



SEC FORM – I-ACGR

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT

1. For the fiscal year ended **December 31, 2024**
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. **METRO MANILA, PHILIPPINES**
Province, Country or other jurisdiction of incorporation or organization
6. (SEC Use Only)
Industry Classification Code:
7. **7th Floor Centerpoint Building, Julia Vargas Avenue, Ortigas Center, Pasig**
Address of principal office
8. **1605**
Postal Code
9. **(632)8633-8555**
Issuer's telephone number, including area code
10. **N/A**
Former name, former address, and former fiscal year, if changed since last report.

INTEGRATED ANNUAL CORPORATE GOVERNANCE REPORT					
	COMPLIANT/ NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION		
The Board's Governance Responsibilities					
Principle 1: The company should be headed by a competent, working board to foster the long- term success of the corporation, and to sustain its competitiveness and profitability in a manner consistent with its corporate objectives and the long- term best interests of its shareholders and other stakeholders.					
Recommendation 1.1					
1. Board is composed of directors with collective working knowledge, experience or expertise that is relevant to the company's industry/sector.	Compliant	The Academic qualifications, industry knowledge, professional experience, expertise and relevant trainings of the directors are found on Corporate Governance & Leadership on the Company's website. Please see: Board of Directors - Century Pacific Food Inc.			
2. Board has an appropriate mix of competence and expertise.	Compliant	The Qualification standards for directors for selection of potential nominees are found on page 6 of the Company's Manual of Good Corporate Governance. See: CNPF Revised Manual of Good Corporate-Governance (centurypacific.com.ph)			
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				
Recommendation 1.2					
1. Board is composed of a majority of non-executive directors.	Compliant	The Board consists of nine (9) directors, four (4) of whom are independent directors. The composition of the Board clearly delineates the responsibilities with those of Management.			
		<table><tr><td>Director</td><td>Designation</td></tr></table>	Director	Designation	
Director	Designation				

		Christopher Paulus Nicholas T. Po	Executive Chairman Executive Director	
		Ricardo Gabriel T. Po	Non-executive Director	
		Teodoro Alexander T. Po	Executive Director	
		Leonardo Arthur T. Po	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	
Link: Board of Directors - Century Pacific Food Inc.				

Recommendation 1.3

1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	Compliant	<p>Paragraph M of the Company's Board Charter provides:</p> <ol style="list-style-type: none"> 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 	
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		<p>report of the Corporation and (b) introducing the new director to the other members of the board, department heads and other employees.</p> <p>2. The Compliance officer can arrange for orientations and plant tours of the director in coordination with the relevant department heads of the Corporation.</p> <p>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> <p>Link: <i>*provisions in the continuing education of the Board members is found in Paragraph M of the</i> Board Charter: CNPF Board Charter (centurypacific.com.ph)</p> <p>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 Corporation, including audit, internal controls, risk management, sustainability and strategy.</p>	
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		<p>Link:</p> <p><i>*policy on annual training of Board members of Article 2 Paragraph 3 of the Manual on Good Corporate Governance:</i></p> <p>CNPF Revised Manual of Good Corporate-Governance (centurypacific.com.ph)</p>	
2. Company has an orientation program for first time directors.	Compliant	The company has an established orientation program for every new director to ensure of their practical understanding of business in general, and of Century in particular.	
3. Company has relevant annual continuing training for all directors.	Compliant	<p>Paragraph M of the Company's Board Charter provides:</p> <ol style="list-style-type: none"> 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 members of the board, department heads and other employees. 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 	

		<p>members of professional associations and to attend relevant educational events.</p> <p>Attached as Appendices "A to "J" are copies of the Certificates of attendance of the directors and key officers during the Company's Advanced Corporate Governance Training Program held on November 22, 2024.</p>	
Recommendation 1.4			
1. Board has a policy on board diversity.	Compliant	<p>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. Please see page 5 of the Company's Board Charter.</p> <p><i>*Diversity policy is found on Page 5 of the Board Charter: CNPF Board Charter (centurypacific.com.ph)</i></p> <p>The membership of the Board is a combination of executive and non-executive directors (which include 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.</p> <p>The current composition of the board includes 2 female independent Directors, Ms. Frances Yu and Ms. Gina Lorenzana and 1 female Non-Executive</p>	

		Director, Atty. Regina Jacinto-Barrientos. Please see composition of Board below: <table><tr><th>Board</th><th>Female</th><th>Male</th></tr><tr><td>Executive</td><td>0</td><td>2</td></tr><tr><td>Non-Executive</td><td>1</td><td>2</td></tr><tr><td>Independent</td><td>2</td><td>2</td></tr></table>	Board	Female	Male	Executive	0	2	Non-Executive	1	2	Independent	2	2	
Board	Female	Male													
Executive	0	2													
Non-Executive	1	2													
Independent	2	2													

Optional: Recommendation 1.4

1. Company has a policy on and discloses measurable objectives for implementing its board diversity and reports on progress in achieving its objectives.	Compliant	<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>Link: <i>*Diversity policy is found on Page 5 of the Board Charter:</i> CNPB Board Charter (centurypacific.com.ph) </p>	
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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 nonexecutive directors. He also facilitates the orientation and assists with the professional development of directors as required by regulators.	
2. Corporate Secretary is a separate individual from the Compliance Officer.	Compliant		

		<p>The information on the Corporate Secretary, including his name, qualifications, duties and functions are stated in the Annual Report and in the Company website.</p> <p>Links:</p> <p>2024 Annual Report, page 17: centurypacific.com.ph/wp-content/uploads/2025/05/6-CNPF-SEC-17-A-Second-Amendment-for-2024.pdf</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.</p> <p>2024 Annual Report, page 17 and page 20: centurypacific.com.ph/wp-content/uploads/2025/05/6-CNPF-SEC-17-A-Second-Amendment-for-2024.pdf</p>	
3. Corporate Secretary is not a member of the Board of Directors.	Compliant	<p>The Corporate Secretary is not a member of the Board of Directors.</p> <p>2024 Annual Report, page 16: centurypacific.com.ph/wp-content/uploads/2025/05/6-CNPF-SEC-17-A-Second-Amendment-for-2024.pdf</p>	
4. Corporate Secretary attends training/s on corporate governance.	Compliant	<p>The Corporate Secretary attended the Advance Corporate Governance Seminar conducted by the Institute of Corporate Directors on November 22, 2024. A copy of Atty. Gonzalez' Certificate of Attendance is attached as Appendix "K".</p>	

Optional: Recommendation 1.5

1. Corporate Secretary distributes materials for board meetings at least five business days before scheduled meeting.	Compliant	<p>The corporation's Board charter mandates the corporate secretary to distribute all materials to the Board 5 days prior to a scheduled meeting by email in compliance with Sec H (6)(f) of the Board Charter:</p> <p>(f) Inform members of the Board, in accordance with the by-laws, of the agenda of their meetings at least five (5) working days in advance, and ensures that the members have before them accurate information that will enable them to arrive at intelligent decisions on matters that require their approval.</p> <p>Links: *Article H Section 6(f) of the Board Charter is found on page 8: CNPB Board Charter (centurypacific.com.ph)</p>	
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Recommendation 1.6

1. Board is assisted by a Compliance Officer.	Compliant	<p>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. 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>Links: 2024 Annual Report, page 20:</p>	
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		

		centurypacific.com.ph/wp-content/uploads/2025/05/6-CNPF-SEC-17-A-Second-Amendment-for-2024.pdf *profile of Ms. Ybanez can be seen at CPFI website: Other Officers - Century Pacific Food Inc.	
4. Compliance Officer attends training/s on corporate governance.	Compliant	Atty. Ybanez attended the Advance Corporate Governance Seminar held on November 22, 2024. Please see Atty. Ybanez Certificate of Attendance attached as Appendix "L".	
Principle 2: The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the company's articles and by-laws, and other legal pronouncements and guidelines should be clearly made known to all directors as well as to stockholders and other stakeholders.			
Recommendation 2.1			
1. Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.	Compliant	The Board members perform their duties pursuant to the duties and responsibilities as stated on the Company's Board Charter. Link: Board Charter: CNPF Board Charter (centurypacific.com.ph)	
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	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;	

		<p>Link:</p> <p><u>Manual on Good Corporate Governance:</u> CNPF Revised Manual of Good Corporate-Governance centurypacific.com.ph</p> <p>Further, the Board is guided by the provisions of Sec. 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.</p> <p>Link:</p> <p><u>Board Charter:</u> CNPF Board Charter centurypacific.com.ph</p>	
Supplement to Recommendation 2.2			
1. Board has a clearly defined and updated vision, mission and core values.	Compliant	<p>The Corporation's Vision, mission and core values are found on the "About" page of the Corporation's website.</p> <p>Link:</p> <p>About - Century Pacific Food Inc.</p> <p>The Board reviews the Corporation's vision, mission and core values as may deem necessary.</p>	
2. Board has a strategy execution process that facilitates effective	Compliant	The Board conducts regular and special meetings during which the company's performance is	

management performance and is attuned to the company's business environment, and culture.		<p>reviewed against forecast and prior periods to determine whether the Corporation's performance is on track or whether adjustments have to be made.</p> <p>Link: <i>*Article 5(2) of the Manual on Good Corporate Governance (PAGE 9):</i> CNPF Revised Manual of Good Corporate-Governance (centurypacific.com.ph) </p>	
Recommendation 2.3			
1. Board is headed by a competent and qualified Chairperson.	Compliant	<p>The Corporation's Chairman is Christopher T. Po. Mr. Po's qualifications are found on the Corporation's website on Corporate Governance and Leadership as well as in the Annual Report.</p> <p>Links: <i>*Profile of the Chairman of the Board:</i> CPFI website: Board of Directors - Century Pacific Food Inc. </p>	
Recommendation 2.4			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	Compliant	<p>The Board ensures that a succession plan for top and key management positions is in place.</p> <p>The Company has a retirement fund in place and a retirement policy found on the Corporation's Corporate Governance Charter.</p> <p>Link: Manual on Good Corporate Governance, page 9: CNPF Revised Manual of Good Corporate-Governance (centurypacific.com.ph) </p>	
2. Board adopts a policy on the retirement for directors and key officers.	Compliant	<p>Manual on Good Corporate Governance, page 9: CNPF Revised Manual of Good Corporate-Governance (centurypacific.com.ph) </p>	

Recommendation 2.5

1. Board aligns the remuneration of key officers and board members with long-term interests of the company.	Compliant	<p>The Board Charter Approve the remuneration packages and policies for corporate officers and employees;</p> <p>Remuneration Process</p>	
2. Board adopts a policy specifying the relationship between remuneration and performance.	Compliant	<p>The Company reviews compensation paid to its executives/officers on a yearly basis. The levels of remuneration of the Corporation should be sufficient to be able to attract and retain the services of qualified and competent executives/officers. A portion of the remuneration of executive directors may be structured or be based on corporate and individual performance.</p>	
3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	Compliant	<p>Remuneration Policy and Structure for Executive and Non-Executive Directors</p> <p>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.</p> <p>Remuneration Scheme</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. The Company's annual reports and information and</p>	

		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.	
Optional: Recommendation 2.5			
1. Board approves the remuneration of senior executives.	Compliant	<p>The Board Charter vests on the Board the responsibility to approve the remuneration packages and policies for corporate officers and employees.</p> <p>Link: Board Charter: CNPF Board Charter (centurypacific.com.ph) </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>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 (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 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).</p> <p>Relevant sustainability goals and targets have been incorporated into the Company's Performance Management System as the basis of management's variable compensation, alongside business and operational KPIs.</p> <p>100% of our full-time employees, from rank-and-file all the way to executive levels, underwent performance reviews in 2024.</p>				
Recommendation 2.6						
1. Board has a formal and transparent board nomination and election policy.	Compliant	<table><tr><td>Procedure</td><td>Process Adopted</td><td>Criteria</td></tr></table>	Procedure	Process Adopted	Criteria	
Procedure	Process Adopted	Criteria				

2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Compliant	Selection/Appointment			
3. Board nomination and election policy includes how the company accepted nominations from minority shareholders.	Compliant	(i) Executive Directors	Nomination is conducted by the 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 provide for additional qualifications which include, among others, the following:	
4. Board nomination and election policy includes how the board shortlists candidates.	Compliant	(ii) Non-Executive Directors			
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	(iii) Independent Directors	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.	(i) College education or equivalent academic degree;	
6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	Compliant		The directors shall be elected from	(ii) Practical understanding of the business of the Company;	
				(iii) Membership in good standing in	

		<div> <div>among the stockholders annually during the annual meeting of stockholders.</div> <div>No 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 years prior to the date of election shall qualify as a director</div> </div> <div> <div>relevant industry, business or professional organization;</div> <div>(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.</div> </div>	
		<p>The Board adheres to the rights of all stockholders as provided by the Corporation Code and its Manual on Good Corporate Governance.</p> <p>Link: Manual on Good Corporate Governance:</p>	

