk and strategic brand initiatives.

Birch Tree Nutrition Mission 2025

In 2025, Birch Tree launched a nationwide campaign with a target to deliver at least one million servings of fortified milk to communities across the Philippines during and beyond Nutrition Month. As part of CNPF’s mission to improve access to affordable nutrition in the Philippines, this campaign aimed to address nutrient deficiencies by promoting fortified dairy products, which contain essential micronutrients.

With Birch Tree’s core message of “Tripleng Lakas” nutritional benefits (supporting brain development, bone health, and immunity), the campaign was motivated by findings that many Filipino households struggle to include milk in their diets. More importantly, it directly supports the basic right to health and nutrition by promoting accessible and affordable milk consumption among Filipino families.

Key highlights include:

- Milk distribution programs in communities, schools, and barangays
- Roadshows and educational activities promoting nutrition habits
- Free product sampling and feeding programs to encourage regular milk consumption

Through educational events and community engagement, the campaign encouraged families to integrate daily milk consumption into their diets as a simple way to improve nutritional intake.

As a result of this grassroots, community-based campaign, we were able to deliver around **3 million servings of milk**—tripling our initial target of 1 million servings after only five months.

Birch Tree’s affordability and widespread distribution highlight the continuing challenge of nutritional inequality in the Philippines, but it also provides CNPF with the opportunity to demonstrate how private food companies can help close the gap in reaching public health goals, supplementing government efforts to reduce malnutrition through product fortification, food assistance, and ensuring these are within Filipinos’ reach.

Consumption of Healthy Food

[GRI 3-3: Management of material topics]

Promoting nutritional awareness and empowering consumers to make informed food choices are central to CNPF’s ethos. We employ marketing campaigns, nutrition-focused product messaging, fitness advocacy, and sustainability initiatives to inform and help the general public. These efforts encourage Filipinos to adopt protein-rich, balanced diets and healthier lifestyles.

Making Healthy Trend Through #ProteinFit With Park Seo-Joon

The 2025 Protein Fit campaign featuring Park Seo-Joon reflects CNPF’s push toward making nutrition more integrated into the lives of our consumers. It combined fitness, nutrition, and pop culture appeal to promote healthier, high-protein diets. More importantly, it underscored CNPF’s role in encouraging Filipinos to make better food choices and lead healthier lifestyles every day.

This campaign emphasized how Century Tuna can help consumers stay “Protein Fit,” highlighting convenience and high protein content (around 29 g per serving) to support strength and active lifestyles.

By tapping Park Seo-Joon, a globally recognized Korean actor, we leveraged his global reach and influence to connect with younger audiences and K-culture fans, making healthy eating more aspirational and mainstream.

To deepen engagement, Century Tuna also rolled out experiential efforts like a fanmeet with Park Seo-Joon attended by more than eight thousand fans, the #ProteinFit food truck, offering K-

inspired dishes, and on-ground engagement to bring the campaign to life.

This campaign promoted a simple yet effective message: that staying fit doesn't require complicated diets. Simple meals can be upgraded into protein-rich options using tuna, reinforcing everyday practicality—positioning Century Tuna as an easy, modern solution for maintaining a protein-rich, fitness-oriented diet.

Healthy Supportive Environment

[GRI 3-3: Management of material topics]

Fostering a healthy, supportive environment is critical to our holistic approach to nutrition. Our work in this area includes initiatives to create an ecosystem that supports healthy lifestyle choices and addresses specific nutritional needs, particularly for the vulnerable segments of our population, such as the elderly.

Our efforts target behavior change and the management and prevention of obesity, a critical issue in public health today. We also focus on micronutrient supplementation to address specific dietary gaps. For the elderly, who are often at greater risk of nutritional deficiencies, we have tailored programs to ensure they receive the nourishment they need.

Supporting Employee Health and Wellness by Celebrating Nutrition Month

July 2025 marked CNPF's celebration of Nutrition Month, a flagship wellness program designed to promote purposeful nutrition and holistic well-being among employees. Headed by our Corporate Research and Development (R&D) under the theme "Fueling Innovation Through Wellness: Eat Mindfully, Move Purposefully", this program enables our employees to be at their best—helping them deliver nutrition and delight to everyone, everywhere, every day, in alignment with the Company's purpose.

The 2025 program included the following initiatives:

- **Program Kickoff & Mini Health Fair:** featuring wellness talks, free health checks, and nutrition assessments conducted by registered nutritionist-dietitians from the UPLB Institute of Human Nutrition and Food (IHNF)
- **Second-leg Mini Health Fair:** done to broaden employee access to health services and wellness information
- **Steps Challenge & Dance Jam:** encouraging daily movement, stress relief, and employee engagement
- **Lunch & Learn on Mindful Eating and Purposeful Movement:** learning sessions led by a nutritionist-dietitian expert

Through these activities, CNPF strengthened awareness of purposeful nutrition and physical activity as enablers of creativity and productivity, while also encouraging healthier daily habits. With this program, CNPF will continue to promote our employees' health and well-being, which, in turn, forms a solid foundation for innovation, performance, and long-term sustainability.

Product Development and Innovation

[GRI 3-3: Management of material topics]

Innovation is at the heart of CNPF’s strategy. Our entrepreneurial approach fosters a multidisciplinary process to develop high-quality, affordable products that meet consumer needs. This agile and collaborative methodology accelerates market delivery while driving continuous learning and improvement.




CNPF’s Innovation Center of Excellence (ICE) continues to be at the forefront of our R&D with innovating our products. ICE was further expanded in 2025, with improved facilities capable of pushing its already state-of-the-art results toward long-term developments.

Innovation at CNPF results from synergistic efforts among cross-functional teams, including R&D, Marketing, Sales, Manufacturing, Supply Chain, and Finance. We take pride in our partnership with the Department of Science and Technology (DOST) and the Food Nutrition Research Institute (FNRI), which enhances our nutritional expertise, competitive edge, and ability to address consumer health gaps.

We strive to offer products that support consumer health. Our recently expanded portfolio includes products fortified with nutrients targeted to address specific health concerns and nutritional gaps, such as protein, calcium, zinc, iron, and Omega-3 DHA. Fortifying our dairy offerings with calcium and vitamin D3 exemplifies our commitment to bone health, while our high-fiber options are tailored to support digestive wellness.

In 2025, we launched seven new protein-based products.

<p>Protein</p>	
<p>Omega 3</p>	
<p>Calcium</p>	

<p>B Vitamins</p>	
<p>Choline</p>	
<p>Dietary Fiber</p>	

CNPF Joins the International Life Sciences Institute (ILSI)

In 2025, CNPF joined ILSI, a global nonprofit network focused on advancing scientific research in nutrition, food safety, and environmental sustainability. CNPF’s membership marks a milestone in our engagement with international scientific communities, potentially strengthening both our research capabilities and nutrition strategy.

By joining ILSI, we gain access to a global network of researchers and policy experts, providing opportunities to collaborate on studies and participate in scientific dialogues that influence food and nutrition practices. Membership also allows us to engage more actively in discussions around emerging issues in food science.

These insights may inform product development and strengthen CNPF’s commitment to providing accessible and nutritionally enhanced food products. Beyond research collaboration, the partnership aligns with our broader sustainability and corporate responsibility goals of providing affordable, nutritious, quality products while contributing to safer food systems.

Food Quality and Safety

[GRI 3-3: Management of material topics]

[GRI 2-27: Compliance with laws and regulations]

[GRI 416-1: Assessment of the health and safety impacts of product and service categories]

[GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services]

[GRI 417-1: Requirements for product and service information and labeling]

[GRI 417-2: Incidents of non-compliance concerning product and service information and labeling]

[GRI 417-3: Incidents of non-compliance concerning marketing communications]

We recognize the imperative of ensuring food quality and safety, especially considering that our reach extends to 9 out of 10 households in the Philippines. This responsibility is fundamental in our sustainability as a company.

Our QA and R&D teams safeguard the quality and safety of our products through technical training, proficiency testing, and raw material safety testing. Upholding our standards means that all products across our brands are subjected to rigorous controls and assessments. For 2025, this means that all 216 of our significant product categories were assessed for health and safety impacts.

Our QA team ensures that we adhere to local and international food safety and quality standards, such as the Philippine National Standard, Association of Official Agricultural Chemists, Compendium of Microbiological Criteria for Food, Codex Alimentarius, and ASTM International. The QA team also implements internal control systems at every stage of our operations to meet our safety and quality standards.

Raw Material Testing & Supplier Accreditation

Ingredients and packaging materials are evaluated for conformity with production standards. Suppliers are accredited to ensure that raw materials are consistently manufactured and delivered according to agreed specifications.

Production & Process Control

A monitoring system is established at each phase of the production process, covering sampling frequency, time, temperature, testing procedure, and other control parameters.

Food Safety Audit

Our plants, toll manufacturers, suppliers, and products are audited to review and validate compliance with regulatory standards and buyer requirements.

Continuous Improvement

Product and process improvements are made based on the risks and feedback found during the audit. Controls are set based on the identified issues and updated quality standards.

Our R&D team assesses the functionality and taste of raw material inputs for production, making sure these are consistent with both consumers' tastes and product quality standards. R&D regularly conducts studies, including product trade audits through physical, chemical, sensory, and microbiological analyses.

We encourage and monitor consumer feedback on food quality and safety, which serves as input for product and process improvements. Any issues are referred to the relevant department and promptly resolved through corrective measures and improvements. We also have a Traceability and Recall Program in place to further ensure product safety.

Product Information and Labeling

We comply with the relevant and applicable food safety requirements of the Food and Drug Administration (FDA) Philippines, including regulations on packaging information, labels, and ingredients. We also label products that comply with specific sustainability criteria, such as Extended Producer Responsibility (EPR) compliance and being Dolphin Safe.

Local government agencies and third-party certifying bodies annually validate our certifications and permits. Our marketing and advertising materials also comply with all advertising guidelines, as reviewed and approved by the Ad Standards Council in the Philippines.

As we expand our global reach, we also abide by the food safety labeling standards of our international markets, including the U.S., Canada, Europe, the U.K., Australia, Japan, the U.A.E., Saudi Arabia, and Israel, among others.

During 2025, there were no cases of non-compliance with laws or standards regarding product health, safety, and quality, as well as product labeling and marketing practices.

For the full list of product labeling standards and regulations CNPF adheres to, refer to the Sustainability Data Summary tables at the back of this report.

Planet Preservation

Natural Resource Efficiency

At CNPF, we strive to minimize our environmental impact by prioritizing efficient and sustainable use of natural resources. We continuously seek to improve our performance by implementing industry best practices for water and energy management and closely monitoring our consumption of these vital resources.

The Sustainability Steering Committee meets biannually to review our resource management report, monitor developments, and identify new opportunities to reduce water and energy consumption.

More Responsible Water Use

[GRI 3-3: Management of material topics]

[GRI 303-1: Interactions with water as a shared resource]

[GRI 303-2: Management of water discharge-related impacts]

[GRI 303-3: Water withdrawal]

[GRI 303-4: Water discharge]

[GRI 303-5: Water consumption]

Water is vital to our operations, playing a critical role in manufacturing—from cleaning and sanitation to thawing frozen produce, generating steam, and product creation. We also recognize its importance to our suppliers, customers, and the communities where we operate, source, and distribute our products.

CNPF sources most of its water from deep wells within or nearby production facilities, with about a third supplied by third-party providers. Our rigorous monitoring, sampling, and testing protocols across production processes strictly adhere to quality standards, reflecting our commitment to operational excellence and environmental stewardship. Environmental impact assessments (EIAs) and baseline studies are also conducted as needed to evaluate anticipated water-related impacts, prior to any facility or operational expansion.

Water withdrawal data is primarily determined through the flow meters installed in deep wells and through third party water billing. To continuously improve our performance, we implement water efficiency measures, invest in water savings technology, and aim to deepen our understanding of our water-related impacts on the local communities in which we source our water.

For instance, in our Tuna, Coconut, and Sardines plants, we reclaim condensate, turning what would otherwise be waste into a resource. The concentrate produced as reject water from the reverse osmosis treatment process is channeled as a water source for facility upkeep. The Tuna plant also reuses cooling water from retort cycles. In our Canned Meat and Dairy plants, reclaimed water is used not only for facility cleaning but also for product cooling and as boiler feed water.

We also monitor our water intensity, which shows how many cubic meters of water we withdrew for each metric ton (MT) of product manufactured. Despite increasing production from last year, we have maintained a minimal rise in water intensity, indicating the consistency of our water management

practices. To enhance our performance, we will continue to identify opportunities for water efficiency across our businesses.

Water Management and Performance

Water	2023	2024	2025 ^a
Water withdrawal (CBM)	3,928,586	4,954,214	5,403,502
Water discharge (CBM)	3,200,926	4,038,727	4,340,595
Water consumption (CBM)	727,659	915,486	1,062,908
Water intensity (CBM/MT) ^b	9.77	9.99	10.04

^a Water use increase in 2025 is due to the addition of a new coconut facility in Tangub.

^b Water intensity is calculated as total water withdrawal divided by total product volume produced in MT. This metric means that for every MT of product manufactured in 2025, CNPF withdrew 10.04 cubic meters of water.

Effluents

All wastewater discharged from CNPF facilities adheres to minimum standards established by the Department of Environment and Natural Resources (DENR). Across all our plants, we treat our wastewater onsite in compliance with DENR Administrative Order (DAO) No. 35 Series of 1990 on Effluent Regulations as well as DAO 2016-08 on Water Quality Guidelines and General Effluent Standards. Our Milk and Meat plants adhere to the Laguna Lake Development Authority for Class C water in accordance with local requirements. Water discharge data is measured using a combination of flow measurement and wastewater treatment plant (WWTP) operational records.

To mitigate our wastewater impact and promote a circular economy, we have continued to use wastewater sludge from our Tuna, Sardines, and Coconut operations—as either alternative fuel for our boilers or byproducts sold to local buyers for oil extraction. In 2025, these businesses repurposed approximately 7,518 MT of sludge.

Coconut Facilities In General Santos Improve Wastewater Treatment Process Enhancement

Wastewater management is a central part of CNPF’s sustainability priorities in responsible water use, supporting environmental stewardship targets and compliance with Philippine environmental regulations.

Turning sludge and wastewater by-products into useful materials (like fuel and fertilizer) reduces waste and contributes to a circular economy. In 2025, we enhanced our wastewater management process by reviewing and tightening wastewater treatment parameters, processing control monitoring improvements while optimizing current processes, and adopting newer technologies like Dissolved Air Flotation and Oil Separation.

These new improvements reduced our electricity consumption for wastewater treatment by as much as 20–30%, while also reducing wear and tear on the equipment (such as pumps) during processing. This prolongs the life of our wastewater treatment facilities and further reduces costs for maintenance and upkeep.

We believe that waste is a resource when properly managed. Aside from cost reduction, the improved sludge from the wastewater treatment results in an alternative revenue stream for the Company, resulting in additional sales of our sludge and oils to biodiesel companies.

By upgrading wastewater treatment and reuse practices, CNPF minimizes our impact on freshwater sources and ecosystems and shows our commitment to complying with DENR's effluent standards. Ultimately, these improvements help protect the environment, support sustainability goals, and advance more efficient water use in our production.

Energy Consumption Reduction

[GRI 3-3: Management of material topics]

[GRI 103-2: Energy consumption and self-generation within the organization]

[GRI 103-4: Energy intensity]

Following the shift of our Tuna and Coconut businesses to geothermal energy this year, the share of renewable sources in our total energy consumption has increased by 7%. We have also expanded the practice of using biomass to generate steam to support manufacturing processes in our new coconut plant in Tangub.

We have recorded an increase in gasoline usage to ensure power continuity. Coal remains the largest component of our energy mix, however, it now represents less than half of our total energy consumption, about 10% lower than last year.

We recognize a 25% increase in overall energy consumption and nearly the same increase for energy intensity for 2025. While we are progressing in the use of renewables, we will continue to monitor our net energy use and seek ways to improve our energy management initiatives.

Energy Consumption

Energy	2023	2024 ^a	2025
Total energy consumption (GJ)	2,130,379	2,686,631	3,352,052
Non-renewable (GJ, %)	2,006,287 (94%)	1,853,636 (69%)	2,076,952 (62%)
Renewable (GJ, %)	124,092 (6%)	832,996 (31%)	1,275,100 ^b (38%)
Energy intensity (GJ/MT) ^c	5.30	5.42 ^e	6.23 ^d

Note: Energy consumption is measured using installed meters for purchased renewable and non-renewable electricity, while fuel consumption is compiled using delivery receipts, storage tank level readings, equipment operating logs, and the estimated liter consumption of trips.

^a Restated 2024 data for accuracy.

^b Increase in 2025 is due to new coconut plants using biomass for power, the shift of Tuna and Coconut facilities to geothermal energy, expanded scope and better data collection using actual billing.

^c Energy intensity is calculated as total energy consumption divided by total product volume produced

in MT. This metric means that for every MT of CNPF product manufactured in 2025, CNPF consumed 6.23 GJ of energy.

⁹ Higher energy intensity is due to the addition of a new coconut plant, which is still ramping up production.

First Engineering Summit

CNPF emphasizes operational excellence, innovation, and people development across our manufacturing facilities—from tuna and coconut processing facilities in Mindanao to its dairy, meat, and R&D operations in Manila. 2025 marked a milestone with the First Engineering Summit spearheaded by Corporate Engineering.

This summit served as a platform for engineering teams across plants and facilities to share best practices, safety enhancements, lean maintenance strategies, and new technologies for process optimization. Additionally, it brought our technical leaders and engineers together to promote cross-plant collaboration, spark discussions on automation, energy efficiency, predictive maintenance, and value-adding innovations aligned with CNPF’s product pipeline.

We plan on holding our Engineering Summits every two years to check progress and adjust plans. As CNPF grows, that trust and the habit of checking in regularly will help us make steadier improvements, allowing us to fulfill our mission far into the future.

Environmental Impact Management

CNPF recognizes the importance of environmental stewardship. We are committed to understanding and responsibly managing our environmental impacts, including those related to climate change. Our goal is to progressively establish mitigation and adaptive measures that will enable us to responsibly manage environmental risks and seize climate-related business opportunities as they arise.

Greenhouse Gas Emission Reduction

[GRI 3-3: Management of material topics]

[GRI 102-5: Scope 1 GHG emissions]

[GRI 102-6: Scope 2 GHG emissions]

[GRI 102-8: GHG emissions intensity]

By advancing energy efficiency and expanding investment in renewable energy, we are steadily reducing our emissions economically: a win for the planet, the business, and our consumers.

GHG Emissions & GHG Intensity of CNPF (Scopes 1 & 2)

Emission	2023	2024	2025
Scope 1 (tCO ₂ e)	176,124	159,544 ^a	176,735 ^b
Scope 2 (tCO ₂ e)	27,828	29,309	27,453

Total emissions from energy consumption within CNPF (tCO ₂ e)	203,952	188,853 ^a	204,188
Emission intensity (tCO ₂ e/MT) ^d	0.51	0.38 ^a	0.38

^a Restated Scope 1 emissions and related metrics for accuracy.

^b Increase in 2025 Scope 1 emissions is driven by higher diesel use for generator sets.

^c Emission intensity is calculated as Scope 1 GHG emissions divided by total product volume produced in MT. This metric means that for every MT of product manufactured in 2025, CNPF emitted 0.38 tonnes of carbon dioxide equivalent in greenhouse gases (direct emissions).

We account for our operational GHG emissions through Scope 1 and Scope 2 categories, representing the emissions directly under our control. In our production plants, our Scope 1 emissions derive from on-site combustion of coal to generate steam for our boilers at our production plants. We also consume diesel in backup generators for supplementary and backup power, as needed, as part of Scope 1 emissions. Our Scope 2 emissions derive from our consumption of purchased electricity.

Investment in Renewable Energy

We continue our transition to using clean, renewable energy, striving to reduce our carbon emissions and our reliance on fossil fuels.

In 2025, the construction of a 1.2-MW solar plant was approved in the new coconut processing facility in Tangub. The plant is expected to be online by the second quarter of 2026 to provide clean energy to our coconut facility.

Meanwhile, our other coconut facility in General Santos is now operating with 100% renewable geothermal power. This sustainable power supply replaces the previous mix of 11% renewable and 89% non-renewable energy for the facility. Enabled by the Philippines' Retail Competition and Open Access (RCOA) policy, this partnership not only reduces our environmental impact, but also results in cost savings for CNPF through lower electricity rates.

Coconut Facility in General Santos Completes ISO 14001:2015 Stage 1 Audit

In 2025, our coconut facility in General Santos completed Stage 1 of the ISO 14001:2015 certification audit for its Environmental Management System (EMS)—a key international standard that helps organizations systematically manage their environmental responsibilities.

Completing Stage 1 indicates that we have launched an organized, documented EMS—including environmental policies, aspect assessments, monitoring systems, and internal procedures aligned with ISO's international standard.

This positions our facilities to enter Stage 2 and ultimately achieve full ISO 14001 certification. By implementing internationally recognized management systems, we can drive environmental improvements on an organizational scale.

As we work towards full certification, attaining this milestone underscores our evolving role as a responsible food manufacturer that integrates environmental accountability into its core operations, helping us pursue and operate sustainably long-term.

Landfill Waste Reduction

[GRI 3-3: Management of material topics]

[GRI 301-1: Materials used by weight or volume]

[GRI 306-1: Waste generation and significant waste-related impacts]

[GRI 306-2: Management of significant waste-related impacts]

[GRI 306-3: Waste generated] [GRI 306-4: Waste diverted from disposal]

[GRI 306-5: Waste directed to disposal]

At CNPF, we aim to promote the circular economy and strive to ‘do more with less’ by reducing waste at source and recycling or upcycling waste into new resources. As a food company, we focus on maximizing the use of our operations' biological and packaging materials before disposal.

In our Coconut business, we maximize the raw material by utilizing all parts of the nut as for key products such as coconut water and cream as well as by-products. To minimize waste, we use coconut shells as biomass fuel for our boilers. Our Tuna business also turns waste into tuna by-products such as fish meal, fish oil, and fish soluble. Meanwhile, sludge generated from the wastewater treatment facility (WWTF) in our Milk business is sold for use as a primary component in cement production fuel.

In compliance with the Ecological Solid Waste Management Act, all business units segregate their operational waste on-site as part of daily operations. We sell recyclables from our operations, such as scrap metals, plastics, paper, and cardboard, to scrap recyclers, while accredited haulers collect our general rubbish for disposal at landfills. All our business units have systems in place to monitor and measure the amount and type of waste from their operations and report to our Sustainability Steering Planet Subcommittee.

We prioritize recyclable, renewable, or biodegradable materials. Our current packaging range—from tin cans and metal lids to glass bottles, plastic containers, paper labels, and cardboard cartons—is designed to support recyclability. Additionally, we actively collaborate with partners to enhance plastic recycling and co-processing, helping to minimize our environmental footprint. For more details, refer to this report’s Plastic Waste Management section.

We are also committed to responsible waste management, ensuring that the waste we generate (plastic, compost, metal, scraps, sludge, etc.) is recovered and processed into reusable resources, whether for our own operations or external applications.

Materials Usage

Materials used	2023	2024 ^a	2025
Total materials (MT)	590,910 ^b	689,666	705,346
Renewable (%)	86%	88%	86%
Non-renewable (%)	14%	12%	14%

^a 2024 data has been restated for accuracy.

^b The total amount of materials used in 2023 has been restated for accuracy.