		CNPf Revised Manual of Good Corporate Governance (centurypacific.com.ph) The Corporation 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. Link: Board Charter: CNPf Board Charter (centurypacific.com.ph)	
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	Identify the professional search firm used or other external sources of candidates	We agree with the recommendation and we will comply when necessary. The Company did not use professional search firms for the year 2024 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.
Recommendation 2.7			
1. Board has overall responsibility in ensuring that there is a group-wide policy and system governing	Compliant	The Company has a groupwide policy governing related party transactions which includes the appropriate thresholds, review and approval	

related party transactions (RPTs) and other unusual or infrequently occurring transactions.		parameters which guarantee fairness and transparency of the transactions. Link:	
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	Compliant	Policy on Material Related Party Transactions: CNPF Policy on Material Related Party Transactions (centurypacific.com.ph)	
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	Compliant		
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	Disclosure of RPT The Company groupwide policy governing related party transactions includes the appropriate thresholds and disclosure of material related party transactions in accordance with the rules of the Securities and Exchange Commission on material related party transactions. 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. Links: Revised Related Party Transactions Committee Charter: CNPF Revised Related Party Transaction Charter (centurypacific.com.ph)	

		Annual Report, page 43 of Annex C (Consolidated Audited Financial Statements): centurypacific.com.ph/wp-content/uploads/2025/05/6-CNPF-SEC-17-A-Second-Amendment-for-2024.pdf	
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	<p>The Company has guidelines and procedures in place which ensure the integrity and transparency of related party transactions. In addition, all RPTs are (1) covered by individual agreements ensuring that they are arms-length and (2) disclosed regularly to shareholders, the SEC, and the PSE.</p> <p>Under the Company's Policy on Material Related Party Transactions, the Board may require that a material RPT be also submitted to the stockholders for consideration and ratification. In such case, 2/3 votes of non-related party shareholders shall be required to approve this RPT during shareholders' meetings.</p> <p>Link: Article 6(C)(b) of the Policy on Material Related Party Transactions, page 5: CNPF Policy on Material Related Party Transactions (centurypacific.com.ph) </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	<p>The Composition of the Management team is found on the Corporation's website</p> <p>Link: Senior Management - Century Pacific Food Inc.</p> <p>The Board's policy and responsibility for assessing the performance of management is found on the Corporation's Board Charter.</p> <p>Link: Board Charter: CNPf Board Charter (centurypacific.com.ph)</p>	
2. Board is primarily responsible for assessing the performance of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	<p>The Board's policy on assessing the performance of management is found on page 6 of the Corporation's Board Charter</p> <p>Link: Board Charter: CNPf Board Charter (centurypacific.com.ph)</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	<p>The Board's policy and responsibility for assessing the performance of management is found on the Corporation's Board Charter</p> <p>Link: Board Charter: CNPf Board Charter (centurypacific.com.ph)</p>	
2. Board establishes an effective performance management framework that ensures that personnel's performance is at par	Compliant		

with the standards set by the Board and Senior Management.			
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	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. 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. Link: Article 15 (1), (2), (3) and (4) of the Manual of Good Corporate Governance, page 19: CNPF Revised Manual of Good Corporate-Governance (centurypacific.com.ph)	
3. Board approves the Internal Audit Charter.	Compliant	Company's Internal Audit Charter can be found on the Company's Website: Link: Internal Audit Charter: CPFI Internal Audit Charter (centurypacific.com.ph)	
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	Company's Board Risk Oversight Charter can be found on the Company website: Link: Board Risk Oversight Committee Charter: CNPB BROD Board Risk Oversight Charter (centurypacific.com.ph)	
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		

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	Company's Board Charter can be found on the Company website: Link: Board Charter: CNPB Board Charter (centurypacific.com.ph)	
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	See Insider Trading Policy on page 2 of the Company's Other Policy found on the Company website: Link: Insider Trading Policy: Insider Trading Policy (centurypacific.com.ph)	
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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	<p>CPFI ensures the fairness and transparency of related party transactions between CPFI 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.</p> <p>The terms and conditions of all transactions involving related parties are done at an arm's length transaction, & subject to appropriate corporate approvals and actions of the CPFI or of the Related Parties, with the best interest of CPFI in mind.</p> <p>Link: Policy on Material Related Party Transactions: CNPF Policy on Material Related Party Transactions (centurypacific.com.ph) </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

1. Board establishes board committees that focus on specific board functions to aid in the	Compliant	The Company has four Board Committees namely: Audit, Corporate Governance and Sustainability	
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optimal performance of its roles and responsibilities.		Committee, Board Risk Oversight Committee and Related Transactions Committee. Link: Board Committees: Board Committees - Century Pacific Food Inc.									
Recommendation 3.2											
1. Board establishes an Audit Committee to enhance its oversight capability over the company's financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations.	Compliant	<p>The members of the Audit Committee are as follows:</p> <table><tr><th>Name</th><th>Position</th></tr><tr><td>Philip G. Soliven</td><td>Chairman</td></tr><tr><td>Frances J. Yu</td><td>Member</td></tr><tr><td>Ricardo Gabriel T. Po</td><td>Member</td></tr></table> <p>Link: Board Committees - Century Pacific Food Inc.</p> <p>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, and proper safeguarding and use of its resources and assets.</p> <ul style="list-style-type: none">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 transactionsEnsures that the external audit firm is selected on the basis of a fair and transparent tender process	Name	Position	Philip G. Soliven	Chairman	Frances J. Yu	Member	Ricardo Gabriel T. Po	Member	
Name	Position										
Philip G. Soliven	Chairman										
Frances J. Yu	Member										
Ricardo Gabriel T. Po	Member										

		<ul style="list-style-type: none"> Ensures that the external auditor has adequate quality control procedures 	
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>See information on the members of the Audit Committee, including their qualifications and type of directorship on the Company's Corporate Governance & Leadership found on the Company website:</p> <p>Link: Board Committees - Century Pacific Food Inc.</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>See background, knowledge, skills, and/or experience of the members of the Audit Committee on the Company's Corporate Governance & Leadership found on the Company website:</p> <p>Link: Board Committees - Century Pacific Food Inc.</p>	
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	Compliant	<p>See information on the Chairman of the Audit Committee on the Company's Corporate Governance & Leadership found on the Company website:</p> <p>Link: Board Committees - Century Pacific Food Inc.</p>	
Supplement to Recommendation 3.2			
1. Audit Committee approves all non-audit services conducted by the external auditor.	Compliant	<p>The Company's external Auditor provides exclusive audit services only. Nevertheless, the Company has a policy in place for the evaluation of all non-audit work under paragraph 5 (b) of its Audit Committee Charter.</p> <p>Link: Audit Committee Charter: CNPf Audit Committee Charter (centurypacific.com.ph)</p>	

2. Audit Committee conducts regular meetings and dialogues with the external audit team without anyone from management present.	Compliant	The Audit Committee met on March 27, May 7, July 28 and October 28, 2024. The Audit Committee conducted an executive session with the external audit team without anyone from management. There are no minutes of the executive session All discussions between the Audit Committee and the External Audit Team are not recorded.	
Optional: Recommendation 3.2			
1. Audit Committee meet at least four times during the year.	Compliant	The Audit Committee met on March 27, May 7, July 28 and October 28, 2024.	
2. Audit Committee approves the appointment and removal of the internal auditor.	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 Committee, 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 2024, the Board approved the re-appointment of the Chief Audit Executive (CAE), Samuel Santillan, upon the recommendation of the Audit Committee.</p> <p>Link: Appointment of CAE: Results of Organizational Meeting 2024</p>	
Recommendation 3.3			
1. Board establishes a Corporate Governance Committee tasked to assist the Board in the performance of its corporate governance	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	

responsibilities, including the functions that were formerly assigned to a Nomination and Remuneration Committee.		<p>corporation's size, complexity and business strategy, as well as its business and regulatory environments. It also determines the nomination and election process for the company's directors and shall establish a formal and transparent procedure to develop a policy for determining the remuneration of directors and officers.</p> <p>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.</p> <p>Link: Amended Corporate Governance and Sustainability Committee Charter: CNPF Revised Corporate Governance and Sustainability Committee Charter (centurypacific.com.ph) </p>	
2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	Compliant	<p>See information on the members of the Corporate Governance Committee, including their qualifications and type of directorship in the Company website:</p> <p>Link: Board Committees - Century Pacific Food Inc. </p>	
3. Chairman of the Corporate Governance Committee is an independent director.	Compliant	<p>Information on the Chairman of the Corporate Governance Committee can be found in the Company's website:</p> <p>Link: Board Committees - Century Pacific Food Inc. </p>	
Optional: Recommendation 3.3.			

1. Corporate Governance Committee meet at least twice during the year.	Compliant	The Corporate Governance Committee met on February 19 and November 18, 2024	
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.	
2. BROC is composed of at least three members, the majority of whom should be independent directors, including the Chairman.	Compliant	Information on the members of the Board Risk Oversight Committee, including their qualifications and type of directorship can be found in the Company's website: Link: Board Committees - Century Pacific Food Inc.	
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Compliant	The Chairman of the BROC is Regina Lorenzana. She is not the Chairman of any other committee. See link for the information on the Chairman of the Board Risk Oversight Committee: Link: Board Committees - Century Pacific Food Inc.	
4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.	Compliant	Information on the background, skills, and/or experience of the members of the BROC can be found on the Company website: Link: Board Committees - Century Pacific Food Inc.	
Recommendation 3.5			
1. Board establishes a Related Party Transactions (RPT) Committee,	Compliant	The purpose of the Related Party Transaction (RPT) Committee is to ensure that terms and conditions of	

which is tasked with reviewing all material related party transactions of the company.		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 investing public and the Corporation in mind. Any related-party transactions entered into by the Corporation or its affiliates shall be in accordance with applicable law, rules and regulations and this Policy.	
2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.	Compliant	Information on the members of the RPT Committee, including their qualifications and type of directorship can be found in the Company website: Link: Board Committees - Century Pacific Food Inc.	
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	Company's committee charters, containing all the required information, particularly the functions of the Committee that is necessary for performance evaluation purposes are uploaded in the Company website, particularly in the page for Governance: Links: CPFI website: Governance Documents - Century Pacific Food Inc.	
2. Committee Charters provide standards for evaluating the performance of the Committees.	Compliant	Board Charter: CNPB Board Charter (centurypacific.com.ph) Audit Committee Charter: CNPB Audit Committee Charter (centurypacific.com.ph)	
3. Committee Charters were fully disclosed on the company's website.	Compliant	Revised Related Party Transactions Committee Charter: CNPB Revised Related Party Transaction Charter (centurypacific.com.ph)	

		Corporate Governance and Sustainability Committee Charter: CNPf Revised Corporate Governance and Sustainability Committee Charter (centurypacific.com.ph) Board Risk Oversight Charter: CNPf BROC Board Risk Oversight Charter (centurypacific.com.ph)	
Principle 4: To show full commitment to the company, the directors should devote the time and attention necessary to properly and effectively perform their duties and responsibilities, including sufficient time to be familiar with the corporation's business.			
Recommendation 4.1			
1. The Directors attend and actively participate in all meetings of the Board, Committees and shareholders in person or through tele-/videoconferencing conducted in accordance with the rules and regulations of the Commission.	Compliant	Directors attend regular and special board meetings virtually and/or in person. Board members take part in active discussions during Board meetings. Attendance portions of the Board Meeting minutes are attached as Appendix "M".	
2. The directors review meeting materials for all Board and Committee meetings.	Compliant	Materials and related supporting documents to be used in the meetings of the board and board committees are given at least five (5) business days in advance, to give sufficient time for the directors to read and understand them.	
3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	Compliant	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 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	<div>The non-executive Directors do not serve in more than five (5) publicly-listed companies.</div> <table><tr><th>Name</th><th>Listed Company</th><th>Type of Directorship</th></tr><tr><td rowspan="3">Ricardo Gabriel T. Po</td><td>Arthaland Corporation</td><td>Non-Executive</td></tr><tr><td>IP E-Game Ventures, Inc.</td><td>Non-Executive</td></tr><tr><td>Shakey's Pizza Asia Ventures Inc.</td><td>Non-Executive</td></tr><tr><td>Leonardo Arthur T. Po</td><td>Shakey's Pizza Asia Ventures Inc.</td><td>Non-Executive</td></tr><tr><td>Regina Jacinto-Barrientos</td><td>N/A</td><td>N/A</td></tr><tr><td>Frances J. Yu</td><td>Shakey's Pizza Asia Ventures Inc.</td><td>Independent</td></tr><tr><td>Regina Roberta L. Lorenzana</td><td>N/A</td><td>N/A</td></tr><tr><td rowspan="3">Stephen T. CuUnjieng</td><td>First Philippine Holdings Corporation</td><td>Independent</td></tr><tr><td>Century Properties Group</td><td>Independent</td></tr><tr><td>Greenergy Holdings Incorporated</td><td>Director</td></tr></table>	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	Regina Roberta L. Lorenzana	N/A	N/A	Stephen T. CuUnjieng	First Philippine Holdings Corporation	Independent	Century Properties Group	Independent	Greenergy Holdings Incorporated	Director	
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																														
Regina Roberta L. Lorenzana	N/A	N/A																														
Stephen T. CuUnjieng	First Philippine Holdings Corporation	Independent																														
	Century Properties Group	Independent																														
	Greenergy Holdings Incorporated	Director																														