Waste Generation, Diversion, and Disposal

Waste	2023	2024	2025
Total waste generated (MT)	140,203	113,254	248,708 ^a
Waste diverted from disposal (MT, %)	103,921 (74%)	86,193 (76%)	222,397 (89%)
Waste directed to disposal (MT, %)	36,282 (26%)	27,061 (24%)	26,311 (11%)

^a The significant increase in reported waste generated in 2025 is attributed to improvements in the waste data collection from our supply chain and logistics division. These wastes were classified under waste diverted from disposal.

Plastic Footprint Management

[GRI 3-3: Management of material topics]

[GRI 413-1: Operations with local community engagement, impact assessments, and development programs]

CNPF actively pursues a robust strategy to address our plastic footprint resulting from post-consumer waste. We continuously seek out viable eco-friendly substitutes to single-use plastics and explore ways to diminish our plastic dependency.

In 2021, our Tuna and Sardines businesses banned single-use plastics from plant and office canteens to encourage reusable food containers or paper packaging. This prohibits plastic items such as coffee sachets and bottled drinks within plant premises. To support this initiative, water drinking fountains are provided to encourage employees to bring their own reusable containers.

Our Tuna business has replaced plastic stretch films with reusable wraps for palletized empty cans and finished goods in logistics and transport, reducing plastic waste by over 56% since the implementation of these initiatives in 2022.

Additionally, 70–80% of our brands use paper and tin packaging, which are more easily recycled.

Our Continued Commitment To Plastic Waste Management

The partnership between CNPF and Plastic Credit Exchange (PCX) is a key component of our environmental strategy to reduce and manage our plastic footprint. In 2025, the collaboration was expanded through plastic recovery programs and community waste initiatives through plastic credit investments aimed at supporting a circular economy.

As a Plastic Cleanup Partner, we invest in plastic credits that fund the recovery and processing of post-consumer plastic waste. Through this mechanism, we enable the collection and recycling of plastic waste in the environment equivalent to the amount used in its product packaging.

2025 marks our sixth year of committing to reducing our brands' plastic footprint by 100% through this offsetting mechanism.

By August of 2025, we had fully recovered plastic waste equivalent to 100% of the plastic packaging used by our brands, exceeding the 40% recovery requirement under the Philippines' EPR Act of 2022.

This commitment extends to the communities and partner organizations that we work with as well. Community-based plastic collection programs like the Aling Tindera program (where women-owned sari-sari stores act as plastic collection hubs) and the dozens of collection sites in areas such as Batangas helped communities earn additional income while improving waste recovery systems.

We've continued our commitment, with 14 brands still operating under the PCX Plastic Cleanup Program, encompassing all CNPF brands using flexible plastic packaging. We are committed to incorporating all new CNPF brands that use flexible packaging into our plastic waste management program. To offset our footprint in 2025, we purchased 4,184 MT worth of plastic credits.

Overall, this initiative shows that we consider sustainability as an investment, not an expense—and a crucial aspect of our operations moving forward. For more information on the Plastic Footprint Management program or our Plastic Cleanup Partnership with PCX, visit our website.

Saving Our Seas 2025

In 2025, CNPF once again expanded our flagship environmental campaign, "Saving Our Seas," transforming it from a one-day cleanup into a nationwide movement that blends marine conservation with community empowerment and policy support. By integrating high-profile activations, mobilizing volunteers, and engaging with local governments and communities, our campaign helped demonstrate that tackling plastic pollution and promoting a circular economy requires shared responsibility and cross-sectoral collaboration among consumers, businesses, and government alike.

"Plastic with Park Seo-joon": Turning Awareness into Action

A major catalyst for the 2025 Saving Our Seas campaign was the July 2025 fan meet event featuring South Korean actor Park Seo-joon, who was appointed as a brand ambassador for CNPF's Century Tuna brand. At this high-profile gathering, fans were invited to donate plastic bottles as part of a collective effort to support the campaign, a symbolic moment that sparked momentum and helped elevate public involvement in the initiative.

Over 8,000 fans attended the event, which resulted in 25 kg in plastic collections during the half-day period—67% more than our initial target. The event helped amplify the campaign's reach and broaden participation. By the end of the campaign, CNPF was able to collect an estimated 1 MT of plastics.

International Coastal Cleanup Day 2025: A Nationwide Surge of Volunteerism

For its third year, the Saving Our Seas campaign marked International Coastal Cleanup Day 2025, expanding the cleanup drives from just one site in 2024 to six coastal locations nationwide. More than 8,200 volunteers participated—a 228% increase in volunteers compared to the roughly 200 participants just a year earlier.

Together, these volunteers collected approximately 1,386 kg of plastic waste, nearly quadrupling the amount collected in 2024. These activities not only helped remove trash from beaches and waterways but also drew attention to the scale of marine debris and the importance of collective action.

La Union Hospitality Group Ordinance Orientation: Single-Use Plastics Ban Advocacy

Finally, CNPF's environmental advocacy linked closely with local policy efforts such as the Single-Use Plastics (SUP) ban initiative in provinces like La Union, where local ordinances impose restrictions on items like plastic utensils, straws, cups, and polystyrene products to curb pollution.

Through Saving Our Seas, CNPF partnered with La Union's DENR to educate the various hospitality groups about solid waste management. We also worked with the Provincial Government Environment and Natural Resources Office (PG-ENRO) about prohibition of single-use plastics in the province (Provincial Ordinance No. 426-2023), with 49 groups in total taking part in these sessions.

Supply Chain Management

Supplier Credibility

[GRI 3-3: Management of material topics]

[GRI 2-25: Processes to remediate negative impacts]

[GRI 2-27: Compliance with laws and regulations]

[GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships]

In accordance with our Supplier Accreditation Policy, we seek business partners who meet our commercial standards, comply with relevant government regulations, and align with our social and environmental aspirations as responsible members of the community.

Our [Supplier Code of Conduct and Ethics](#) (SCOCE) outlines the Company's stance on responsible sourcing and supply chain sustainability and the corresponding requirements we expect our suppliers, manufacturers, and service providers to uphold.

The SCOCE covers our standards on:

- Human rights (child labor, forced labor, human trafficking, nondiscrimination, harassment, working hours, wages, and benefits)
- Health, safety, and quality
- Business ethics (business integrity, no gift policy, fair competition, privacy and intellectual property, and conflict of interest)
- Environmental compliance with applicable laws and regulations
- Management systems

As of 2025, 100% of our current suppliers have signed and acknowledged the SCOCE as a requirement to work with CNPF.

Currently, all supplier audits are primarily designed for QA, which evaluates and ensures product quality and safety standards. For the latest developments on the international standards, certifications, accrediting bodies, trade associations, and regulating agencies we align with, refer to the Accreditations and Certifications and the Tuna Sustainability sections of the report and the Purchases Assessment page on our website.

CNPF is currently developing a roadmap to incorporate sustainability criteria into our supplier screening and accreditation process. This will help us assure and monitor partners' compliance with the social, environmental, and governance standards set in the SCOCE and identify and manage associated sustainability risks within our supply chain.

We are committed to engaging and educating our partner suppliers on sustainability practices to ensure they grasp the importance and can effectively implement them. Over the past year, we've focused on empowering supply chain manufacturers with the necessary knowledge and tools for accurate carbon footprint tracking.

These efforts are essential for informed decision-making and strategy development to lower carbon emissions across the value chain. Our objective is to work with our partners to create an efficient, cost-effective, and responsible supply chain that is responsive to the evolving demands of sustainability.

Transforming The Local Food Supply Chain With Our Commitment To Cage-Free Eggs

CNPF's 2025 cage-free egg commitment represents a clear step toward ethical sourcing and sustainable food production. By pledging to fully transition to cage-free eggs by 2030, we align with global sustainability trends and contribute to transforming the Philippine food industry underpinned by more responsible supply chains.

Cage-free egg production refers to systems where hens are not confined to small battery cages and can move freely within barns, allowing natural behaviors such as nesting, perching, and foraging. This approach is considered more humane and can improve both animal welfare and product quality. By committing to cage-free sourcing, we support more humane farming practices that allow hens greater mobility and natural living conditions.

Additionally, consumer demand for ethically sourced food is increasing. A 2024 GMO Research survey shows that 80% of Filipinos are more likely to favor brands that use cage-free eggs. As one of the Philippines' largest food manufacturers, our commitment encourages suppliers and competitors to adopt similar standards.

We will gradually shift all egg ingredients to cage-free sources across all our brands, and provide annual updates on its progress toward the 2030 target as part of our responsible sourcing strategy.

Local Sourcing

[GRI 3-3: Management of material topics]

[GRI 204-1: Proportion of spending on local suppliers]

[GRI 413-1: Operations with local community engagement, impact assessments, and development programs]

By sourcing locally, CNPF is better positioned to launch new products and reach markets much faster while reducing shipping and storage costs. We believe that with this approach, we can minimize emissions, energy usage, and waste, while supporting local businesses and contributing to the economy, enabling market access for local producers.

Procurement Practices

	2023	2024	2025

Percentage of procurement budget used for significant locations of operations that is spent on local suppliers (%)	52%	56%	56%
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To support the local economy, we allocate over 56% of our total procurement budget to suppliers registered in the Philippines. In 2025, 100% of the raw materials for our Coconut business were sourced from local farms.

Through RSPo Foundation’s Farmer to Agripreneur program, we source approximately 84% of the fresh produce we use in our Tuna products from local smallholder farmers. Our Sardine business also works with local fisherfolk, sourcing most of its major raw materials requirements locally. To know more about Sardine Sustainability, see this report’s section on Padagos Bulan.

Our Coconut business, CPAVI, has established a local community purchasing program in various provinces in Mindanao. This program not only ensures a stable supply for our factory but also gives smallholder coconut farmers the opportunity to earn more from selling directly to CPAVI at a fair market price. In 2025, CPAVI sourced 28% of its coconut supply from this program.

Save Our Coconuts Year 2

CNPF’s 2025 Save Our Coconuts initiative focuses on distributing coconut seedlings to smallholder farmers aimed towards increasing productivity and supporting sustainable coconut supply chains. Initially pledged to distribute an additional 100,000 coconut seedlings to smallholder farmers across the Philippines, it now stands as one of our foremost initiatives to create a sustainable coconut industry in the Philippines.

Save Our Coconuts Year 2 officially rolled out in December 2024, marking an accelerated expansion of our activities. An additional 8,000 seedlings were planted, with distribution of quality seedlings supporting 105 farmers. The program prioritizes smallholder coconut farmers, who make up the majority of the coconut farming sector in the Philippines and often depend on coconut farming as their main livelihood.

Apart from the benefits to farmers, Save Our Coconuts has also advanced CNPF’s efforts in sustainable sourcing. By investing in agricultural renewal and farmer livelihoods, we continue to contribute to both community development and the long-term sustainability of the coconut industry in the Philippines, all while securing a steady supply to meet growing demand for coconut products.

Tuna Sustainability

[GRI 3-3: Management of material topics]
[GRI 2-28: Membership associations]
[GRI 413-1: Operations with local community engagement, impact assessments, and development programs]

As one of the leading manufacturers of tuna products both locally and worldwide, we recognize that the longevity of our Tuna business hinges on the sustainability of the seafood industry. Biodiversity loss, climate change, and unethical labor practices threaten the health of our business and the tuna industry. CNPF is committed to responsible sourcing and fishing practices as a means to sustain the

Tuna business while conserving the health of marine ecosystems.

International Seafood Sustainability Foundation (ISSF)

Through our wholly owned subsidiary General Tuna, CNPF is a member of the [ISSF](#). CNPF also sits on the Board of the ISSF and its executive committee to help shape sustainable tuna fishing practices globally. Together with more than 20 other members worldwide, we strive to fully comply with the ISSF’s conservation measures. The major drivers for our continued involvement with this organization are remaining up to date with evolving expectations for corporate responsibility in our industry and achieving a competitive advantage among more discerning consumers in developed markets.

ISSF’s Conservation Measures cover the following areas:

● Regional Fisheries Management Organization (RFMO) Support	5. Illegal, Unreported and Unregulated Fishing
● Traceability & Data Collection	6. Capacity
● Bycatch Mitigation	7. ProActive Vessel Register
● Monitoring, Control and Surveillance	8. Exemption for Very Small Purse Seine Vessels
	9. Social and Labor Standards

Skipjack Tuna

We primarily utilize skipjack tuna, stocks of which are deemed to be at healthy levels per the ISSF's 2024 assessments. This species is the most abundant of all major commercial tuna due to its short gestation period and ability to reproduce year-round in tropical and subtropical waters.

Traceability

We firmly believe that transparency in sourcing underpins sustainability. All our tuna raw materials are traceable at the source. Vessels are registered at the Proactive Vessel Register and audited by a third-party assurance group, MRAG Americas. This ensures that we only source from suppliers who comply with industry best practices and conservation measures.

Pursuing Tuna Traceability with Other Global Standards and Industry Associations

CNPF is focused on improving our ability to screen and assess suppliers. We are a member of the Global Tuna Alliance—a market-led initiative that issued the Tuna Traceability Declaration in 2020 to support SDG 14: Life Below Water.

In 2021, General Tuna adopted the [Global Dialogue on Seafood Traceability \(GDST\)](#) standards. This international platform for companies in the seafood supply chain, technical experts, and partner non-governmental organizations has in place the GDST Standards and [Guidelines for Interoperable Seafood Traceability Systems](#), the first comprehensive set of global standards for end-to-end seafood traceability. This represents a significant global initiative to make global seafood traceability more reliable and affordable by allowing for interoperability across seafood traceability platforms, and is critical for the industry to combat illegal fishing and unethical labor practices.

Partnering with various organizations and adhering to international standards demonstrate our commitment and give us the opportunity to be a leader in Tuna Sustainability to serve global markets.

For a full list of our partnerships and cooperation with international volunteer and regulating bodies, see our [Tuna Purchase Assessment](#) on the CNPF website.

Updates on Our Fisheries Improvement Project (FIP)

Responding to the rising global demand for sustainable seafood, CNPF, through our subsidiary General Tuna Corporation, initiated a FIP in 2021 to guide local fisheries toward best practices.

CNPF's FIP is a multi-stakeholder initiative in partnership with the Bureau of Fisheries and Aquatic Resources that aims to help fisheries in the Western Central Pacific Ocean High Seas Pocket 1 adopt more sustainable fishing practices and ensure sustainable stocks of Yellowfin and Skipjack tuna.

Mounting pressure to become sustainable makes Marine Stewardship Council (MSC) Certification an increasing requirement for fisheries to continue supplying corporations. The FIP is a stepping stone toward obtaining this certification.

General Tuna Corporation is working toward MSC Certification for its FIP by 2026, which will allow us to maintain our current customer base and open opportunities to serve new markets. The FIP enhances our local fishing fleet's competitiveness on a global scale, advancing skills and capabilities across all registered Filipino-flagged vessels in the fishery. CNPF is on track to meet our 2026 goals for the FIP.

Sardine Sustainability

[GRI 3-3: Management of material topics]

[GRI 413-1: Operations with local community engagement, impact assessments, and development programs]

SUSTENIDO 2.0: PADAGOS, BULAN!

In 2025, CNPF deepened our sustainability agenda with the advancement of our Sustenido Bulan program into SUSTENIDO 2.0: PADAGOS, BULAN! Our activities in 2025 strengthen Sustenido Bulan's core mission: promoting sustainable fishing practices, reducing waste, building supply chain resilience, and boosting local economic growth.

By mid-2025, SUSTENIDO BULAN 2.0 had already further improved the results from ongoing programs initiated in 2024:

- 12,000 individuals have directly benefited from Sustenido 2.0's activities. These are people from the fishing community in Bulan, at our manufacturing plant, and from the various school communities in the area.
- Through better handling and sustainable fishing training, rejection rates dropped substantially: from around 13% to as low as 3%, improving catch quality and reducing waste.
- The initiative enabled the production of over 65 million servings of high-quality sardine products.
- These efforts to reinforce sustainable fishing practices enabled us to also lower fish acquisition costs while increasing the profit of local fisherfolk.
- The program supported more than 850 jobs in the Bulan area from smallholder fisherfolk as well as their wives, strengthening the local economy and increasing household incomes.
- The program also worked with the local government of Bulan and the Bureau of Fisheries and Aquatic Resources (BFAR) to deliver training on sustainable fishing methods and

resource management, bolstering the ongoing support to onboard 300 fisherfolk as BFAR-accredited suppliers.

- Through the RSPo Foundation, we also extended feeding support to local children. By the end of 2025, we had served over 200,000 protein-rich meals served in schools via feeding programs, with three schools getting ongoing support on students' nutrition progress.

SUSTENIDO BULAN 2.0 placed a strong emphasis on collaboration. In 2025, we worked with Bulan's community in pursuing initiatives that leave a holistic impact on the families in Bulan:

- CNPF pledged to build a classroom in Iraran Elementary school supporting 1,500 students, aiming to improve the overall educational environment in Bulan.
- We also empowered 300 fisherfolk wives through a handcrafted dressmaking program in partnership with TESDA and PESO, enabling families to diversify their income streams.

SUSTENIDO 2.0: PADAGOS, BULAN! demonstrates CNPF's long-standing commitment to sustainable sourcing and community development. By promoting sustainable fishing practices, supporting livelihoods with improved productivity, and uplifting communities through nutrition, education, and skills development, the initiative exemplifies how building a resilient and inclusive sardines supply chain can deliver win-win outcomes for the business and its partner communities.

People Development

Employees

Diversity and Inclusion (D&I)

[GRI 3-3: Management of material topics] [GRI 2-7: Employees]

[GRI 401-1: New employee hires and employee turnover]

[GRI 405-1: Diversity of governance bodies and employees]

CNPF is firmly committed to fostering a diverse and inclusive work environment. We maintain a non-discriminatory hiring approach that transcends ethnicity, religion, and gender, actively drawing talent from the communities where we operate. Guided by CNPF’s policies, our Human Resources (HR) Department is instrumental in nurturing an inclusive culture where every employee’s unique background and perspective contribute to our collective growth and success.

D&I begins at the top. We have a diverse Board of Directors that enables more strategic decision making to drive continuous growth, innovation, and business continuity. Our Board Charter states our Board Diversity Policy and commitment.

Across the organization, most of our senior and middle managers are women. While gender distribution at the executive level still skews male, the ratio has been improving over the years through our continuous efforts to empower women in leadership. To date, four out of seven of our manufacturing divisions are headed by women.

As we move forward, we commit to facilitating opportunities for our employees to increase awareness and foster diversity and inclusion in the workplace.

Total employees in 2025: 3,660 (2024: 3,201)

CNPF defines employees as full-time permanent employees only, from rank and file employees to executives.

New employee hire rate: 21% (61% male: 39% female)

Turnover rate: 13% (53% male: 47% female)

Board and Employee Diversity

Employee Breakdown	2023	2024	2025
By gender			
Female	1,219 (45%)	1,438 (45%)	1,600 (44%)
Male	1,506 (55%)	1,763 (55%)	2,060 (56%)
By age			
Under 30 years old	880 (32%)	1,050 (33%)	1,220 (33%)
30-50 years old	1,628 (60%)	1,910 (60%)	2,139 (59%)
Over 50 years old	217 (8%)	241 (8%)	301 (8%)

Board of Directors Breakdown	2023	2024	2025
By gender			
Female	3 (33%)	3 (33%)	3 (33%)
Male	6 (67%)	6 (67%)	6 (67%)

By age			
Under 30 years old	0	0	0
30-50 years old	1 (11%)	1 (11%)	1 (11%)
Over 50 years old	8 (89%)	8 (89%)	8 (89%)

Talent Development

[GRI 3-3: Management of material topics]

[GRI 404-1: Average hours of training per year per employee]

[GRI 404-2: Programs for upgrading employee skills and transition assistance programs]

[GRI 404-3: Percentage of employees receiving regular performance and career development reviews]

We regard our employees as partners in business growth and are committed to investing in their professional and personal development. Guided by our [Employee Training and Development policy](#), our HR Department works together with Department Heads to build competencies that support business needs, maximize performance, and ensure career growth and succession planning.

Across our business units, we offer employees training courses on a wide variety of topics, from specific areas of expertise such as machinery operation, marketing communications, and accounting to strategic planning like business continuity, critical thinking, and project management.

As a food business, we make sure to keep employee knowledge up-to-date on good food manufacturing practices like the Hazard Analysis Critical Control Point (HACCP) to protect consumer health. To keep our own workplaces safe, we provide training and refresher courses on occupational safety, first aid, and labor standards.

Values formation sessions, accelerated development programs, and coaching and leadership skills through initiatives like the Century Leadership University also support the holistic and personal development of our people.

Average Training Hours

Category	2023	2024	2025 ^a
Female (hrs/employee)	16	18	21
Male (hrs/employee)	12	17	20
Overall (hrs/employee)	14	17	20

^a The method for calculating average training hours in 2025 was updated, consolidating the actual training hours across all business units prior to dividing by the headcount per employee level.

Training KPIs

Category	2023	2024	2025 ^a
Number of training hours	38,329	55,422	74,452
Investment in employee training (PHP)	12.2 million	48.5 million	32.5 million
Percentage of total training hours given to women	52%	47%	45%

Performance Management System (PMS)

CNPF promotes and rewards staff based on exemplary performance. Through our PMS, employees and

their immediate leaders are responsible for defining, monitoring, and evaluating progress on performance expectations and KPIs.

Employee KPIs are determined annually at the beginning of each year and structured around four pillars: Corporate Development & Business Growth, Sustainability, Process and Functional Excellence, and People and Organizational Development. The pillars enable individual and organizational development and business growth while integrating our sustainability framework into performance.

Immediate leaders ensure the progress of their direct reports through regular coaching and feedback, which reinforces CNPF’s learning culture. Assessment results determine whether an employee is eligible for salary increases (for all levels) and performance bonuses (for Supervisory levels and above).

In 2025, 100% of our full-time employees, from rank-and-file to executive levels, underwent performance reviews.

Executive Succession Management Program and Individual Development Plan

Our Executive Succession Management Program supports business goals, strategies, and sustainability—equipping our high-potential talents who have been evaluated and selected to take on key senior management roles in the next three to five years.

To address development gaps and hone the competencies required by these leadership roles, each candidate is given an Individual Development Plan, which is then implemented through on-the-job learning, coaching, and classroom training. The program is capped with a comprehensive competency assessment and performance evaluation. Final recommendations are then referred to the Executive Committee to determine the candidates' readiness.

Employee Promotions

KPI	2023	2024	2025
Percentage of employee population promoted to a higher rank	11%	3%	4%

Employee Engagement

[GRI 3-3: Management of material topics]

[GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees]

CNPF believes that a healthy culture drives productivity and performance and builds a highly motivated workforce with a passion for excellence. Our approach is founded on providing fair compensation, living out our core values, promoting well-being, and embedding sustainability into our culture.

It is our duty to provide a fair and comfortable livelihood for our people. CNPF offers a fair salary structure, benefits, incentive and bonus systems, and access to loan programs. As outlined in our Employee Benefits policies, employees are entitled to benefits that go beyond statutory labor standards, such as:

- Healthcare coverage and medical services
- Vacation and sick leaves
- Paternity and maternity leave
- Flexible working arrangements depending on the nature of work
- Salary and housing loans to eligible employees

- Retirement benefits and leaving service benefits to qualified employees

To continue to attract and retain the best talent, we stay current on market standards for salary and benefits and adopt best practices in developing strong employee relations.

We strive to instill our core values across our business, from onboarding our new hires to employees' individual duties and working as a team. Every individual at CNPF is evaluated against CNPF's values through our PMS.

Our various engagement programs help to strengthen our culture where our employees find fulfillment as partners, contributing and collaborating to achieve shared goals.