		<table><tr><td>Philip G. Soliven</td><td>Metropolitan Bank & Trust Company</td><td>Independent</td></tr></table> <p>Information on the directorships of the company's directors in both listed and non-listed companies can be found in the Company website:</p> <p>Link: Board of Directors - Century Pacific Food Inc.</p>	Philip G. Soliven	Metropolitan Bank & Trust Company	Independent							
Philip G. Soliven	Metropolitan Bank & Trust Company	Independent										
Recommendation 4.3												
1. The directors notify the company's board before accepting a directorship in another company.	Compliant	No such notice was submitted to the Board for 2024.										
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>No executive Director serves 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><tr><th>Name</th><th>Listed Company</th><th>Type of Directorship</th></tr><tr><td>Teodoro Alexander T. Po</td><td>Shakey's Pizza Asia Ventures Inc.</td><td>Non-Executive</td></tr><tr><td>Christopher T. Po</td><td>Arthaland Corporation Shakey's Pizza Asia Ventures Inc.</td><td>Non-Executive Non-Executive</td></tr></table>	Name	Listed Company	Type of Directorship	Teodoro Alexander T. Po	Shakey's Pizza Asia Ventures Inc.	Non-Executive	Christopher T. Po	Arthaland Corporation Shakey's Pizza Asia Ventures Inc.	Non-Executive Non-Executive	
Name	Listed Company	Type of Directorship										
Teodoro Alexander T. Po	Shakey's Pizza Asia Ventures Inc.	Non-Executive										
Christopher T. Po	Arthaland Corporation Shakey's Pizza Asia Ventures Inc.	Non-Executive Non-Executive										

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 thirty-seven (37) times in 2024. See summary of Board meetings attached as Appendix "11".</p> <p>Link: Definitive Information Statement: centurypacific.com.ph/wp-content/uploads/2025/05/PSE-Copy-CPFI-Definitive-Information-Statement-2025.pdf </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 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.

			In 2024, all meetings were attended by all Board members. A copy of the attendance of Board members can be found on Appendix 12 of the Company's 2025 Definitive Information Statement is found in this link centurypacific.com.ph/wp-content/uploads/2025/05/PSE-Copy-CPFI-Definitive-Information-Statement-2025.pdf
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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.	
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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.	
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Supplement to Recommendation 5.2

1. Company has no shareholder agreements, by-laws provisions, or other arrangements that constrain the directors' ability to vote independently.	Compliant	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.	
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Recommendation 5.3

1. The independent directors serve for a cumulative term of nine years (reckoned from 2012).	Compliant	<table><tr><th>Name</th><th>Years Served as of December 2024</th></tr><tr><td>Frances J. Yu</td><td>5.9 years</td></tr><tr><td>Regina Roberta L. Lorenzana</td><td>3.9 years</td></tr><tr><td>Stephen T. Cuunjieng</td><td>1.2 years</td></tr><tr><td>Philip G. Soliven</td><td>1.2 years</td></tr></table>	Name	Years Served as of December 2024	Frances J. Yu	5.9 years	Regina Roberta L. Lorenzana	3.9 years	Stephen T. Cuunjieng	1.2 years	Philip G. Soliven	1.2 years	
Name	Years Served as of December 2024												
Frances J. Yu	5.9 years												
Regina Roberta L. Lorenzana	3.9 years												
Stephen T. Cuunjieng	1.2 years												
Philip G. Soliven	1.2 years												
2. The company bars an independent director from serving in such capacity after the term limit of nine years.	Compliant	See information on the company's policy on term limits for its independent director. See Amended By-laws (Dec. 6, 2017), page 6: http://edge.pse.com.ph/openDiscViewer.do?edge_no=70c480ea03e734dc3318251c9257320d#sthash.TXhpsK5H.dpbs											
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'	Compliant	The Company has no director serving more than 9 years on the Board.											

approval during the annual shareholders' meeting.							
Recommendation 5.4							
1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	Compliant	<table><tr><td>Executive Chairman of the Board</td><td>Christopher T. Po</td></tr><tr><td>Chief Executive Officer and President</td><td>Teodoro Alexander T. Po</td></tr></table> <p>Details on the company's Chairman of the Board and Chief Executive Officer can be found on the Company website:</p> <p>Link: Board of Directors - Century Pacific Food Inc.</p>	Executive Chairman of the Board	Christopher T. Po	Chief Executive Officer and President	Teodoro Alexander T. Po	
Executive Chairman of the Board	Christopher T. Po						
Chief Executive Officer and President	Teodoro Alexander T. Po						
2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	Compliant	<p>Information on the roles and responsibilities of the Chairman of the Board and Chief Executive Officer can be found on the Board Charter</p> <p>Link: Board Charter, page 5: CNPB Board Charter (centurypacific.com.ph)</p>					
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	<p>The Company's Lead Independent Director is Frances J. Yu. See information on a lead independent director and her roles and responsibilities.</p> <p>Link: Board of Directors - Century Pacific Food Inc.</p>					
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	There were no transactions affecting the Company entered into with any member of the Board.	
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 2024. Executive sessions without any executive present were held with the external auditor during such meetings.	
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 of the Company in the past 6 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	Attached as Appendix "N" is the summary of the responses to the Self-Assessment Form	

2. The Chairman conducts a self-assessment of his performance.	Compliant	accomplished by the Chairman and the Board of the Corporation.	
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. Link: *policy on performance evaluation on page 6 of the Board Charter : CNPF Board Charter (centurypacific.com.ph) CNPF Investor Relations Program (centurypacific.com.ph)	
2. The system allows for a feedback mechanism from the shareholders.	Compliant		

Principle 7: Members of the Board are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.

Recommendation 7.1

1. Board adopts a Code of Business Conduct and Ethics, which provide standards for professional and ethical behavior, as well as	Compliant	See the company's Code of Business Conduct and Ethics in the Company website: Link: CNPF Code of Business Conduct and Ethics (centurypacific.com.ph)	
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articulate acceptable and unacceptable conduct and practices in internal and external dealings of the company.			
2. The Code is properly disseminated to the Board, senior management and employees.	Compliant	<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 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</p>	

		<p>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	<p>See company's Code of Business Conduct and Ethics: CNPF Code of Business Conduct and Ethics (centurypacific.com.ph)</p>	
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	<p>See company's Code of Business Conduct and Ethics: CNPF Code of Business Conduct and Ethics (centurypacific.com.ph)</p>	
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	<p>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:</p> <p>Links: Company's disclosure reports to PSE: Regulatory Filings - Century Pacific Food Inc.</p> <p>Company's Stock Information: Stock Information - Century Pacific Food Inc.</p>	
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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	Non-Compliant	<p>Indicate the number of days within which the consolidated and interim reports were published, distributed or made available from the end of the fiscal year and end of the reporting period, respectively.</p> <p>2024 Quarterly reports are disclosed and published within forty-five (45) days from reporting period.</p>	<p>Annual consolidated reports are published within 105 days from the end of the financial year in compliance with PSE and SEC requirements</p> <p>Link:</p>
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<p>ninety (90) days from the end of the fiscal year, while interim reports are published within forty-five (45) days from the end of the reporting period.</p>		<p>Links: 1st Quarter: QUARTERLY REPORT Q1 2024 (centurypacific.com.ph) 2nd Quarter: QUARTERLY REPORT Q2 2024 (centurypacific.com.ph) 3rd Quarter: QUARTERLY REPORT Q3 2024 (centurypacific.com.ph)</p>	<p>2024 Audited Consolidated Financial Statements: Consolidated Financial Statements 2023 (centurypacific.com.ph)</p> <p>These interim reports are disclosed in the Company Website:</p> <p>These interim reports and the 2024 Audited Consolidated Financial Results of the Company are disclosed in the Company Website:</p> <p>CPFI-2024-Consolidated-Financial-Statements.pdf</p>
<p>2. Company discloses in its annual report the principal risks associated with the identity of the company's controlling shareholders; the degree of ownership concentration; cross-holdings among company affiliates; and any imbalances between the controlling shareholders' voting power and overall equity position in the company.</p>	<p>Compliant</p>	<p>The complete list of the Public Ownership Report of Century Pacific Food, Inc. as of December 31, 2024 was disclosed to the SEC, PSE, and PDEx on January 08, 2025 where 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 2024 can be found in the Company's Website</p> <p>Links: CPFI Website</p>	

		CPFI SEC Form 17-A Annual Report (Second Amended) PSE website CPFI SEC Form 17-A Annual Report (Second Amended)	
Recommendation 8.2			
1. Company has a policy requiring all directors to disclose/report to the company any dealings in the company's shares within three business days.	Compliant	Changes in Beneficial Ownership reports are filed with the PSE. All such reports made by the Company are found in the PSE Website https://edge.pse.com.ph/companyInformation/form.do?cmpr_id=652	
2. Company has a policy requiring all officers to disclose/report to the company any dealings in the company's shares within three business days.	Compliant		
Supplement to Recommendation 8.2			
1. Company discloses the trading of the corporation's shares by directors, officers (or persons performing similar functions) and controlling shareholders. This includes the disclosure of the company's purchase of its shares from the market (e.g. share buy-back program).	Compliant	Changes in Beneficial Ownership reports are filed with the PSE. All such reports made by the Company are found in the PSE Website https://edge.pse.com.ph/companyInformation/form.do?cmpr_id=652	
Recommendation 8.3			
1. Board fully discloses all relevant and material information on individual board members to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	Compliant	Directors' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and relevant trainings attended Link: Board of Directors - Century Pacific Food Inc.	

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.	Compliant	Key officers' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and relevant trainings attended. Link: Senior Management - Century Pacific Food Inc.	
Recommendation 8.4			
1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same.	Compliant	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. 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.	
2. Company provides a clear disclosure of its policies and procedure for setting executive remuneration, including the level and mix of the same.	Compliant	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>3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.</p>	<p>Compliant</p>	<p>The Company reviews compensation paid to its executives/officers. The levels of remuneration of the Corporation should be sufficient to be able to attract and retain the services of qualified and competent executives/officers. 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 are on the Company's Annual Reports.</p> <p>Link: Company's Website: CPFI SEC Form 17-A Annual Report (Second Amended)</p>	
<p>Recommendation 8.5</p>			
<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.</p> <p>Link: Revised Related Party Transactions Committee Charter: CNPf Revised Related Party Transaction Charter (centurypacific.com.ph)</p>	

2. Company discloses material or significant RPTs reviewed and approved during the year.	Compliant	<p>A material Related party transaction is defined under the Company's material related party transaction policy is "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 2024 Annual Report (page 43 of Consolidated Financial Statement for 2024).</p> <p>There were no material related party transactions for the period of 2024.</p> <p>Link: Annual Report: CPFI SEC Form 17-A Annual Report (Second Amended) </p>	
Supplement to Recommendation 8.5			
1. Company requires directors to disclose their interests in transactions or any other conflict of interests.	Compliant	<p>Board members are required to report any conflict of interest under the Company's Enterprise Risk Management System.</p> <p>Link: CPFI Enterprise Risk Management System and Other Policies (centurypacific.com.ph) </p>	
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	<p>Details of related party transactions are found in the Company's 2024 Annual Report (page 43 of Consolidated Financial Statement for 2024)</p> <p>Link: Annual Report: CPFI SEC Form 17-A Annual Report (Second Amended) </p>	
Recommendation 8.6			

1. Company makes a full, fair, accurate and timely disclosure to the public of every material fact or event that occur, particularly on the acquisition or disposal of significant assets, which could adversely affect the viability or the interest of its shareholders and other stakeholders.	Compliant	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. Disclosure shall be made to the SEC and PSE which will be published in the Company website.	
2. Board appoints an independent party to evaluate the fairness of the transaction price on the acquisition or disposal of assets.	Compliant	<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>	
Supplement to Recommendation 8.6			
1. Company discloses the existence, justification and details on shareholder agreements, voting trust agreements, confidentiality agreements, and such other agreements that may impact on	Compliant	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.	

the control, ownership, and strategic direction of the company.		Disclosure shall be made to the SEC and PSE which will be published in the Company website. In 2024, the Company had no such agreements to disclose.	
Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).	Compliant	The link to the Manual on Corporate Governance is: CNPF Revised Manual of Good Corporate-Governance (centurypacific.com.ph)	
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 2024. Link: CNPF Revised Manual of Good Corporate-Governance (centurypacific.com.ph)	
Optional: Principle 8			
1. Does the company's Annual Report disclose the following information:		The Annual Report disclosed the following information: a. Corporate Objectives, b. Financial performance indicators, c. non-financial performance indicators; d. dividend policy, e. biographical details of all directors and key officers f. attendance details of each director in all meetings held during the year, and the	
a. Corporate Objectives	Compliant		
b. Financial performance indicators	Compliant		
c. Non-financial performance indicators	Compliant		
d. Dividend Policy	Compliant		
e. Biographical details (at least age, academic qualifications, date of first appointment, relevant experience, and other	Compliant		

directorships in listed companies) of all directors		g. total remuneration of the board of directors in aggregate Links to the Annual Report: a. Corporate Objectives page 7, b. Financial performance indicators, page 11, c. non-financial performance indicators, page 5; d. dividend policy, page 9. e. biographical details of all directors, page 14 to 16; f. total remuneration of the members of the board of directors, page 21. Link: Annual Report: CPFI SEC Form 17-A Annual Report (Second Amended)	
f. Attendance details of each director in all directors meetings held during the year	Compliant		
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	Compliant		

including IT, environmental, social, economic).			
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	See information on the process for approving and recommending the appointment, reappointment, removal and fees of the company's external auditor. Link: Audit Committee Charter, page 7: CNPF Audit Committee Charter (centurypacific.com.ph)	
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 website: Link: Audit Committee Charter, page 7: CNPF Audit Committee Charter (centurypacific.com.ph)	
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.	Compliant	Provide information on or link/reference to a document containing the company's reason for removal or change of external auditor. 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 July 1, 2024. The election was disclosed in the Company's Notice of Annual Stockholders' Meeting, Definitive Information Statement and Minutes of the Annual Stockholders' Meeting in 2024.	

		Links; Notice of 2024 Annual Stockholders' Meeting: CNPf-Amended-Notice-of-Annual-Stockholders-Meeting-2024.pdf Definitive Information Statement 2024: centurypacific.com.ph/wp-content/uploads/2025/05/PSE-Copy-CPFI-Definitive-Information-Statement-2025.pdf Minutes of Annual Stockholders' Meeting: 20240701-CPFI-ASM-Minutes_FINAL.pdf	
Supplement to Recommendation 9.1			
1. Company has a policy of rotating the lead audit partner every five years.	Compliant	Company's policy of rotating the lead audit partner every five years can be found on page 8 of the Audit Committee Charter: Link: Audit Committee Charter, page 8: CNPf Audit Committee Charter (centurypacific.com.ph)	
Recommendation 9.2			
1. Audit Committee Charter includes the Audit Committee's responsibility on: <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 	Compliant	See pages 7 to 9 Audit Committee Charter. Link: Audit Committee Charter, page 7 to 9: CNPf Audit Committee Charter (centurypacific.com.ph)	

consideration relevant Philippine professional and regulatory requirements.			
2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.	Compliant	See pages 7 to 9 Audit Committee Charter. Link: Audit Committee Charter, page 7 to 9: CNPF Audit Committee Charter (centurypacific.com.ph)	
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: CNPF Audit Committee Charter (centurypacific.com.ph)	
2. Audit Committee ensures that the external auditor has adequate quality control procedures.	Compliant	See pages 7 to 9 Audit Committee Charter. Link: Audit Committee Charter, page 7 to 9: CNPF Audit Committee Charter (centurypacific.com.ph)	
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: CNPF Audit Committee Charter (centurypacific.com.ph)	
2. Audit Committee stays alert for any potential conflict of interest situations, given the guidelines or policies on non-audit services,	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.	

which could be viewed as impairing the external auditor's objectivity.		Link: Audit Committee Charter, paragraph 5(b) page 7: CNPF Audit Committee Charter (centurypacific.com.ph)	
Supplement to Recommendation 9.3			
1. Fees paid for non-audit services do not outweigh the fees paid for audit services.	Compliant	<p>Fees paid for audit services was PhP11,650,000.00 and PhP1,350,000.00 for non-audit services rendered by external auditor.</p> <p>The fees for audit services are found on page 12 of the Annual Report. The Annual Report can be found on the Company website and PSE EDGE:</p> <p>Links: Annual Report, page 12: CPFI SEC Form 17-A Annual Report (Second Amended)</p> <p>PSE Disclosure: CPFI SEC Form 17-A Annual Report (Second Amended)</p>	
Additional Recommendation to Principle 9			
1. Company's external auditor is duly accredited by the SEC under Group A category.	Compliant	<p>SyCip, Gorres, Velayo & Co., 6760 Ayala Avenue, Makati City Christine G. Vallejo Partner CPA Certificate No. 99857 SEC Accreditation No. 99857-SEC (Group A) BOA/PRC Reg. No. 0001, April 16, 2024, valid until August 23, 2026 Tax Identification No. 206-384-906 BIR Accreditation No. 08-001998-105-2022, November 7, 2022, valid until November 6, 2025 PTR No. 10465397, January 2, 2025, Makati City</p>	
2. Company's external auditor agreed to be subjected to the SEC	Compliant	The External Auditor was subjected to SOAR inspection on August 1 to 12, 2022. The	

Oversight Assurance Review (SOAR) Inspection Program conducted by the SEC's Office of the General Accountant (OGA).		names of the members of the engagement team were provided to the SEC during the SOAR inspection.	
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Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.

Recommendation 10.1

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.	Compliant	<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 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. 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</p>	
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		<p>Management's Sustainability Steering Committee accordingly. With the 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: CPFI SEC Form 17-A Annual Report (Second Amended)</p>	
2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	Compliant	The Company has prepared its sustainability disclosures and annual report with reference to the latest 2021 GRI Standards.	

Principle 11: The company should maintain a comprehensive and cost-efficient communication channel for disseminating relevant information. This channel is crucial for informed decision-making by investors, stakeholders and other interested users.

Recommendation 11.1

1. Company has media and analysts' briefings as channels of communication to ensure the timely and accurate dissemination of public, material and relevant information to its shareholders and other investors.	Compliant	<p>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:</p> <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 	
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		<ul style="list-style-type: none">• 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	
Supplemental to Principle 11			
1. Company has a website disclosing up-to-date information on the following:	Compliant	The Company's website discloses the following information:	
a. Financial statements/reports (latest quarterly)	Compliant	<ol style="list-style-type: none">1. Audited Financial statements and quarterly financial statement2. Press Releases and other disclosures filed with the PSE and SEC containing briefings to analysts and media3. Downloadable annual report4. Notice of Annual Stockholders' Meeting5. Minutes of ASM and/or SSM6. Company's Articles of Incorporation and By-Laws Link: https://centurypacific.com.ph/	
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	The Company complies with SEC-prescribed website template. This can be verified through the link below.	

		Link: https://centurypacific.com.ph/	
Internal Control System and Risk Management Framework			
Principle 12: To ensure the integrity, transparency and proper governance in the conduct of its affairs, the company should have a strong and effective internal control system and enterprise risk management framework.			
Recommendation 12.1			
1. Company has an adequate and effective internal control system in the conduct of its business.	Compliant	The Company 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 "O"	
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	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. Anti Corruption: 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>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> <p>Whistle Blower Policy: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF_Whistleblower-Policy.pdf</p> <p>Data Privacy:</p> <p>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 2024:</p> <table><tr><th>Data Privacy Training</th><th>Topics</th><th>Date/s</th></tr><tr><td rowspan="3">Data Privacy orientation sessions for new hires (First-Line Management Development Program)</td><td rowspan="3"><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</td><td>May 23, 2024</td></tr><tr><td>June 15, 2024</td></tr><tr><td>June 18, 2024</td></tr></table>	Data Privacy Training	Topics	Date/s	Data Privacy orientation sessions for new hires (First-Line Management Development Program)	<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	May 23, 2024	June 15, 2024	June 18, 2024	
Data Privacy Training	Topics	Date/s									
Data Privacy orientation sessions for new hires (First-Line Management Development Program)	<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	May 23, 2024									
		June 15, 2024									
		June 18, 2024									

			<ul style="list-style-type: none"> • 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 • 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 	August 24, 2024	
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			Appeals and Supreme Court		
		Data Privacy orientation sessions for new hires (Middle Management Development Program)	<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 	June 25, 2024	

			<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 		
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		<p>Data Privacy training sessions for PHDC</p>	<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 • Outsourcing of Processing and Data Sharing of Personal Information • Tips in Handling and Processing Personal Information and in day to day activities 	<p>November 7, 2024</p>	
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			<ul style="list-style-type: none"> • 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 		
		Data Privacy training for Coco Harvest Inc.	<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 	October 10, 2024	

		<ul style="list-style-type: none"> • 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 • 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 <p>Case study of Data Privacy cases resolved by the RTC, Court of Appeals and Supreme Court</p>	
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		<p>Food Quality and Safety</p> <p>We 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.</p> <p>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.</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	Compliant	The Company's Internal Audit is in-house.	

consulting services designed to add value and improve the company's operations.			
Recommendation 12.3			
1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	Compliant	The Company's Chief Audit Executive is Samuel Santillan. See company's information containing his responsibilities in the link below: Other Officers - Century Pacific Food Inc.	
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.	Compliant		
3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.	Compliant	For 2024, the internal audit of the Company was not outsourced. The Company's independent Chief Audit Executive, Samuel Santillan, is qualified to manage a fully outsourced internal audit activity should one be needed in the future.	
Recommendation 12.4			
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	Compliant	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 "P".	
Supplement to Recommendation 12.4			

1. Company seeks external technical support in risk management when such competence is not available internally.	Compliant	<p>The Company's officers and directors attended the Seminar entitled "Risk Management in the Post-COVID Age" last May 17 and December 13, 2023 conducted by the Institute of Corporate Directors:</p> <table><tr><th>Date</th><th>Attendees</th></tr><tr><td>May 17, 2023</td><td>Regina Lorenzana Frances Yu</td></tr><tr><td>December 13, 2023</td><td>Paul Hernandez Reggie Baltazar Myrose Victor Dappy Tecson Chad Manapat Irish Ha-Jacinto Michelle Baritua</td></tr></table>	Date	Attendees	May 17, 2023	Regina Lorenzana Frances Yu	December 13, 2023	Paul Hernandez Reggie Baltazar Myrose Victor Dappy Tecson Chad Manapat Irish Ha-Jacinto Michelle Baritua	
Date	Attendees								
May 17, 2023	Regina Lorenzana Frances Yu								
December 13, 2023	Paul Hernandez Reggie Baltazar Myrose Victor Dappy Tecson Chad Manapat Irish Ha-Jacinto Michelle Baritua								

Recommendation 12.5

1. In managing the company's Risk Management System, the company has a Chief Risk Officer (CRO), who is the ultimate champion of Enterprise Risk Management (ERM).	Compliant	<p>The 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.</p> <p>The Company's Chief Risk Officer is Richard S. Manapat. Mr. Manapat's qualifications and responsibilities are found in the Company's website</p> <p>Senior Management - Century Pacific Food Inc.</p>	
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 "Q" and "R" 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.	
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 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). Link: Manual on Good Corporate Governance, Page 20 to 21: CNPF Revised Manual of Good Corporate-Governance (centurypacific.com.ph)	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	Compliant	The link to the Company's website is: http://www.centurypacific.com.ph/ See also link to the Manual on Corporate Governance is: CNPF Revised Manual of Good Corporate-Governance (centurypacific.com.ph)	
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,	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	

subscription rights and transfer rights.		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.</p> <p>The Board should take appropriate steps to remove excessive or unnecessary costs and administrative impediments to the stockholders' meaningful</p>	

		<p>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>	
7. Company has a transparent and specific dividend policy.	Compliant	<p>The Company declared dividends on February 19, 2024 with payment date of April 19, 2024 and on July 1, 2024 with payment date of August 16, 2024.</p> <p>Article VII of the Company's By Laws contains the policy on Dividends.</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 2024. This was recorded in the ASM Minutes which was also posted in the company website.</p> <p>Link: 20240701-CPFI-ASM-Minutes FINAL.pdf </p>	
Recommendation 13.2			
1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant information	Compliant	<p>The Company published Notices of the Annual Stockholders Meeting to the Shareholders 30 days prior to the 2024 Annual Stockholders Meeting. Notices for the Company's July 1, 2024 Annual Stockholders' Meeting were published on May 27 and 28, 2024.</p>	

at least 28 days before the meeting.			
Supplemental to Recommendation 13.2			
1. Company's Notice of Annual Stockholders' Meeting contains the following information:		The Company's Notice of Annual Stockholders' Meeting contains all of the following information:	
a. The profiles of directors (i.e., age, academic qualifications, date of first appointment, experience, and directorships in other listed companies)	Compliant	1. Profiles of the directors 2. Auditors seeking re-election, and 3. Proxy Documents required for submission prior to the Annual Stockholders' Meeting See company's notice of Annual Shareholders' Meeting for 2024.	
b. Auditors seeking appointment/re-appointment	Compliant	Links: CPFI website: CNPFI-Amended-Notice-of-Annual-Stockholders-Meeting-2024.pdf	
c. Proxy documents	Compliant	PSE Disclosure of Notice: Notice of Annual or Special Stockholders' Meeting	
Optional: Recommendation 13.2			
1. Company provides rationale for the agenda items for the annual stockholders meeting	Compliant	Attached as Appendix "S" is the explanation of the Agenda Items attached to the Notice of Annual Stockholders Meeting for 2024.	
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	The results of the 2024 Annual Stockholders Meeting were submitted to the PSE. A copy of the results is found in the Company website and in PSE Edge: Links: CPFI website: Results of Annual Stockholders' Meeting 2024 PSE Disclosure: Results of Annual or Special Stockholders' Meeting	