In 2025, we organized two offsite Wellness Fairs, convening employees from our business units in Luzon. Activities such as an inter-plant basketball tournament, Centurylympics Fun Day, monthly Fun Night activities, and other wellness events supported physical activity, stress management, and overall well-being.

CNPF Wins Forbes' World's Best Employers 2025

In 2025, CNPF was named one of Forbes World's Best Employers, marking the second consecutive year the Company received this global recognition. As one of the Philippines leading food companies, this distinction demonstrates the Group's commitment to nurturing an impact-driven and values-based organization.

CNPF believes that when our people rally around the company's collective mission of delivering affordable nutrition, they can create real, positive impact through their work. That is why CNPF aims to cultivate a harmonious environment that enables our people to flourish as empowered and collaborative leaders who contribute to this shared goal.

At Century Pacific, we see how living out our core values guide the way we grow and work together as a team. We commit to providing avenues for our people to develop, not only in their careers, but also as individuals.

We believe that being a good, reputable employer not only retains talent but attracts fresh talent as well. By increasing awareness of CNPF as an employer of choice nationwide, we are able to build a broader, more diverse, and high-quality talent pool. This creates more opportunities to attract people who share our values and long-term vision.

Malasakit Miles Program

The Malasakit Miles Program is a recognition program that encourages employees to collaborate. It reflects our core value of "malasakit," which emphasizes compassion, responsibility, and concern for others within and outside the organization.

Malasakit Miles are earned when fellow employees recognize one another's efforts to support teams other than their own, going above and beyond their job descriptions to extend support — malasakit in action. Each quarter, the highest-performing Malasakit Miles individuals and

departments are tallied, fostering a stronger sense of purpose and teamwork.

The Coconut business unit developed the program to promote collaboration across its various plants. In a span of just 2 years, the unit has seen significant expansion, from one to three plants across Mindanao. Through the program, the culture of malasakit crosses borders, builds camaraderie, and rewards people.

As of October 2025, there are 52 active Malasakit Milers throughout our Coconut business.

Sibol Awards

We aim to build a culture where sustainability is central to what we do and how we make decisions. Through our company-wide annual Sibol Awards, we instill this purpose-driven mindset by empowering our business units to implement sustainability projects that drive our Sustainability Framework.

In 2025, the highest honors were bestowed upon the Dairy team for its Nutrition Mission program. Please refer to the Food Accessibility section of this report for more information on their accomplishments.

Workplace Safety

[GRI 3-3: Management of material topics]

[GRI 2-27: Compliance with laws and regulations]

[GRI 403-1: Occupational health and safety management system]

[GRI 403-2: Hazard identification, risk assessment, and incident investigation]

[GRI 403-3: Occupational health services]

[GRI 403-4: Worker participation, consultation, and communication on occupational health and safety]

[GRI 403-5: Worker training on occupational health and safety]

[GRI 403-6: Promotion of worker health]

A healthy and safe working environment is a prerequisite to our workforce's well-being and paramount to our operations' success. CNPF is committed to creating decent and safe working conditions for our employees working in our plant facilities, on the field, and in our corporate offices, as well as for our contractors and subcontractors, to prevent injury, illnesses, death, and health risks. We fulfill this through our [Policy on Health, Safety and Welfare of Employees](#), in full compliance with RA 11058 and the DOLE's standards.

Every business unit, subsidiary, and affiliate of CNPF has a governing Health and Safety Committee whose primary role is to oversee and safeguard the workplace. The Health and Safety Committee, supported by Safety Officers and marshals on the ground, develops and implements accident prevention and response programs.

This involves conducting regular inspections, audits, and risk assessments, investigating and reporting incidents, implementing corrective actions, and providing safety and health training. The committee is also expected to maintain a Disaster Contingency Plan for emergency preparedness. The committee and officers have monthly meetings to uphold these measures and systems. Non-routine processes also have associated safety controls; for example, our Sardines business requires work permits to be issued daily for non-routine tasks, while our Refrigerated Meat business mandates the submission of strict methodologies from engaged contractors.

Supervisors and safety officers are responsible for implementing controls and corrective actions to

ensure safe working conditions. Employees and workers are responsible for reporting any work-related hazards and near-miss incidents to their immediate superiors. Employees and workers also have the right to refuse work when work-related hazards are present in the workplace. In both cases, our employees and workers are protected from reprisals, in accordance with workers’ rights.

In accordance with R.A. No. 11058, CNPF has also put the following corporate policies in place to ensure a safe, productive, and supportive workplace:

1. Occupational Health & Safety Policy
2. Health and Safety Committee Policy
3. Drug-Free Workplace Policy
4. AIDS Prevention and Control Policy
5. Tuberculosis Prevention and Control Policy and Program
6. Hepatitis B Policy and Program
7. Mental Health in the Workplace Policy and Program

Promoting Occupational Health & Safety

Regular training and education programs instill a safety culture in our workplace. CNPF holds an annual mandatory Occupational Health & Safety Seminar and First Aid Seminar for selected employees both as an onboarding program for new hires and a refresher course for regular employees and third-party workers working in the plants, warehouses, and logistics. The annual seminar trains our people and workers to recognize safety hazards and apply appropriate control measures, overall complying with government-mandated standards. In addition, our Safety Officers undergo the necessary training and certifications to ensure their continued competency in overseeing safety processes.

Within our plants, we also have daily toolbox meetings, which act as safety briefings to remind our employees and workers of our protocols and to be proactive in identifying and addressing hazardous situations. These quick, informal, everyday huddles supplement our annual mandatory training and reinforce safety.

We also communicate safety guidelines and updates through our health and safety bulletin boards. Our Coconut business, for example, shares lessons learned from safety incidents by posting information on One-Point Lesson (OPL), an internal information-sharing platform, as well as through internal discussions and its Health and Safety bulletin boards. In general, we use the results of our hazard identification and reporting processes to inform the development and improvement of our safety programs and procedures.

Occupational Health and Safety Metrics

Metrics	2023	2024	2025
Number of fatalities	0	0	0
Rate of high-consequence work-related injuries (per 200,000 hours)	0.17	0.00	0.03
Safe man-hours	4.64 million	5.82 million	8.86 million

The data above currently covers all CNPF employees only. For other data on safety and health, refer to the Sustainability Data Summary section.

Overall Health, Well-being, and Human Rights

CNPF promotes the overall health and well-being and upholds the rights of our people. As outlined in our [Policy Statement on Human Rights](#), how we manage our business and interact with our stakeholders are guided by the Labor Code of the Philippines (P.D. No. 442 as amended, s. 1974) as well as global frameworks like the International Human Rights principles of the Universal Declaration of Human Rights (UDHR) and the UN Guiding Principles on Business and Human Rights (UNGPs).

We prohibit all forms of sexual harassment in our workplaces and in all business endeavors. Our [Anti-Sexual Harassment and Safe Space Policy](#) upholds our core value of Respect for the Individual and ensures that our working environment supports the dignity, self-esteem, and security of individuals at all times. The Committee on Decorum and Investigation on Sexual Harassment Cases, primarily composed of and chaired by women from managerial, supervisory, and rank-and-file levels, is tasked to investigate and address complaints of gender-based sexual harassment and their immediate resolution.

We continuously promote employee rights, covering labor standards, management prerogatives, and employee's rights and duties. In addition, we strengthen the competencies of our supervisors and section managers through Project Northwall, which provides guidance on leading and managing people, including grievance handling and conflict resolution. These initiatives ensure that employees across all levels are aware of company policies on their rights and are equipped to tackle any related issues that may arise.

HR departments across our business units are provided with the right information and tools through Project Compass, a special labor relations workshop. An informative session was conducted on Proactive Labor Relations for service providers' managers and frontliners to strengthen their competency in feedback, evaluation, and incident management.

All plant employees are covered by HMO and have access to medical services, such as regular consultations, both remote and in-person, annual physical examinations, and vaccinations. Our HR Department provides various health promotion programs to employees, such as monitoring and check-ups, healthy eating initiatives, sports or other physical activities, informative sessions, and other lifestyle or non-occupational health related assistance.

CNPF also prioritizes mental health, recognizing that emotional, psychological, and social well-being enables people to overcome challenges, have good relations, and realize their potential.

Our [Policy and Program on Mental Health in the Workplace](#), instituted in 2021, articulates our obligation to promote mental health in the workplace. In compliance with R.A.s 11036 and 11058, the policy and program ensure that CNPF employees have access to adequate mental health services, treatment, and reasonable work arrangements. The HR team works with the Health and Safety Committee to further champion mental health through communicating awareness, identifying and managing work-related stressors, and promoting work-life balance.

Community Engagement

CNPF is accountable to the stakeholders in the communities where we operate, hire our staff, and source our ingredients, supplies, and utilities. Our advocacies amplify our role in providing affordable nutrition and are in pursuit of enduring and meaningful partnerships with change agents who share our vision of a better future. For information on our targeted hunger alleviation programs, please see the section of this report on Food Accessibility.

Each of our business units is empowered to implement social and environmental engagement programs to respond to community needs. Examples of community initiatives across our businesses are job caravans, medical missions, feeding programs, mangrove planting, donations of food products, and partnerships with other organizations such as Technical Education and Skills Development Authority (TESDA) for technical skills training. These initiatives—alongside our overarching strategy for job creation and livelihood support in our areas of operation—help us in achieving our vision of more resilient communities.

2025 Community Engagement KPIs

Number of partner schools/ Feeding partners	Number of products donated to disaster-stricken communities	Number of scholars (children of CNPF employees)	Coconut seedlings donated
150	50,000	178	19,820

Job Creation and Livelihood Support

[GRI 3-3: Management of material topics]

[GRI 203-2: Significant indirect economic impacts]

[GRI 413-1: Operations with local community engagement, impact assessments, and development programs]

As CNPF grows, so do the jobs created and supported along our value chain ecosystem. Whether through our partners, vendors, or suppliers, we create livelihood opportunities and encourage decent working environments. Our SCOCE is one way in which we make a positive impact while expanding our locus of positive influence.

KPI	2023	2024	2025
Total number of jobs supported across CNPF value chain	28,336	29,250	33,166

We also support women micro-entrepreneurs in earning additional income by participating in community-based plastic recycling through our Aling Tindera Waste-to-Cash program in partnership with Plastic Credit Exchange (PCX). For more information on this program, please refer to the Plastic Waste Management section of this report.

In 2025, CNPF supported over 33,166 jobs, comprising full-time employees, that of our subsidiaries and affiliates, outsourced workers, as well as jobs indirectly supported through our business relationships, such as project-based staff, consultants, exclusive corporate distributors, and employees of suppliers, vendors, contractors, and supply chain partners that are primarily dependent on CNPF.

In alignment with Community Engagement, CNPF launched Sustenido Bulan to enhance the livelihoods of local fisherfolk in 2025. Read more about this program in our Sustenido Bulan section.

Through RSPo Foundation, Inc., our philanthropic socio-civic arm and non-profit affiliate, we're able to extend the reach of the positive impact we can make. We also support

livelihoods for displaced marine workers in Zamboanga during the fish ban season and farmer cooperatives in Sarangani through RSPo's Adopt-A-Farm and Farmer to Agripreneur programs. These programs enable us to create work opportunities for these communities while also serving as reliable sources of raw materials for our Tuna and Sardines businesses.

CNPF Supports Future Professionals Scholar Recognition and Internship MOA Signing With Mindanao State University – Iligan Institute of Technology (MSU-IIT)

As a long-standing Filipino company, we understand that we have a responsibility to secure the continuity of our organization and at the same time, provide the next generation with opportunities to build a better life. This is why CNPF pursues proactive efforts to strengthen our employer branding and futureproof our pipeline of talent—most notably, among students.

In February 2025, CNPF through its Human Resources department launched an internship program and signed a MOA with MSU-IIT. This demonstrates our early investments in developing potential talent and building strong relationships with academic institutions.

This internship program in partnership with selected schools and universities gave students industry exposure and work experience, as well as support needed for them to complete their studies.