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 2024 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: CPFI website: Results of Annual Stockholders' Meeting 2024</p> <p>PSE Disclosure: Results of Annual or Special Stockholders' Meeting</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 manner conflicts and differences with counterparties, particularly with shareholder and other key stakeholders.</p> <p>Link: Manual on Good Corporate Governance, page 21: CNPF Revised Manual of Good Corporate-Governance (centurypacific.com.ph) </p>	
Recommendation 13.5			
1. Board establishes an Investor Relations Office (IRO) to ensure constant engagement with its shareholders.	Compliant	<p>Name: Myrose April Victor Address: 7F Centerpoint Building, Julia Vargas Ave. Ortigas Center, Pasig City, Philippines Tel: + (632) 633 8555 E-mail: 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 in 2024.	
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 December 31, 2024.	
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.</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 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>	
<p>2. Company practices secure electronic voting in absentia at the Annual Shareholders' Meeting.</p>	<p>Compliant</p>	<p>During the 2024 ASM, the Company allowed electronic voting and attendance of the Company's stockholders.</p>	
<p>Duties to Stakeholders</p>			

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

<p>1. Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth and sustainability.</p>	<p>Compliant</p>	<p>See company's shareholder information on the company's policies and programs for its stakeholders.</p> <p>Stock Information - Century Pacific Food Inc.</p> <p>The Board of Directors (Board) is primarily responsible for the governance of the Company and shall, hence, ensure compliance with the principles of good corporate governance. It is the duty of the Board to promote the rights of stockholders, remove impediments to the exercise of those rights and provide an adequate avenue for them to seek timely redress for breach of their rights.</p> <p>The Board shall respect 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 Company; (iii) Right to inspect corporate books and records; (iv) Right to information; (v) Right to dividends; and (vi) Appraisal right 	
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		<p><i>The Board shall be transparent and fair in the conduct of the annual and special stockholders' meetings of the Company.</i></p> <p>The Board should take appropriate steps to remove excessive or unnecessary costs and administrative impediments to the 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>	
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>See information on whistleblowing policy. See link: https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF_Whistleblower-Policy.pdf</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> <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>The Company reports the various channels and activities for stakeholder engagement in its Sustainability Report.</p> <p>See information of how the company engages here: Sustainability Report Annex B, page 11. CPFI SEC Form 17-A Annual Report (Second Amended)</p>	
Supplement to Recommendation 14.3			
1. Company establishes an alternative dispute resolution system so that conflicts and differences with key stakeholders is settled in a fair and expeditious manner.	Compliant	<p>The Company has a feedback form available on its website by which the public informs the Company of any concern. All concerns submitted are forwarded to and resolved by the relevant office.</p> <p>See link to the Company's contact us page here: https://centurypacific.com.ph/contact-us/</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

			and partnerships have defined agreements regarding alternative dispute resolution via arbitration.
Additional Recommendations to Principle 14			
1. Company does not seek any exemption from the application of a law, rule or regulation especially when it refers to a corporate governance issue. If an exemption was sought, the company discloses the reason for such action, as well as presents the specific steps being taken to finally comply with the applicable law, rule or regulation.	Compliant	The Company has not sought any requests for exemption from a law, rule or regulation relative to a corporate governance issue.	
2. Company respects intellectual property rights.	Compliant	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.	
Optional: Principle 14			
1. Company discloses its policies and practices that address customers' welfare		<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, everyday, everywhere, and as 	

		<p>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.</p> <ul style="list-style-type: none"> • 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 (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. 	
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		<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' Business Conduct Commitment Form. They are likewise expected to adhere to corporate governance standards and apply these standards to their offices and employees. • 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 	

		<p>main sources, the fishing grounds and the farm.</p> <ul style="list-style-type: none"> 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

1. Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company's goals and in its governance.	Compliant	<p>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</p>	
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		<p>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>Link: Sustainability Report Annex B, page 42 & 43 CPFI SEC Form 17-A Annual Report (Second Amended)</p>	
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	<p>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.</p> <p>For every business unit, subsidiary, and affiliate of CNPF, there is a governing Health and Safety Committee whose primary role is to oversee and</p>	

		<p>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.</p> <p>In accordance with RA 11058, CNPF also has put the following corporate policies in place to ensure a safe, productive, and supportive workplace:</p> <ol style="list-style-type: none"> 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 <p>Link: Sustainability Report Annex B, page 44 CPFI SEC Form 17-A Annual Report (Second Amended)</p> <p>Link: 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</p>	
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3. Company has policies and practices on training and development of its employees.	Compliant	<p>Orientation courses including New Employee Induction Program, Vision-Mission Orientation, Orientation of Company Policies and Data Privacy Rights.</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 Training for Managers Workshop, and Management Development Program.</p> <p>Technical skills development courses include Technical/Functional Academies, Century Leadership Academy, and Reinforced Learning Structure.</p>	
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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	<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.</p>	
2. Board disseminates the policy and program to employees across the organization through trainings to	Compliant	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	

embed them in the company's culture.		<p>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>	
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.</p>	
Recommendation 15.3			
1. Board establishes a suitable framework for whistleblowing that allows employees to freely communicate their concerns about	Compliant	<p>See Company's whistle-blowing policy and procedure for employees.</p> <p>Link:</p>	

illegal or unethical practices, without fear of retaliation		https://centurypacific.com.ph/wp-content/uploads/2020/12/CNPF_Whistleblower-Policy.pdf	
2. Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.	Compliant	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.	
3. Board supervises and ensures the enforcement of the whistleblowing framework.	Compliant	There has been no incident report through the Company's Whistleblowing policy.	
Principle 16: The company should be socially responsible in all its dealings with the communities where it operates. It should ensure that its interactions serve its environment and stakeholders in a positive and progressive manner that is fully supportive of its comprehensive and balanced development.			
Recommendation 16.1			
1. Company recognizes and places importance on the interdependence between business and society, and promotes a mutually beneficial relationship that allows the company to grow its business, while contributing to the advancement of the society where it operates.	Compliant	<p>Embracing sustainability and balancing the needs of its key stakeholders play a central role in the Company's vision and strategy.</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 2024 Sustainability Report attached as Appendix "T" for a complete report on the sustainability efforts of the Company.</p> <p>Link: 2024 Annual Report page 34: centurypacific.com.ph/wp-content/uploads/2025/05/6-CNPF-SEC-17-A-Second-Amendment-for-2024.pdf </p>	
Optional: Principle 16			
1. Company ensures that its value chain is environmentally friendly or is consistent with promoting sustainable development	Compliant	<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. 2. Environmental impact management, Includes initiatives such as: <ol style="list-style-type: none"> 2.1. Reduction of greenhouse gas emissions by commissioning a solar PV plant for the largest manufacturing site of the company among others, 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>3. Supplier Credibility</p>	

		<p>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.</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, and conflict of interest) • Environmental compliance with applicable laws and regulations • Management systems <p>100% of our current suppliers have signed and acknowledged the SCOCE as a requirement to work with CNPF.</p> <p>Link: https://centurypacific.com.ph/wp-content/uploads/2021/01/CPFI-Supplier-Code-of-Conduct-for-Suppliers-Conforme-1.pdf</p> <p>4. Local Sourcing:</p> <p>To support the local economy, we allocate over 50% of our total procurement budget on suppliers registered in the Philippines. In 2023, 100% of the raw materials for our Coconut business were sourced</p>	
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		<p>from local farms. Our Sardine business also works with local fisherfolk, sourcing most of its major raw materials requirements locally.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>The goals of the project overall are:</p> <ul style="list-style-type: none"> ● 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. 	
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		<p>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.</p> <p>5. Tuna Sustainability</p> <p>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.</p> <p>Skipjack Tuna</p> <p>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.</p> <p>Traceability</p>	
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		<p>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.</p> <p>International Seafood Sustainability Foundation (ISSF)</p> <p>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.</p> <p>ISSF's Conservation Measures cover the following areas:</p> <ol style="list-style-type: none"> 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 	
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		<p>6. Capacity</p> <p>7. ProActive Vessel Register</p> <p>8. Exemption for Very Small Purse Seine Vessels</p> <p>9. Social and Labor Standards</p> <p>ISSF Certificate: https://centurypacific.com.ph/wp-content/uploads/2023/01/General-Tuna-2023.pdf</p> <p>Link: https://centurypacific.com.ph/sustainability/planet-preservation/</p> <p>https://www.iss-foundation.org/about-issf/who-we-are/participating-companies/</p> <p>https://www.iss-foundation.org/about-issf/who-we-are/participating-companies/general-tuna-century-pacific/</p> <p>https://www.iss-foundation.org/about-issf/what-we-publish/issf-documents/general-tuna-corporation-final-compliance-report-for-activities-in-2022/</p> <p>Pursuing Tuna Traceability with Other Global Standards and Industry Associations</p> <p>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.</p> <p>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</p>	
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		<p>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.</p> <p>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.</p> <p>6. Sardine Sustainability</p> <p>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.</p> <p>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.</p> <p>CNPF, in partnership with the Department of Agriculture - Bureau of Fisheries and Aquatic Resources (DA-BFAR) and the Philippine Fisheries Development Authority (PFDA), conducted</p>	
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		<p>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.</p> <p>Link: Sustainability Report Annex B CPFI SEC Form 17-A Annual Report (Second Amended)</p>	
2. Company exerts effort to interact positively with the communities in which it operates		<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> <p>Job Creation and Livelihood Support</p> <p>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 (SCOC) is</p>	

		<p>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).</p> <p>Total number of jobs supported across CNPF value chain in 2024: 29,250</p> <p>In 2024, CNPF supported over 29,000 jobs, comprising of 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>Through RSPo Foundation, Inc., our philanthropic socio-civic arm and non-profit affiliate, we are able to extend the reach of the positive impact we can make. Through the Foundation's programs, employment opportunities are generated in various local communities while serving as reliable sources of raw materials for our Tuna and Sardines businesses. Through the Foundation, we provide livelihood for displaced marine workers in Zamboanga and farmer cooperatives in Sarangani through our Adopt-A-Farm and Agripreneur programs.</p> <p>Adopt-A-Farm Program Zamboanga</p>	
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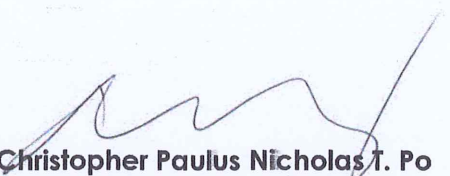
		<p>In partnership with the Department of Labor and Employment (DOLE) and Project Hope Agricultural Cooperative, the Adopt-A-Farm program helps address the lack of stable income among workers in the marine industry in Zamboanga by employing them as farmers during the closed fishing season. In turn, our 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.</p> <p>Agripreneurs in Sarangani</p> <p>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.</p> <p>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.</p>	
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		<p>Sustenido Bulan</p> <p>In alignment with Community Engagement, CNPF launched Sustenido Bulan to enhance the livelihoods of local fisherfolk in 2024</p> <p>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> <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>Link: Sustainability Report Annex B CPFI SEC Form 17-A Annual Report (Second Amended)</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 30 2025~~

By:


Christopher Paulus Nicholas T. Po
Chairman of the Board

MAY 30 2025

PASIG CITY

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

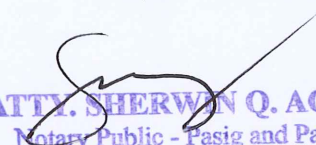
NAMES

Christopher Paulus Nicholas T. Po

IDENTIFICATION

Passport P6801389C

Doc No.: 460
Page No.: 93
Book No.: V.1
Series of 2025


ATTY. SHERWIN Q. AGBON
Notary Public - Pasig and Pateros
U101-B Emerald Mansion Ortigas, Pasig City
Roll of Attorney's No. 76426
Appt No.37 (2024-2025), until Dec 31, 2025
IBP No. 500308 issued Jan. 08, 2025, Pasig City
PTR No. 3086448 issued Jan. 08, 2025, Pasig City
MCLE No. VIII-0003696.Until Dec.15, 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 Pasig City on 30 MAY 2025

By:


Maria Rosario L. Ybanez
 Compliance Officer

SUBSCRIBED AND SWORN to before me this 30 MAY 2025 day of MAY 2025, affiant(s) exhibiting to me her valid ID as follows:


NAMES

Maria Rosario L. Ybanez

IDENTIFICATION

Passport P2539877B

Doc No.: 144 ;
 Page No.: 30 ;
 Book No.: IV ;
 Series of 2025.


SOCRATES JEROME A. DE GUZMAN
 Appointment No. 112 (2024-2025)
 Notary Public for Pasig City and Pateros
 Until December 31, 2025
 Attorney's Roll No. 85318
 33rd Floor, The Orient Square
 F. Ortigas Jr. Road, Ortigas Center, Pasig City
 PTR Receipt No. 2863406; 01.02.25; Pasig City
 IBP OR No. 496754; 01.03.25; RSM
 MCLE Compliance VIII 0014202; 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 30 MAY 2025

By:


Stephen T. Cuunjieng
Independent Director

SUBSCRIBED AND SWORN to before me this 30 MAY 2025 day of MAY 2025, affiant(s) exhibiting to me his/her valid IDs as follows:

NAMES

Stephen T. Cuunjieng

IDENTIFICATION

Passport P8175186A

Doc No.: 145;
Page No.: 20;
Book No.: 14;
Series of 2025.


SOCRATES JEROME A. DE GUZMAN
Appointment No. 1111 (2024-2025)
Notary Public for Pasig City and Pateros
Until December 31, 2025
Attorney's Roll No. 85318
33rd Floor, The Orient Square
F. Ortigas Jr. Road, Ortigas Center, Pasig City
PTR Receipt No. 2863406; 01.02.25; Pasig City
IBP OR No. 496754; 01.03.25; RSM
MCLE Compliance VIII 0014202; 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 30 MAY 2025.

By:



Philip G. Soliven
Independent Director

SUBSCRIBED AND SWORN to before me this 30 MAY 2025 day of 2025 affiant(s) exhibiting to me his valid ID as follows:

NAMES

Philip G. Soliven

IDENTIFICATION

Passport P8514148B

Doc No.: 146;
Page No.: 91;
Book No.: N;
Series of 2025.



SOCRATES JENCINEAL DE GUZMAN

Appointment No. 112 (2024-2025)
Notary Public for Pasig City and Pateros
Until December 31, 2025
Attorney's Roll No. 85318
33rd Floor, The Orient Square
F. Ortigas Jr. Road, Ortigas Center, Pasig City
PTR Receipt No. 2863406; 01.02.25; Pasig City
IBP OR No. 496754; 01.03.25; RSM
MCLE Compliance VIII 0014202; 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 Pasig City on 30 MAY 2025

By:



Frances J. Yu
Independent Director

SUBSCRIBED AND SWORN to before me this 30 MAY 2025 day of 2025 affiant(s) exhibiting to me her valid ID as follows:


NAMES

Frances J. Yu

IDENTIFICATION

Passport P4726327B

Doc No.: 147;
Page No.: 81;
Book No.: N;
Series of 8625.



SOCRATES JEROME A. DE GUZMAN
Appointment No. 112 (2024-2025)
Notary Public for Pasig City and Pateros
Until December 31, 2025
Attorney's Roll No. 85318
33rd Floor, The Orient Square
F. Ortigas Jr. Road, Ortigas Center, Pasig City
PTR Receipt No. 2863406; 01.02.25; Pasig City
IBP OR No. 496754; 01.03.25; RSM
MCLE Compliance VIII 0014202; 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 30 MAY 2025

By:


Teodoro Alexander T. Po
President

SUBSCRIBED AND SWORN to before me this 30 MAY 2025 day of MAY 2025, affiant(s) exhibiting to me his valid ID as follows:


NAMES

Teodoro Alexander T. Po

IDENTIFICATION

Passport P8186504B

Doc No.: 142 ;
Page No.: 81 ;
Book No.: N ;
Series of 2025 .


SOCRATES JERONIMO A. DE GUZMAN
Appointment No. 112 (2024-2025)
Notary Public for Pasig City and Pateros
Until December 31, 2025
Attorney's Roll No. 85318
33rd Floor, The Orient Square
F Ortigas Jr. Road, Ortigas Center, Pasig City
PTR Receipt No. 2863406; 01.02.25; Pasig City
IBP OR No. 496754; 01.03.25; RSM
MCLE Compliance VIII 0014202; 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 30 MAY 2025

By:


Regina Roberta L. Lorenzana
Independent Director

SUBSCRIBED AND SWORN to before me this 30 MAY 2025 day of May affiant(s) exhibiting to me her valid ID as follows:

NAMES

Regina Roberta L. Lorenzana

IDENTIFICATION

Passport P0189008B

Doc No.: 149;
Page No.: 31;
Book No.: N;
Series of 2025.


SOCRATES JERONIMA DE GUZMAN

Appointment No. 112 (2024-2025)
Notary Public for Pasig City and Pateros
Until December 31, 2025
Attorney's Roll No. 85318
33rd Floor, The Orient Square
F Ortigas Jr. Road, Ortigas Center, Pasig City
PTR Receipt No. 2863406; 01.02.25; Pasig City
IBP OR No. 496754; 01.03.25; RSM
MCLE Compliance VIII 0014202; 4.14.28



Institute of Corporate Directors

presents this

Certificate of Participation

to

Teodoro Alexander T. Po

Century Pacific Food, Inc.

for having completed the

Advanced Corporate Governance Training

held on

November 22, 2024 | 8:40 AM - 12:30 PM

through Zoom Meetings

Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Ricardo Gabriel T. Po

Century Pacific Food, Inc.

for having completed the

Advanced Corporate Governance Training

held on

November 22, 2024 | 8:45 AM - 12:30 PM

through Zoom Meetings

A handwritten signature in black ink, appearing to read 'C. Jalandoni', is positioned above the printed name.

Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Leonardo Arthur T. Po

Century Pacific Food, Inc.

for having participated in the

Advanced Corporate Governance Training

held on

November 22, 2024 | 8:45 AM - 10:15 AM

through Zoom Meetings

A handwritten signature in black ink, appearing to read 'C. Jalandoni', is positioned above the printed name.

Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Regina Jacinto-Barrientos

Century Pacific Food, Inc.

for having completed the

**Advanced Corporate
Governance Training**

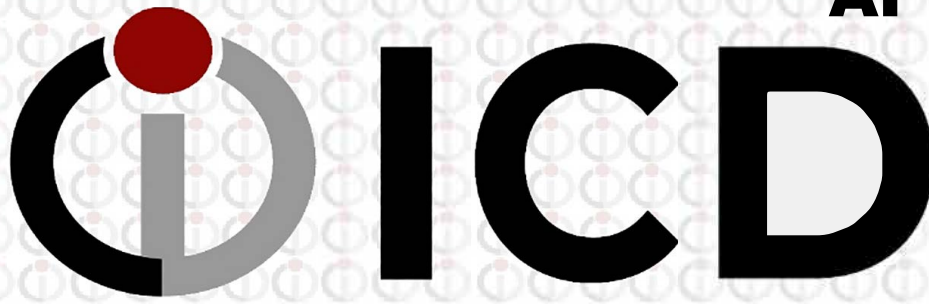
held on

November 22, 2024 | 8:35 AM - 12:30 PM

through Zoom Meetings

A handwritten signature in black ink, appearing to read 'C. Jalandoni', is positioned above the printed name.

Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Frances J. Yu

Century Pacific Food, Inc.

for having completed the

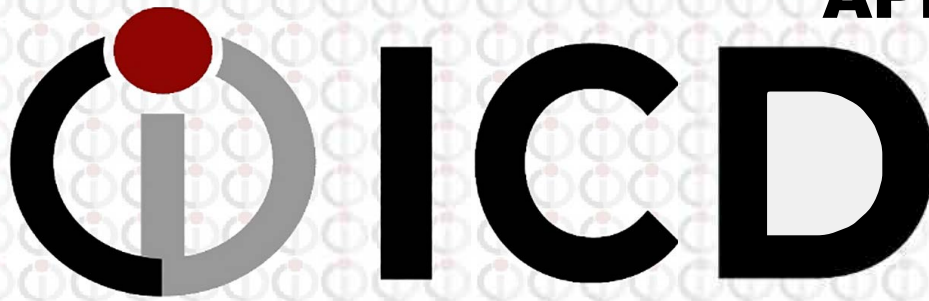
Advanced Corporate Governance Training

held on

November 22, 2024 | 8:30 AM - 12:30 PM

through Zoom Meetings

Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Regina Roberta L. Lorenzana

Century Pacific Food, Inc.

for having completed the

Advanced Corporate Governance Training

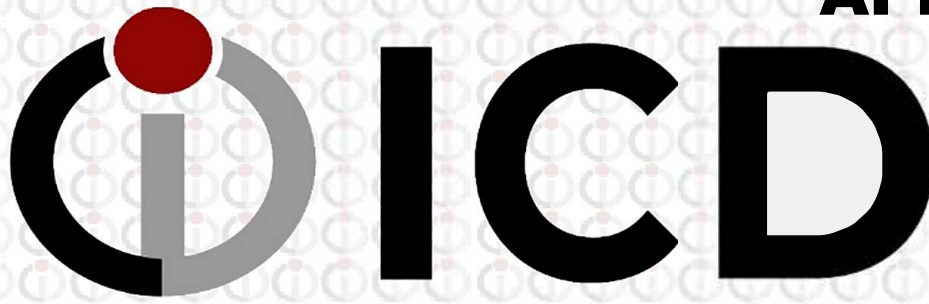
held on

November 22, 2024 | 8:30 AM - 12:30 PM

through Zoom Meetings

A handwritten signature in black ink, appearing to read 'C. Jalandoni', is positioned above the printed name.

Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Edwin C. Africa

Century Pacific Food, Inc.

for having completed the

Advanced Corporate Governance Training

held on

November 22, 2024 | 8:30 AM - 12:30 PM

through Zoom Meetings

Ms. Catherine Denise Jalandoni
Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Samuel Santillan

Century Pacific Food, Inc.

for having completed the

Advanced Corporate Governance Training

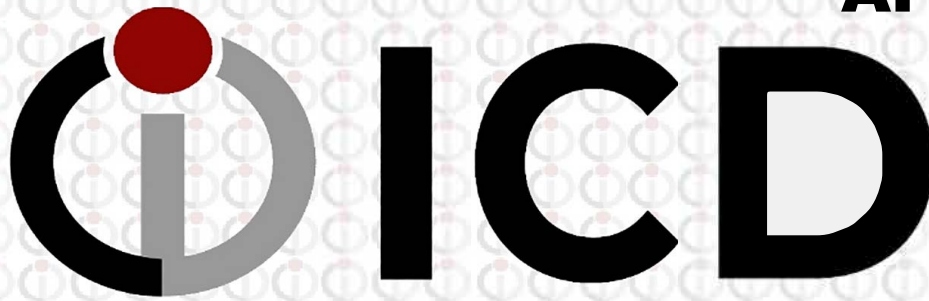
held on

November 22, 2024 | 8:50 AM - 12:30 PM

through Zoom Meetings

Ms. Catherine Denise Jalandoni

Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Jenifer Mae V. San Juan-Tecson

Shakey's Pizza Asia Ventures, Inc.

for having completed the

Advanced Corporate Governance Training

held on

November 22, 2024 | 8:30 AM - 12:30 PM

through Zoom Meetings

A handwritten signature in black ink, appearing to read 'C. Jalandoni', is positioned above the printed name.

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 participated in the

Advanced Corporate Governance Training

held on

November 22, 2024 | 8:40 AM - 9:25 AM

through Zoom Meetings

A handwritten signature in black ink, appearing to read 'C. Jalandoni', is positioned above the printed name.

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

**Advanced Corporate
Governance Training**

held on

November 22, 2024 | 8:30 AM - 12:30 PM

through Zoom Meetings

A handwritten signature in black ink, appearing to read 'C. Jalandoni', is positioned above the printed name and title.

Ms. Catherine Denise Jalandoni

Executive Director



Institute of Corporate Directors

presents this

Certificate of Participation

to

Maria Rosario L. Ybanez

Shakey's Pizza Asia Ventures, Inc.

for having completed the

Advanced Corporate Governance Training

held on

November 22, 2024 | 8:30 AM - 12:30 PM

through Zoom Meetings

A handwritten signature in black ink, appearing to read 'C. Jalandoni', is positioned above the printed name and title of the Executive Director.