In particular, this initiative highlighted our support for the following impact areas:

- Academic excellence: We awarded scholarship grants to academically outstanding graduating students, recognizing talent and helping support their transition into the workforce.
- Focus on Mindanao talent development: Our scholarship initiative specifically targeted graduating students from partner schools in Mindanao, helping expand opportunities and strengthen the local talent pipeline.

We will look for more opportunities to partner with other academic institutions in the future, seeking to both develop the workforce within and outside our company. These initiatives are part of our broader effort to build sustainable partnerships with educational institutions, and ensure a steady pipeline of skilled professionals for the future.

Pathways To Work: DualTech Training Center Foundation Partnership And I CAN Internship Program

CNPF strongly believes that the Filipino youth deserve unrestricted access to meaningful employment opportunities regardless of socio-economic bracket. In line with this, we partnered with the DualTech Training Center Foundation and the I CAN internship program in 2025 to provide internship opportunities in marginalized communities that can lead to eventual full-time employment.

In 2025, we deployed 46 interns across the Tuna, Coconut, and Dairy business units through our partnership with DualTech Training Center. As of year-end, three student trainees have completed their internship with us and are now full-time employees. There will be 27 graduating trainees from Tuna and Coconut in early 2026 who will be given full time employment opportunities with

us as well. Long-term, we hope to tap more DualTech students as a strategic source of future talent.

Likewise, we welcomed five promising students through the I CAN (Connect. Achieve. Navigate) Internship Program in November 2025. These students are now undergoing their internships within CNPF, learning practical experience that will help them gain future employment.

Hunger Alleviation

[GRI 3-3: Management of material topics]

CNPF participates in broader collaborations such as the Zero Hunger Alliance, a network that works with government agencies, non-governmental organizations (NGOs), and community groups.

The Zero Hunger Alliance is a multi-sectoral initiative led by Century Pacific Group's RSPo Foundation, in partnership with Gawad Kalinga, government agencies, local communities, and academic institutions. Its mission is to help end involuntary hunger in the Philippines through a holistic 5M approach: Magpakain (feeding), Magpakalusog (nutrition education), Magtanim (community food farming), Magtulungan (multi-sector collaboration), and Magkonek (digital mobilization).

Anchored on sustainable and community-driven strategies, the alliance seeks to foster long-term food security, especially for children and vulnerable groups, while empowering local stakeholders to take ownership of the solution.

In 2025, KAIN PO expanded its reach by including Indigenous Peoples (IP) communities as beneficiaries. In partnership with the Birhen sa Kota Development Foundation, the program supported 10,946 indigenous beneficiaries in Cagayan de Oro City. By integrating local produce with CNPF products, these communities create sustainable, highly nutritious meals tailored to their regional resources.

The Missionary Oblates of Mary Immaculate, in partnership with local barangays, supported 1,600 indigenous beneficiaries in Sultan Kudarat, South Cotabato. This collaboration sustained the KAIN PO feeding program, delivering at least eight sessions per month.

Other IP communities reached by the program include the Sama Badjao in Tawi-Tawi, the Aeta in Pampanga, and the Mangyan in Mindoro.

Anti-Corruption

[GRI 205-1: Operations assessed for risks related to corruption]

[GRI 205-2: Communication and training about anti-corruption policies and procedures]

[GRI 205-3: Confirmed incidents of corruption and actions taken]

CNPF upholds our zero-tolerance policy against corruption. Anti-corruption training begins at the onboarding session for all new hires, while our Board of Directors receives annual 1:1 training on management and reporting for incidents. The anti-corruption program and procedures are outlined in our Code of Business Conduct and Ethics, covering all elements of anti-corruption with provisions on corruption, extortion, bribery, conflict of interest, receipt of gifts, compliance with laws, and whistleblowing, among others.

In 2025, the Internal Audit Function continued strengthening risk assessment and control measures to reinforce effective governance, risk management, and internal control practices across the organization. Internal Audit processes and methodologies align with the newly-released Global Internal Audit Standards (GIAS).

CNPF also enhanced audit coverage to include new business operations and risk exposures. Audits include the monitoring and assessment of corrective actions for top risks identified in prior audit engagements. We will continue to evaluate management actions to ensure key control weaknesses are properly addressed and risks are effectively mitigated.

In the reporting year, 30 operations (100%) were assessed for anti-corruption by Internal Audit. Audits resulted in insignificant risks.

In the reporting year, there were zero confirmed cases of corruption.

2025 Sustainability Data Summary

ECONOMIC

Economic Value Generated

	UOM	2023 ¹	2024	2025
Direct economic value generated (revenues)	billion Php	67.6	76.0	83.8
Economic value distributed		61.5	70.8	78.7
Employee wages and benefits		2.8	3.1	3.6
Payments to suppliers, workers, and other operating costs ²		55.7	62.4	68.9
Dividends paid to stockholders and interest payments to loan providers		1.8	3.5	4.1
Taxes given to government		1.3	1.8	2.1
Economic value retained		6.1	5.2	5.1

Procurement practices

	UOM	2023	2024	2025
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers ³	%	52%	56%	56%

SOCIAL

Employees

Employees by Gender	UOM	2023			2024			2025		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Full-time employees	head (% of total)	1,506 (55%)	1,219 (45%)	2,725	1,763 (55%)	1,438 (45%)	3,201	2,060 (56%)	1,600 (44%)	3,660
Executive	head	23	16	39	25	21	46	34	29	63
Senior manager		48	67	115	57	72	129	74	87	161
Middle Manager		78	115	193	103	128	231	126	149	275
Supervisor		342	378	720	413	453	866	459	536	995
Rank and File		1,015	643	1,658	1,165	764	1,929	1,367	799	2,166

Employees by Age	UOM	2023			2024			2025		
		< 30 years	30-50 years	>50 years	< 30 years	30-50 years	>50 years	< 30 years	30-50 years	>50 years
Full-time employees	head (% of total)	880 (32%)	1,628 (60%)	217 (8%)	1,050 (33%)	1,910 (60%)	241 (8%)	1,220 (33%)	2,139 (58%)	301 (8%)
Executive	head	0	24	15	0	29	17	0	35	28
Senior Manager		1	90	24	2	96	31	2	121	38
Middle Manager		21	158	14	30	188	13	27	218	30
Supervisor		308	379	33	366	457	43	424	524	47
Rank and File		550	977	131	652	1,140	137	767	1,241	158

	UOM	2023			2024			2025		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
New hires (total)	head (% of total)	281 (50%)	280 (50%)	561 (100%)	392 (60%)	266 (40%)	658 (100%)	468 (61%)	299 (39%)	767 (100%)
New hire rate	%	21%			21%			21%		

¹ Economic Value Generated in 2023 was restated to remove non-cash items.

² This figure includes all other operating costs and investments to the community such as donations and CSR activities.

³ Local suppliers are defined as entities registered and operating in the Philippines, denominated in local currency (Php).

Turnover (total)	head (% of total)	232 (59%)	164 (41%)	396 (100%)	269 (56%)	212 (44)	481 (100%)	248 (53%)	220 (47%)	468 (100%)
Turnover rate	%	15%			15%⁴			13%		

Workers

Workers⁵	UOM	2023	2024	2025
Total	head	17,254	17,854	20,591

Jobs Supported

	UOM	2023	2024	2025
Jobs supported across the CNPF value chain ⁶	number	28,336	29,250	33,166 ⁷

Diversity and equality – Governance bodies

Board of Directors	UOM	2023			2024			2025		
By gender		Male	Female	Total	Male	Female	Total	Male	Female	Total
	head (% of total)	6 (67%)	3 (33%)	9 (100%)	6 (67%)	3 (33%)	9 (100%)	6 (67%)	3 (33%)	9 (100%)
By age		<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years
	head (% of total)	0	1 (11%)	8 (89%)	0	1 (11%)	8 (89%)	0	1 (11%)	8 (89%)

Parental leave - Maternity and Paternity Leave

	UOM	2023			2024			2025		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees entitled to parental leave	hours	772	903	1,675	1,055	1,162	2,217	1,477	1,419	2,896
Employees that took parental leave		39	65	104	36	65	101	33	63	96
Employees that returned to work within reporting period		39	63	102	34	45	79	33	68	101
Employees still employed 12 after their return to work		38	62	100	36	61	97	30	55	85

Occupational Health and Safety⁸

	UOM	2023 ⁹	2024	2025
Employees covered by OSH Management System	number	2,725	3,201	3,660
Fatalities as a result of work-related injury		0	0	0
Fatalities as a result of work-related ill health		0	0	0
High-consequence work-related injuries (excluding fatalities)		4	0	3
Recordable work-related injuries		9	31 ¹⁰	21

⁴ Restated to correct a rounding error. The previously reported figure was 16%.

⁵ Workers include outsourced, project-based, and consultants.

⁶ This metric comprises CNPF employees and that of our subsidiaries and affiliates, as well as outsourced workers, project-based staff, consultants, and employees of suppliers, vendors, and supply chain partners that are primarily dependent on CNPF. In 2024, this metric was expanded to include exclusive corporate distributors.

⁷ Increase is due to the new coconut plant and continued expansion.

⁸ In line with our reporting to the Department of Labor and Employment (DOLE), occupational health and safety data disclosed covers CNPF employees only. All our corporate policies and programs on OSH cover all people working at our facilities, plants, and offices - including outsourced workers.

⁹ OSH data collection methodology was updated in 2024. Figures for recordable ill health, total man-hours, and safe man-hours are not directly comparable to 2023 data due to differences in collection basis.

¹⁰ Restated to correct the data and reflect only one work-related injury from headquarters. The previously reported figure was 35.

Recordable work-related ill-health		212	28 ¹¹	10
Rate of high-consequence work-related injuries	number per 200,000	0.17	0	0.03
Rate of work-related injuries	hours	0.30	0.35 ¹²	0.20
Total man-hours	hours	5,905,270	17,883,595 ¹³	21,502,627
Safe man-hours		4,642,076	5,822,880	8,855,770
Number of safety drills	number	16	18	25

Training and Development¹⁴

	UOM	2023			2024			2025 ¹⁵		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Average training hours per employee (total)	hours	12	16	14	17	18	17	20	21	20
Executive		14	30	20	1	6	3	12	29	20
Senior manager		13	12	12	15	23	19	23	23	23
Middle manager		63	60	61	16	24	20	37	40	39
Supervisor		18	17	18	15	16	16	35	31	33
Rank and File		6	8	7	18	18	18	13	11	12
Total training hours	number	38,329			55,422			74,452		
Total training hours given to women	number	19,834			25,878			33,604		
Investment in employee training	million Php	12.2			48.5			32.5		

Anti-Corruption

	UOM	2023	2024	2025
Number of operations assessed for risks related to corruption	number	28	29	30
Percentage of operations assessed for risks related to corruption	%	100	100	100
Percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated to	%	100	100	100
Percentage of business partners to whom the organization's anti-corruption policies and procedures have been communicated to	%	100	100	100
Percentage of directors and management that have received anti-corruption training	%	100	100	100
Total number and nature of confirmed incidents of corruption	number	0	1 ¹⁶	0

Marketing and Labeling

	2025
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¹¹ Restated to correct the data and reflect zero work-related ill-health from headquarters. The previously reported figure was 225.

¹² Restated following a correction in the number of total man-hours worked in our Coconut business. The previously reported figure was 0.74.

¹³ Restated to correct the total man-hours worked in our Coconut business. The previously reported figure was 9,488,086 hours.

¹⁴ Training and development data counts from rank-and-file employees to executives only.

¹⁵ The method for calculating average training hours in 2025 was updated, consolidating the actual training hours across all business units prior to dividing by the headcount per employee level.

¹⁶ Restated to correct the data as there was one case of corruption identified. The previously reported figure was zero.