Ms. Catherine Denise Jalandoni
Executive Director

APPENDIX M

Attendance in Board of Directors' Meetings

DATE OF MEETING	ATTENDANCE
January 04, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
January 24, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
February 12, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>

APPENDIX M

February 19, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
February 29, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
March 12, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
March 19, 2024	

APPENDIX M

	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
March 20, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
April 4, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
April 5, 2024	<p>Present:</p> <p>Christopher T. Po</p>

APPENDIX M

	<p>Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent: None</p>
April 10, 2024	<p>Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent: None</p>
April 29, 2024	<p>Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent: None</p>
May 3, 2024	<p>Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po</p>

APPENDIX M

	<p>Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent: None</p>
May 20, 2024	<p>Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent: None</p>
June 13, 2024	<p>Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent: None</p>
<p>July 1, 2024 (Annual Stockholders' Meeting)</p>	<p>Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos</p>

APPENDIX M

	<p>Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent: None</p>
<p>July 1, 2024 <i>(Organizational Board Meeting)</i></p>	<p>Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent: None</p>
<p>July 10, 2024</p>	<p>Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent: None</p>
<p>August 2, 2024</p>	<p>Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu</p>

APPENDIX M

	<p>Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent: None</p>
August 14, 2024	<p>Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent: None</p>
August 16, 2024	<p>Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent: None</p>
August 19, 2024	<p>Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p>

APPENDIX M

	Absent: None
September 5, 2024	Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven Absent: None
September 6, 2024	Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven Absent: None
September 11, 2024	Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven Absent:

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	None
September 16, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
October 2, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
October 11, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>

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October 21, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
October 23, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
November 4, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
November 15, 2024	

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	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
November 18, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
November 21, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
December 6, 2024	<p>Present:</p> <p>Christopher T. Po</p>

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	<p>Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent: None</p>
December 13, 2024	<p>Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent: None</p>
December 23, 2024	<p>Present: Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana Frances J. Yu Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent: None</p>

APPENDIX M

Attendance in Audit Committee Meetings

DATE OF MEETING	ATTENDANCE
March 27, 2024	<p>Present: Philip G. Soliven (<i>Chairperson</i>) Ricardo Gabriel T. Po (<i>Member</i>) Frances J. Yu (<i>Member</i>) Christopher T. Po</p> <p>Absent: Teodoro Alexander T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Stephen T. CuUnjieng Regina Roberta L. Lorenzana</p>
May 7, 2024	<p>Present: Philip G. Soliven (<i>Chairperson</i>) Ricardo Gabriel T. Po (<i>Member</i>) Frances J. Yu (<i>Member</i>) Teodoro Alexander T. Po</p> <p>Absent: Christopher T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Stephen T. CuUnjieng Regina Roberta L. Lorenzana</p>
July 29, 2024	<p>Present: Philip G. Soliven (<i>Chairperson</i>) Ricardo Gabriel T. Po (<i>Member</i>) Frances J. Yu (<i>Member</i>) Christopher T. Po Teodoro Alexander T. Po</p> <p>Absent: Leonardo Arthur T. Po Regina Jacinto-Barrientos Stephen T. CuUnjieng Regina Roberta L. Lorenzana</p>

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October 28, 2024	<p>Present:</p> <p>Philip G. Soliven (<i>Chairperson</i>) Ricardo Gabriel T. Po (<i>Member</i>) Frances J. Yu (<i>Member</i>) Christopher T. Po Teodoro Alexander T. Po</p> <p>Absent:</p> <p>Leonardo Arthur T. Po Regina Jacinto-Barrientos Stephen T. CuUnjieng Regina Roberta L. Lorenzana</p>
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APPENDIX M

Attendance in Corporate Governance Committee Meetings

DATE OF MEETING	ATTENDANCE
February 19, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana (<i>Member</i>) Frances J. Yu Stephen T. CuUnjieng (<i>Chairperson</i>) Philip G. Soliven (<i>Member</i>)</p> <p>Absent:</p> <p>None</p>
November 18, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po Leonardo Arthur T. Po Regina Jacinto-Barrientos Regina Roberta L. Lorenzana (<i>Member</i>) Frances J. Yu Stephen T. CuUnjieng (<i>Chairperson</i>) Philip G. Soliven (<i>Member</i>)</p> <p>Absent:</p> <p>None</p>

APPENDIX M

Attendance in Related Party Transactions Committee Meetings

DATE OF MEETING	ATTENDANCE
February 19, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po (<i>Member</i>) Leonardo Arthur T. Po Regina Jacinto-Barrientos (<i>Member</i>) Regina Roberta L. Lorenzana Frances J. Yu (<i>Chairperson</i>) Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>
November 18, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po (<i>Member</i>) Leonardo Arthur T. Po Regina Jacinto-Barrientos (<i>Member</i>) Regina Roberta L. Lorenzana Frances J. Yu (<i>Chairperson</i>) Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>

APPENDIX M

Attendance in Board Risk Oversight Committee Meeting

DATE OF MEETING	ATTENDANCE
November 18, 2024	<p>Present:</p> <p>Christopher T. Po Teodoro Alexander T. Po Ricardo Gabriel T. Po (<i>Member</i>) Leonardo Arthur T. Po Regina Jacinto-Barrientos (<i>Member</i>) Regina Roberta L. Lorenzana Frances J. Yu (<i>Chairperson</i>) Stephen T. CuUnjieng Philip G. Soliven</p> <p>Absent:</p> <p>None</p>

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	SA	%	A	%	N	%	D	%	SD	%	COMMENT
PART I: BOARD APPRAISAL											
1. The Board has the right size and composition to bring the requisite knowledge, abilities, diversity and skills to the table	9	100.0%		0.0%		0.0%		0.0%		0.0%	GL - There is a high quality of discussion and feedback on strategic issues like CAPEX and other investments, acquisitions, managing principal risks in the company. Atty. Reggie - The directors have specialization that is critical to the business so the inputs during the board are very insightful
2. The Board, as a whole, possesses the right skills and background for the current issues facing the company	9	100.0%		0.0%		0.0%		0.0%		0.0%	Philip - Diverse backgrounds and experiences deliver some unique perspective on issues Atty. Reggie - The company provides regular updates so it is very helpful
3. The Board has sufficient diversity and independence among its directors, allowing it to constructively challenge one another and management in carrying out their respective functions and duties aligned with the company's strategic directions	8	88.9%	1	11.1%		0.0%		0.0%		0.0%	
4. The Board receives ongoing education, allowing directors to stay up to date with developments and to understand their impact	6	66.7%	3	33.3%		0.0%		0.0%		0.0%	
5. The frequency, duration and scheduling of Board meetings per year were adequate to ensure proper coverage of the Board's responsibilities	8	88.9%	1	11.1%		0.0%		0.0%		0.0%	
6. Directors receive adequate materials before the Board meeting	7	77.8%	2	22.2%		0.0%		0.0%		0.0%	
7. Meetings are effective with sufficient materials, limited presentation, and an atmosphere that encourages open dialogue	8	88.9%	1	11.1%		0.0%		0.0%		0.0%	Philip - Freeflowing discussions are very insightful
8. The non-executive directors have a separate meeting without any executive directors present to ensure that proper checks and balances are in place within the company	5	55.6%	3	33.3%	1	11.1%		0.0%		0.0%	
9. The Board receives appropriate information on industry trends and business environment to enable it to have sufficient insight when considering management's proposed plan/strategy	8	88.9%	1	11.1%		0.0%		0.0%		0.0%	Philip - Industry briefs are comprehensive
10. The Board evaluates the proposed plan/strategy including key assumptions, major risks, and required resources, and addresses critical issues	8	88.9%	1	11.1%		0.0%		0.0%		0.0%	Atty. Reggie - The Chair makes sure that there is time to the Board to provide and be encouraged to give feedback/perspective
11. The Board constructively debates the proposed plan/strategy before granting approval	7	77.8%	2	22.2%		0.0%		0.0%		0.0%	
12. The Board monitors the continued viability of the plan/strategy ensuring that it is adjusted as needed to respond to the evolving environment	7	77.8%	2	22.2%		0.0%		0.0%		0.0%	
13. The Board thoroughly reviews major capital expenditures before approval and evaluates ultimate outcomes	7	77.8%	2	22.2%		0.0%		0.0%		0.0%	

APPENDIX N

14. Directors strengthen the tone at the top by clearly demonstrating the required ethical values	8	5.0%	1	11.1%		0.0%		0.0%		0.0%	
15. The Board regularly reviews and approves the Company's vision, mission and value statements to ensure continued relevance and applicability thereof	6	66.7%	2	22.2%	1	11.1%		0.0%		0.0%	
16. The Board demonstrates commitment to good corporate governance practices and provides oversight to ensure that the Company is operated in a moral, legal, and ethical manner	9	100.0%		0.0%		0.0%		0.0%		0.0%	
17. The Board regularly and consistently considers the interest of minority shareholders to ensure their equitable treatment in the decision making process	6	66.7%	3	33.3%		0.0%		0.0%		0.0%	
18. The Board ensures that the Company has a sound and effective internal control system in place, and understands management's role implementing such system	8	88.9%	1	11.1%		0.0%		0.0%		0.0%	
19. There are sound policies, procedures and a system in place for related party transactions, which a dedicated Committee effectively implements	9	100.0%		0.0%		0.0%		0.0%		0.0%	
20. There is a clear distinction in the roles and responsibilities between the Chairman and President	7	77.8%	2	22.2%		0.0%		0.0%		0.0%	
PART II: COMMITTEE APPRAISAL											
1. The Board has an effective committee structure	7	77.8%	2	22.2%		0.0%		0.0%		0.0%	GL - Committee reports are made available to the rest of the board.
2. The delegation of power from the Board to its Committees is appropriate with their relevant corresponding Charters	8	88.9%	1	11.1%		0.0%		0.0%		0.0%	
3. The Committees regularly provide a report to the full Board and sufficiently update the Board on recent developments or such other matters that may require Board action	6	66.7%	3	33.3%		0.0%		0.0%		0.0%	
4. The frequency of meetings for each Committee is sufficient, allowing its members to perform their responsibilities according to the functions of the Committee	8	88.9%	1	11.1%		0.0%		0.0%		0.0%	
PART III: INDIVIDUAL DIRECTOR APPRAISAL											
1. I understand and faithfully uphold the vision, mission, values and strategies of the company	9	100.0%		0.0%		0.0%		0.0%		0.0%	GL - I stay at pace with industry benchmarks, corporate best practice, Corporate Governance leading principles, through external and global networks and training to contribute to the board. I also sharpen and keep abreast with consumer pulse, market shifts and trends. Atty. Reggie - Century requires all current board to take continuing board and business governance sessions with ICD
2. I keep myself updated on the latest best practices in corporate governance and ensure I abide by them	7	77.8%	2	22.2%		0.0%		0.0%		0.0%	
3. I avoid entering into situations where I may be placed in a conflict of interest with that of the Company and I promptly disclose any conflict, which may occur	9	100.0%		0.0%		0.0%		0.0%		0.0%	
4. I have a good record of Board and Committee (where applicable) meeting attendance	9	100.0%		0.0%		0.0%		0.0%		0.0%	

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5. I come to Board/Committee meetings on time, prepared and knowledgeable about the topics to be discussed	8	88.9%	1	11.1%		0.0%		0.0%		0.0%	Atty. Reggie - Board materials are sent ahead of time that allows the Board to review before meetings. The management likewise makes themselves available for any questions through calls for any questions before the Board meeting
6. I actively participate in Board/Committee discussions with a sense of independence and objectivity	9	100.0%		0.0%		0.0%		0.0%		0.0%	
7. I am aware of all policies and procedures the Board is subjected to and actively adopt these in my function as a member of the Board	8	88.9%	1	11.1%		0.0%		0.0%		0.0%	
8. I am committed to accomplish all duties and responsibilities of a director and member of my Committee/s, if any, and will perform in the best interest of the Company	8	88.9%	1	11.1%		0.0%		0.0%		0.0%	
A. I believe the Board should focus on the following priorities for the upcoming year	FJY - Growth and innovation: maximizing opportunities, leading and exciting the market, attaining market leadership in key categories, such as dairy, expanding capacity for new and emerging businesses; Digital transformation: to enhance operations, improve efficiency, and adopting AI GL - The board should focus on (1) giving steadfast guidance to the management team for continuing to strengthen the company fundamentals, and (2) guide to ensure the strategy, organisation and processes is there for a company double its size, (3) Guide to provide and prepare succession across all levels in the organisation. RTP - Risk Assessment/Environmental Scan Stephen - Maintain our premium valuation which we have earned. Philip - Acquisitions Atty. Reggie - Help the company analyze their strategies to meet financial goals; Help the company recognize, address and monitor risks										
B. Are there changes that would improve the Board's effectiveness that you would suggest?	FJY - Balance between being time efficient and giving enough time to issues that need longer deliberations. I sometimes feel like we're always rushing. GL - More opportunities to create visible of the operating teams (ie factories, sales teams etc)										
PART IV: BOARD - MANAGEMENT RELATIONSHIP APPRAISAL											
1. The Board is comfortable with management's (i.e., President, Chief Finance Officer) plans to implement the approved strategy, goals and targets and is confident and satisfied in m anagement's ability to carry out its responsibilities in the interest of the Company	9	100.0%		0.0%		0.0%		0.0%		0.0%	
2. Management has in place an effective process to identify risks and assess their potential impact.	7	77.8%	2	22.2%		0.0%		0.0%		0.0%	
3. Management informs the Board of all key risks and the Board is confident management addresses them appropriately	6	66.7%	3	33.3%		0.0%		0.0%		0.0%	Atty. Reggie - The Board staff and management is very responsible in meeting and addressing all board comments and recommendations. These are implemented in the next boarding meeting agenda.
4. The Board sufficiently challenges and supports management	8	88.9%	1	11.1%		0.0%		0.0%		0.0%	
5. The Board is effective in monitoring management's implementation of the company's strategy	8	88.9%	1	11.1%		0.0%		0.0%		0.0%	
6. The Board devotes sufficient time and effort to meeting key company executives	6	66.7%	3	33.3%		0.0%		0.0%		0.0%	
7. There is an open-line of communication and constructive interaction between directors and management	8	88.9%	1	11.1%		0.0%		0.0%		0.0%	
8. The Board continually monitors management's performance against clear and measurable objectives, providing constructive feedback and reinforces management's role in setting the tone at the top	7	77.8%	2	22.2%		0.0%		0.0%		0.0%	