Requirements for product and service information and labeling	<p>Food labeling standards followed:</p> <ul style="list-style-type: none"> ● Title 21 - Food and Drugs. CHAPTER I - FOOD AND DRUG ADMINISTRATION, DEPARTMENT OF HEALTH AND HUMAN SERVICES (CONTINUED). SUBCHAPTER B - FOOD FOR HUMAN CONSUMPTION. ● FOOD FACTS - Safe Food Handling from the U.S. Food and Drug Administration ● Canadian Food Inspection Agency - Guide to Food Labeling and Advertising ● Regulation (EU) No. 1169/2011 ● Regulation (EC) No. 178/2002 ● Regulation (EC) No. 1334/2008 ● Department for Environment Food & Rural Affairs - The Food Information Regulations 2013: Guide to compliance (November 2012) ● Food Standards Agency - Advice on Food Allergen Labeling ● A Guide to Food Labeling and Advertisements by SFA ● Sale of Food Act (Chapter 283, Section 56 (1)) Food Regulations ● Ingredient Labeling of Foods: User Guide to Standard 1.2.4 - Labeling of Ingredients ● Nutrition Information: User Guide to Standard 1.2.8 - Nutrition Information Requirements ● GSO 05/FDS 2233: Requirements of Nutrition Labeling ● GB7718 General Standards for Food Labeling ● GB2760-2015 Chinese Standards for Food Additives ● Asia Pacific Food Law Guide 2018 <p>These standards apply to 100% of our branded products.</p>
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ENVIRONMENT

	UOM	2023	2024	2025
Energy				
Total energy consumption within the organization	GJ	2,130,379	2,686,631¹⁷	3,352,052
Non-renewable (total)	GJ	2,006,287	1,853,636 ¹⁸	2,076,952
Gasoline	GJ	-	7,136	193,629 ¹⁹
LPG	GJ	361	155	260
Diesel	GJ	21,267	133,304	141,838
Coal	GJ	1,843,992	1,564,889 ²⁰	1,602,458
Electricity	GJ	140,666	148,152	138,768
Renewable (total)	GJ	124,092	832,996 ²¹	1,275,100
Energy intensity (per MT of product)	GJ/MT	5.30	5.42 ²²	6.23 ²³
Water				
Water consumption	CBM	727,659	915,486	1,062,908 ²⁴
Water discharge	CBM	3,200,926	4,038,727	4,340,595
Water withdrawal	CBM	3,928,586	4,954,214	5,403,502
Water intensity (per MT of product)	CBM/MT	9.77	9.99	10.04
Emissions²⁵				

¹⁷ Restated to reflect corrected coal consumption data in 2024.

¹⁸ Restated to reflect corrected coal consumption data in 2024.

¹⁹ Increase in gasoline consumption in 2025 is due to the use of generator sets.

²⁰ Restated to reflect the correct amount of coal consumption for our coconut business. The new figure is about 132,708 GJ higher than previously reported. This also affects our total amount of non-renewable energy consumed and total energy consumption for 2024.

²¹ Restated to correct the amount of biomass consumption due to better energy conversion. The new figure is about 64,993 GJ higher than previously reported.

²² Restated given the corrections made above.

²³ Higher energy intensity due to the addition of a new coconut plant, which is still ramping up production.

²⁴ Water use increase in 2025 is due to the addition of a new coconut facility in Tangub.

²⁵ Standards used for the computation are based on the GHG Protocol Corporate Protocol and Reporting Standard. Location-based grid emission factors are based on the Philippine Department of Energy. The gasses reported include carbon dioxide, methane, and nitrous

GHG emissions (Scope 1 and 2)	tCO₂e	203,952	188,853²⁶	204,188
GHG emissions (Scope 1)	tCO ₂ e	176,124	159,544 ²⁷	176,735 ²⁸
GHG emissions (Scope 2)	tCO ₂ e	27,828	29,309	27,453
GHG emissions intensity (per MT of product)	tCO ₂ e/MT	0.51	0.38 ²⁹	0.38
Emissions: Other air pollutants³⁰				
Nitrogen Oxides (NOx)	mg/ncm			2,428
Sulphur Oxides (SOx)	mg/ncm			1,225
Persistent Organic Pollutants (POPs)	mg/ncm		Data unavailable	1
Hazardous Air Pollutants (HAPs)	mg/ncm			-
Particulate Matter (PM)	mg/ncm			316
Materials used³¹				
Total materials used	MT	590,910³²	689,666³³	705,346
Renewable	MT	507,973	605,902	609,222
Non-renewable	MT	82,937	83,764 ³⁴	96,123
Waste				
Total waste generated	MT	140,203	113,254	248,708
Total waste diverted from disposal	MT	103,921	86,193	222,397
Total waste directed to disposal	MT	36,282	27,061	26,311
Non-hazardous/solid waste (total)	MT	105,538	90,038	226,017
<i>By method</i>				
Disposed	MT	3,754	9,370	15,400
Incineration	MT	291	5,040	12,507 ³⁵
Landfilled	MT	3,463	4,330	2,893
Other disposal operations	MT	-	-	-
Diverted	MT	101,783	80,668	210,616
Preparation for reuse	MT	86,406	53,515	186,123
Recycling	MT	11,463	2,594	3,216
Other recovery operations, including composting	MT	3,915	24,560	21,277
<i>By location</i>				
Onsite recovery operation	MT	24,357	77,311	76,194
Offsite recovery operation	MT	77,426	3,357	134,422
Onsite disposal operation	MT	291	3.30	10,630 ³⁶
Offsite disposal operation	MT	3,463	9,367	4,771

oxide. Currently, there are no local emission factors for renewable energy. For simplicity, emission data represents non-renewable sources only.

²⁶ Restated to reflect corrected Scope 1 emissions. The new figure is 13,678 tCO₂e higher than previously reported.

²⁷ Restated 2024 Scope 1 emissions after correcting the amount of coal consumption for our coconut business. The new figure is 13,678 tCO₂e higher than previously reported.

²⁸ Increase in 2025 Scope 1 emissions is driven by higher diesel use for generator sets.

²⁹ Restated to reflect corrected Scope 1 emissions. The new figure is 0.03 tCO₂e/MT higher than previously reported.

³⁰ Consolidated data on other air pollutants is not available for 2023–2024, as it is our first time to disclose this metric after alignment across business units.

³¹ Renewable materials mainly consist of our food items and paper packaging. Non-renewable materials cover our non-paper-based packaging such as tin cans and plastic pouches and exclude fuel sources.

³² The total amount of materials used in 2023 has been restated to correct a summation error. The amount is 81 MT lower than previously reported.

³³ Restated to correct a double-counting error for non-renewable materials. The amount is about 7,100 MT lower than previously reported.

³⁴ Restated to correct a double-counting error. The amount is about 7,100 MT lower than previously reported.

³⁵ Includes sale of BO to a third party by SCLD.

³⁶ Increase is due to the residual waste of a new coconut plant.

Hazardous waste (total)	MT	34,666	23,216	22,691
<i>By method</i>				
Disposed	MT	32,528	17,691	11,088
Incineration	MT	3,877	4,442	1,580
Landfilled	MT	28,651	13,250	9,505
Other disposal operations	MT	-	-	2
Diverted	MT	2,138	5,525	11,603
Preparation for reuse	MT	779	3,709	4,226
Recycling	MT	1,358	1,335	-
Other recovery operations, including composting	MT	0	481	7,378
<i>By location</i>	MT			
Onsite recovery operation	MT	0	71	378
Offsite recovery operation	MT	2,137	5,454	11,225
Onsite disposal operation	MT	3,877	14,649 ³⁷	5,739
Offsite disposal operation	MT	28,651	3,042	5,349

Compliance with laws and regulation

Non-compliance with Environmental Laws and Regulations	UOM	2025
Fines were incurred	number	0
Non-monetary sanctions were incurred	number	0

³⁷ Restated 2024 onsite disposal operation.

Content Indices for Sustainability Disclosures

PH SEC Form 17-A Annex B Content Index 2025

This report complies with the Philippine Stock Exchange Sustainability Reporting Guidelines for Publicly Listed Companies.

Contextual Information	Location and additional information
Name of Organization	Century Pacific Food, Inc. (“CNPF”)
Location of Headquarters	Center Point, 7/F Garnet Rd, Ortigas Center, Pasig, Metro Manila
Locations of Operations	General Santos City, Zamboanga City, Tangub City, Taguig, Biñan, Pasig City
Report Boundary	<p>The sustainability disclosures provide information on the consolidated environment, social, and governance performance across our primary business units – Branded Marine, Meat, Milk, and other emerging businesses, as well as OEM Tuna and Coconut exports.</p> <p>This also includes all our company-owned manufacturing facilities, supply chain and logistics, and corporate support offices operating in the Philippines. Our international office and toll manufacturing operations have been excluded from our sustainability disclosures.</p>
Business Model, including Primary Activities, Brands, Products, and Services	Engaged in manufacturing packaged food and beverages
Reporting Period	January 1, 2025 – December 31, 2025
Highest Ranking Person responsible for this report	Christopher Po, Executive Chairman
Contact for questions regarding the report	Investor Relations, investorrelations@centurypacific.com.ph
“Comply or Explain” Provisions	
Materiality Process	Our Business and Sustainability Commitment: Materiality Process
Economic: Economic Performance Direct Economic Value Generation and Distributed	Our Sustainability Commitment: Governing and Operationalizing Sustainability; Sustainability Data Summary; SEC 17-A 2025 Annual Report - Management’s Discussion and Analysis or Plan of Operation
Economic: Economic Performance Climate-related risks and opportunities	Planet Preservation: Environmental Impact Management; Sustainability Data Summary
Economic: Procurement Practices Proportion of spending on local suppliers	Supply Chain Management: Local Sourcing; Sustainability Data Summary
Economic: Anti-corruption Training on Anti-corruption Policies and Procedures, Incidents of Corruption	Anti-Corruption; Sustainability Data Summary
Environment: Resource Management Energy consumption within the organization, Reduction of energy consumption, Water consumption within the organization, Materials used by the organization	Planet Preservation: Natural Resource Efficiency, Environmental Impact Management; Sustainability Data Summary
Environmental: Environmental Impact Management Air Emissions, Solid and Hazardous Wastes	Planet Preservation: Environmental Impact Management; Sustainability Data Summary

<p>Social: Employee Management Employee Hiring and Benefits, Employee Training and Development, Labor-Management Relations, Diversity and Equal Opportunity</p>	<p>People Development: Diversity and Inclusion, Talent Development, Employee Engagement; Sustainability Data Summary</p>
<p>Social: Workplace Conditions, Labor Standards, and Human Rights Occupational Health and Safety, Labor Laws, and Human Rights</p>	<p>People Development: Workplace Safety; Sustainability Data Summary</p>
<p>Social: Supply Chain Management</p>	<p>Planet Preservation: Supply Chain Management; Sustainability Data Summary</p>
<p>Social: Relationship with Community Significant Impacts on Local Communities</p>	<p>Protein Delivery: Food Accessibility; Planet Preservation: Plastic Footprint Management, Local Sourcing, Tuna Sustainability, Sardine Sustainability; People Development: Community Engagement</p>

GRI Content Index 2025

CNPF has prepared its sustainability disclosures and annual report with reference to the latest 2021 GRI Standards. As part of our ongoing commitment to inspire our stakeholders to contribute to sustainable development, we continue to share not only our progress and opportunities, but also our challenges and learnings.

Together with available public information listed below, this report references Global Reporting Initiative Standards as summarized in the following table.

GRI Standards		Location of Disclosure In This Report	Additional References
GRI 1: Foundation			
GRI 2: General Disclosures			
2-1	Organizational details	PH SEC Form 17-A Annex B Content Index 2025	
2-2	Entities included in the organization's sustainability reporting	PH SEC Form 17-A Annex B Content Index 2025	
2-3	Reporting period, frequency, and contact point	PH SEC Form 17-A Annex B Content Index 2025	
2-4	Restatements of information	Sustainability Data Summary	
2-6	Activities, value chain and other business relationships	Mission Inspire: Sustainability at Century: Creating Impact Across our Business	About Century Pacific Our Brands & Products
2-7	Employees	People Development: Employees Sustainability Data Summary	
2-8	Workers who are not employees	Sustainability Data Summary	
2-9	Governance structure and composition		Board Committees Board of Directors
2-10	Nomination and selection of the highest governance body		Corporate Governance & Sustainability Committee Charter
2-11	Chair of the highest governance		Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	Our Business and Sustainability Commitment: Governing and Operationalizing Sustainability	
2-13	Delegation of responsibility for managing impacts		
2-14	Role of the highest governance body in sustainability report		
2-15	Conflicts of interest		Governance Documents - Policies
2-16	Communication of critical concerns		SEC 17-A Annual Report 2025 – Corporate Governance
2-17	Collective knowledge of the highest governance body		
2-19	Remuneration practices		SEC 17-A Annual Report 2025 - Executive Compensation
2-20	Process to determine remuneration		
2-22	Statement on sustainable development strategy	Mission Inspire: Sustainability at Century: Our Business and Sustainability Commitment	
2-23	Policy commitments		Governance Documents - Policies
2-24	Embedding policy commitments		
2-25	Processes to remediate negative impacts	Mission Inspire: Sustainability at Century: How We Engage Planet Preservation: Supply Chain Management	
2-26	Mechanisms for seeking advice and raising concerns	Mission Inspire: Sustainability at Century: How We Engage	
2-27	Compliance with laws and regulations	Protein Delivery: Food Quality and Safety Planet Preservation: Supply Chain Management People Development: Workplace Safety Sustainability Data Summary	

2-28	Membership associations	Supply Chain Management: Tuna Sustainability	Tuna Purchase Assessment
2-29	Approach to stakeholder engagement	Mission Inspire: Sustainability at Century: How We Engage	
<u>GRI 3: Material Topics</u>			
3-1	Process to determine material topics	Our Business and Sustainability Commitment: Materiality Process	
3-2	List of material topics	Our Business and Sustainability Commitment: Sustainability Framework	
3-3	Management of Material topics	<p>Protein Delivery: Food Availability, Food Accessibility, Consumption of Healthy Food, Healthy Supportive Environment, Product Development and Innovation, Food Quality and Safety</p> <p>Planet Preservation: More Responsible Water Use, Energy Consumption Reduction, Greenhouse Gas (GHG) Emission Reduction, Landfill Waste Reduction, Plastic Footprint Management, Supplier Credibility, Local Sourcing, Tuna Sustainability, Sardine Sustainability</p> <p>People Development: Diversity and Inclusion (D&I), Talent Development, Employee Engagement, Workplace Safety, Job Creation and Livelihood Support, Hunger Alleviation</p>	
<u>GRI 201: Economic Performance</u>			
201-1	Direct economic value generated and distributed	Sustainability Data Summary	
201-3	Defined benefit plan obligations and other retirement plans		SEC 17-A Annual Report 2025 - Retirement Plan Obligations
<u>GRI 203: Indirect Economic Impacts</u>			
203-2	Significant indirect economic impacts	Community Engagement: Job Creation and Livelihood Support	
<u>GRI 204: Procurement Practices</u>			
204-1	Proportion of spending on local suppliers	Supply Chain Management: Local Sourcing Sustainability Data Summary	
<u>GRI 205: Anti-corruption</u>			
205-1	Operations assessed for risks related to corruption	Corporate Governance: Anti-corruption	
205-2	Communication and training about anti-corruption policies and procedures		
205-3	Confirmed incidents of corruption and actions taken		
<u>GRI 206: Anti-competitive Behavior</u>			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Direct Answer: There were zero (0) legal actions during the reporting period.	
<u>GRI 301: Materials</u>			

301-1	Materials used by weight or volume	Planet Preservation: Landfill Waste Reduction Sustainability Data Summary	
<u>GRI 302: Energy</u>			
302-1	Energy consumption and self-generation within the organization	Planet Preservation: Energy Consumption Reduction Sustainability Data Summary	
302-3	Energy intensity		
302-4	Reduction in energy consumption	Direct Answer: Total energy consumption increased in 2025. Among all sources, a decrease was recorded for only Electricity, measuring 9,384 GJ less than the previous year.	
<u>GRI 303: Water and Effluents</u>			
303-1	Interactions with water as a shared resource	Planet Preservation: More Responsible Water Use Sustainability Data Summary	
303-2	Management of water discharge-related impacts		
303-3	Water withdrawal		
303-4	Water discharge		
303-5	Water consumption		
<u>GRI 305 : Emissions</u>			
305-1	Scope 1 GHG emissions	Planet Preservation: Greenhouse Gas Emission Reduction Sustainability Data Summary	
305-2	Scope 2 GHG emissions		
305-4	GHG emissions intensity		
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		
<u>GRI 306: Waste</u>			
306-1	Waste generation and significant waste-related impacts	Planet Preservation: Landfill Waste Reduction, Plastic Footprint Management Sustainability Data Summary	
306-2	Management of significant waste-related impacts		
306-3	Waste generated		
306-4	Waste diverted from disposal		
306-5	Waste directed to disposal		
<u>GRI 401: Employment</u>			
401-1	New employee hires and employee turnover	People Development: Employees Sustainability Data Summary	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People Development: Employee Engagement	
401-3	Parental leave	Sustainability Data Summary	
<u>GRI 403: Occupational Health and Safety</u>			
403-1	Occupational health and safety management system	People Development: Workplace Safety	
403-2	Hazard identification, risk assessment, and incident investigation		
403-3	Occupational health services		

403-4	Worker participation, consultation, and communication on occupational health and safety		
403-5	Worker training on occupational health and safety		
403-6	Promotion of worker health		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Planet Preservation: Supply Chain Management	
403-9	Work-related injuries	Sustainability Data Summary	
403-10	Work-related ill health		
<u>GRI 404: Training and Education</u>			
404-1	Average hours of training per year per employee	People Development: Talent Development Sustainability Data Summary	
404-2	Programs for upgrading employee skills and transition assistance programs	People Development: Talent Development	
404-3	Percentage of employees receiving regular performance and career development reviews		
<u>GRI 405: Diversity and Equal Opportunity</u>			
405-1	Diversity of governance bodies and employees	Employees: Diversity and Inclusion Sustainability Data Summary	
<u>GRI 406: Non-discrimination</u>			
406-1	Incidents of discrimination and corrective actions taken	Direct Answer: There were zero (0) incidents of discrimination during the reporting period.	
<u>GRI 413: Local Communities</u>			
413-1	Operations with local community engagement, impact assessments, and development programs	Protein Delivery: Food Accessibility Planet Preservation: Plastic Footprint Management Supply Chain Management: Local Sourcing, Tuna Sustainability, Sardine Sustainability	
413-2	Operations with significant actual and potential negative impacts on local communities	Community Engagement: Job Creation and Livelihood Support	
<u>GRI 416: Customer Health and Safety</u>			
416-1	Assessment of the health and safety impacts of product and service categories	Protein Delivery: Food Quality and Safety	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		
<u>GRI 417: Marketing and Labeling</u>			
417-1	Requirements for product and service information and labeling	Protein Delivery: Food Quality and Safety Sustainability Data Summary	
417-2	Incidents of non-compliance concerning product and service information and labeling	Protein Delivery: Food Quality and Safety	
417-3	Incidents of non-compliance concerning marketing communications		
<u>GRI 418: Customer Privacy</u>			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Direct Answer: There were zero (0) incidents of substantiated complaints on customer privacy during the reporting period.	

**Board of Directors and
Committee Meetings
Attendance for 2025**

APPENDIX "Z"

Attendance in Board of Directors' Meetings

DATE OF MEETING	ATTENDANCE
January 7, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
January 9, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
January 15, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
January 21, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po</p>

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	<p>Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
<p>January 27, 2025</p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
<p>February 17, 2025</p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
<p>February 20, 2025</p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu</p>

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	<p>Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
<p>February 25, 2025</p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
<p>March 10, 2025</p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
<p>March 21, 2025</p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>

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March 25, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
April 4, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
April 10, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
April 11, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po</p>

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	<p>Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
<p>April 22, 2025</p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
<p>May 13, 2025</p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
<p>May 19, 2025</p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng</p>

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	<p>Mr. Philip G. Soliven</p> <p>Absent: None</p>
May 27, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
June 2, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
June 14, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>

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<p>June 16, 2025</p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
<p>June 30, 2025 <i>(Organizational Meeting)</i></p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
<p>June 30, 2025 <i>(Annual Stockholders Meeting)</i></p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
<p>July 1, 2025</p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po</p>

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	<p>Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
<p>July 22, 2025</p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
<p>July 28, 2025</p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
<p>August 8, 2025</p>	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p>

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	Absent: None
August 18, 2025	Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven Absent: None
August 29, 2025	Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven Absent: None
September 2, 2025	Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven Absent: None
September 8, 2025	Present:

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	<p>Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
September 15, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
September 22, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
October 1, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos</p>

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	<p>Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
October 7, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
October 14, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
October 22, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent:</p>

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	None
November 3, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
November 17, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
November 18, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
December 4, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po</p>

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	<p>Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
December 11, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
December 23, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
December 29, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu</p>

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	<p>Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
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Attendance in Audit Committee Meetings

DATE OF MEETING	ATTENDANCE
April 1, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po (<i>Member</i>) Ms. Frances J. Yu (<i>Member</i>) Mr. Philip G. Soliven (<i>Chairperson</i>)</p> <p>Absent: Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Mr. Stephen Anthony T. CuUnjieng</p>
April 28, 2025	<p>Present: Mr. Christopher T. Po Mr. Ricardo Gabriel T. Po (<i>Member</i>) Ms. Frances J. Yu (<i>Member</i>) Mr. Philip G. Soliven (<i>Chairperson</i>)</p> <p>Absent: Mr. Teodoro Alexander T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Mr. Stephen Anthony T. CuUnjieng</p>
July 28, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Ms. Frances J. Yu (<i>Member</i>) Mr. Philip G. Soliven (<i>Chairperson</i>)</p> <p>Absent: Mr. Ricardo Gabriel T. Po (<i>Member</i>) Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos</p>

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	Ms. Regina Roberta L. Lorenzana Mr. Stephen Anthony T. CuUnjieng
October 27, 2025	<p>Present: Mr. Ricardo Gabriel T. Po (<i>Member</i>) Ms. Frances J. Yu (<i>Member</i>) Mr. Philip G. Soliven (<i>Chairperson</i>)</p> <p>Absent: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana Mr. Stephen Anthony T. CuUnjieng</p>

Attendance in Corporate Governance Committee Meetings

DATE OF MEETING	ATTENDANCE
February 17, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana (<i>Member</i>) Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng (<i>Chairperson</i>) Mr. Philip G. Soliven (<i>Member</i>)</p> <p>Absent: None</p>
November 17, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos Ms. Regina Roberta L. Lorenzana (<i>Member</i>) Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng (<i>Chairperson</i>) Mr. Philip G. Soliven (<i>Member</i>)</p> <p>Absent:</p>

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	None
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Attendance in Related Party Transactions Committee Meetings

DATE OF MEETING	ATTENDANCE
February 17, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po (<i>Member</i>) Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos (<i>Member</i>) Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu (<i>Chairperson</i>) Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>
November 17, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po (<i>Member</i>) Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos (<i>Member</i>) Ms. Regina Roberta L. Lorenzana Ms. Frances J. Yu (<i>Chairperson</i>) Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p> <p>Absent: None</p>

Attendance in Board Risk Oversight Committee Meetings

DATE OF MEETING	ATTENDANCE
August 18, 2025	<p>Present: Mr. Christopher T. Po Mr. Teodoro Alexander T. Po Mr. Ricardo Gabriel T. Po (<i>Member</i>) Mr. Leonardo Arthur T. Po Atty. Regina Jacinto-Barrientos (<i>Member</i>) Ms. Regina Roberta L. Lorenzana (<i>Chairperson</i>) Ms. Frances J. Yu Mr. Stephen Anthony T. CuUnjieng Mr. Philip G. Soliven</p>

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	Absent: None
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