RISK MANAGEMENT PROCESS

APPENDIX O

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

RISK EXPOSURE TABLE

Risk Exposure	Risk Management Policy	Objective
<i>CNPF's financial performance may be materially and adversely affected by fluctuations in prices or disruption in the supply of key raw materials.</i>	<i>Aside from actively monitoring raw materials availability and prices, it has been CNPF's policy to maintain a network of specialty ingredient suppliers that develop new ingredient substitutes to mitigate raw materials disruption of supply.</i>	
<i>Actual or alleged contamination or deterioration of, or safety concerns about, CNPF's food products or similar products produced by third parties could give rise to product liability claims and harm CNPF's reputation.</i>	<i>CNPF invests in quality control systems, procedures and organization that span the entire supply chain to ensure product safety. All of CNPF's manufacturing facilities comply with BFAD regulations and a significant majority of CNPF's products are manufactured from factories that are compliant with HACCP regulations. HACCP is an internationally recognized system of food safety and contamination prevention.</i>	
<i>CNPF relies on key suppliers for certain raw materials and the failure by such suppliers to adhere to and perform contractual obligations may adversely affect CNPF's business and results of operations.</i>	<i>CNPF has a policy of maintaining a sufficient inventory of key materials. In addition, the Company maintains a network of suppliers for most critical materials to allow for sourcing flexibility.</i>	
<i>CNPF is exposed to the credit risks of its customers, and delays or defaults in payment by its customers could have a material adverse effect on CNPF's financial condition, results of operations and liquidity.</i>	<i>Before extending credit, CNPF conducts a systematic credit investigation of its customers. The Company also has a policy of requiring security or collateral, in the form of bank guarantees and letters of credit, from certain customers.</i>	
<i>Any infringement or failure to protect CNPF's trademarks and proprietary rights could materially and adversely affect its business.</i>	<i>CNPF's licensed brands are registered and kept current in all applicable jurisdictions. While instances of trademark infringement have been immaterial in the past, the Company will not hesitate to prosecute any cases of trademark infringement in the future.</i>	
<i>CNPF may be subject to labor unrest, slowdowns and increased wage</i>	<i>CNPF manages these risks by adopting policies to ensure a healthy working environment for its employees that are at minimum in compliance with national and local laws and regulations. Background</i>	

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<i>costs.</i>	<i>checks, labor benefits standards compliance employee programs</i>														
<i>CNPF's existing insurance policies and self-insurance measures may not be sufficient to cover the full extent of any losses.</i>	<i>CNPF conducts a quarterly review to ensure that all insurable assets of the Company are adequately covered at the right valuation.</i>														
<i>CNPF's businesses and operations are substantially dependent upon key executives.</i>	<i>To mitigate the risk of departing key managers, the Company's succession planning process has identified members of management that can temporarily assume additional responsibilities arising from departing managers until suitable successors can be recruited.</i>														
<i>CNPF's manual and electronic data processing systems are vulnerable to possible data breaches</i>	<ol style="list-style-type: none"> <i>To mitigate the risk of possible data breaches, the Company's Legal and Compliance team and DPO have drafted a Data Privacy Manual and corresponding policies to address the handling and processing of personal information, including Data Breach Management and Reporting Policy.</i> <i>The Company has renewed its registration with the National Privacy Commission and the Company's Privacy Notice on the website has been updated.</i> <i>Training of the appointed Compliance Officers for Privacy has been completed. Orientation of new hires regarding data privacy is continuous on a monthly basis.</i> <p><i>The following were the Data Privacy Training Sessions held in 2023:</i></p> <table border="1"> <thead> <tr> <th>Data Privacy Training</th><th>Topics</th><th>Date/s</th></tr> </thead> <tbody> <tr> <td rowspan="3"><i>Data Privacy orientation sessions for new hires</i></td><td> <ul style="list-style-type: none"> <i>Types and nature of Personal Information and Sensitive Personal Information</i> <i>Basic Principles in Processing of Personal Information</i> </td><td><i>January 19, 2023</i></td></tr> <tr> <td> <ul style="list-style-type: none"> <i>Security Incidents and Personal Data Breach Detection and Reporting</i> <i>Rights of Data Subjects</i> <i>Security Measures for processing of Personal Data under the Data Privacy Act</i> </td><td><i>June 5, 2023</i></td></tr> <tr> <td> <ul style="list-style-type: none"> <i>Outsourcing of Processing and Data Sharing of Personal Information</i> <i>Tips in Handling and Processing Personal Information and in day to day activities</i> </td><td><i>August 17, 2023</i></td></tr> <tr> <td><i>Data Privacy training</i></td><td> <ul style="list-style-type: none"> <i>Types and nature of Personal Information and Sensitive</i> </td><td><i>April 4, 2023</i></td></tr> </tbody> </table>		Data Privacy Training	Topics	Date/s	<i>Data Privacy orientation sessions for new hires</i>	<ul style="list-style-type: none"> <i>Types and nature of Personal Information and Sensitive Personal Information</i> <i>Basic Principles in Processing of Personal Information</i> 	<i>January 19, 2023</i>	<ul style="list-style-type: none"> <i>Security Incidents and Personal Data Breach Detection and Reporting</i> <i>Rights of Data Subjects</i> <i>Security Measures for processing of Personal Data under the Data Privacy Act</i> 	<i>June 5, 2023</i>	<ul style="list-style-type: none"> <i>Outsourcing of Processing and Data Sharing of Personal Information</i> <i>Tips in Handling and Processing Personal Information and in day to day activities</i> 	<i>August 17, 2023</i>	<i>Data Privacy training</i>	<ul style="list-style-type: none"> <i>Types and nature of Personal Information and Sensitive</i> 	<i>April 4, 2023</i>
Data Privacy Training	Topics	Date/s													
<i>Data Privacy orientation sessions for new hires</i>	<ul style="list-style-type: none"> <i>Types and nature of Personal Information and Sensitive Personal Information</i> <i>Basic Principles in Processing of Personal Information</i> 	<i>January 19, 2023</i>													
	<ul style="list-style-type: none"> <i>Security Incidents and Personal Data Breach Detection and Reporting</i> <i>Rights of Data Subjects</i> <i>Security Measures for processing of Personal Data under the Data Privacy Act</i> 	<i>June 5, 2023</i>													
	<ul style="list-style-type: none"> <i>Outsourcing of Processing and Data Sharing of Personal Information</i> <i>Tips in Handling and Processing Personal Information and in day to day activities</i> 	<i>August 17, 2023</i>													
<i>Data Privacy training</i>	<ul style="list-style-type: none"> <i>Types and nature of Personal Information and Sensitive</i> 	<i>April 4, 2023</i>													

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	<p>sessions for CPFI Academy were conducted on (2 sessions)</p>	<p><i>Personal Information</i></p> <ul style="list-style-type: none"> • <i>Basic and Specific Principles in Processing of Personal Information</i> • <i>Consent and Implied Consent</i> • <i>Retention of Personal Data</i> • <i>Security Incidents and Personal Data Breach Detection and Reporting</i> • <i>Rights of Data Subjects</i> • <i>Security Measures for processing of Personal Data under the Data Privacy Act</i> • <i>Outsourcing of Processing and Data Sharing of Personal Information</i> • <i>Tips in Handling and Processing Personal Information and in day to day activities</i> • <i>Violations and Penal Sanctions under the DPA</i> • <i>Administrative Fines imposed by the NPC</i> • <i>Case study of Data Privacy cases resolved by the RTC, Court of Appeals and Supreme Court</i> 	<p><i>April 14, 2023</i></p> <p><i>June 1, 2023</i> <i>June 15, 2023</i> <i>June 29, 2023</i></p> <p><i>August 24, 2024</i></p>	
	<p><i>Data Privacy training sessions for PHDC/PPHI (2 sessions)</i></p>	<ul style="list-style-type: none"> • <i>Types and nature of Personal Information and Sensitive Personal Information</i> • <i>Basic and Specific Principles in Processing of Personal Information</i> • <i>Consent and Implied Consent</i> • <i>Retention of Personal Data</i> • <i>Security Incidents and Personal Data Breach Detection and Reporting</i> • <i>Rights of Data Subjects</i> • <i>Security Measures for Processing of Personal Data under the Data Privacy Act</i> • <i>Outsourcing of Processing and Data Sharing of Personal Information</i> • <i>Tips in Handling and Processing Personal Information and in day to day</i> 	<p><i>August 17, 2023</i></p> <p><i>August 31, 2023</i></p>	

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		<div>activities</div> <ul style="list-style-type: none">• <i>Violations and Penal Sanctions under the DPA</i>• <i>Administrative Fines imposed by the NPC</i>• <i>Case study of Data Privacy cases resolved by the RTC, Court of Appeals and Supreme Court</i>	
	<i>Data Privacy Session for the IT Department conducted by Atty. John Paul Gaba (ACCRALAW)</i>		<i>Nov. 13, 2023</i>
	<i>Breach Response Training conducted on Nov. 13 by Atty. John Paul Gaba (ACCRALAW)</i>		<i>Nov. 13, 2023</i>
<i>CNPF's stocks are vulnerable to theft</i>	<i>To mitigate the risk of theft, the Company reviewed and revised its policies of ingress and egress of goods from its plants and warehouses. The Company likewise strengthened its security in its premises. Any theft committed by its employees are punishable by termination of employment and the filing of appropriate civil and criminal cases against erring employees.</i>		
<i>Competitive innovation and marketing threats</i>	<i>The Company continuously engages in consumer research, product R&D, brand building activities, marketing defense plan and social listening</i>		
<i>Workplace safety</i>	<i>Safety protocols, Workplace audits, proper vehicle maintenance, defensive driving, health and safety committee. The following corporate policies were put in place to ensure a safe, productive, and supportive workplace:</i> <div><div>1. <i>Occupational Health and Safety Policy</i></div><div>2. <i>Health and Safety Committee Policy</i></div><div>3. <i>Drug-Free Workplace Policy</i></div><div>4. <i>AIDS Prevention and Control Policy</i></div><div>5. <i>Tuberculosis Prevention and Control Policy and Program</i></div><div>6. <i>Hepatitis B Policy and Program</i></div><div>7. <i>Mental Health in the Workplace Policy and Program</i></div></div>		
<i>Pandemic</i>	<i>The Company implements strict health protocols, hybrid work arrangement, educational campaign and access to healthcare services.</i>		
<i>Lack of Labor Supply</i>	<i>Increase automation of production operation is continuously developed by the Company by upgrading company equipment and production processes.</i>		

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<i>IT System Failure</i>	<i>Secured Data Center, Facility Structured Cabling, Precision cooling system, Cloud Geo Redundancy, BCP.</i>
<i>Tax Audits</i>	<i>Update on new tax rulings and government orders, improve document safekeeping, monitoring review.</i>

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

CERTIFICATION OF CHIEF EXECUTIVE OFFICER

I, **TEODORO ALEXANDER T. PO**, of legal age, Filipino with address at Century Pacific Food, Inc., Centerpoint Building, Julia Vargas Ave., Ortigas Center, Pasig City, after having been duly sworn to in accordance with law hereby depose and state:

1. I am the 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 7F Centerpoint Building, Julia Vargas Avenue corner Garnet Road, 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 30 MAY 2025 at Pasig City.


TEODORO ALEXANDER T. PO
Chief Executive Officer

SUBSCRIBED AND SWORN TO before me this 30 MAY 2025 in Pasig City, with the affiant exhibiting to me his Tax Identification No. 105-633-470.

Doc. No. 148 ;
Page No. 50 ;
Book No. 14 ;
Series of 2025.


SOCRATES JEROME A. DE GUZMAN
Appointment No. 112 (2024-2025)
Notary Public for Pasig City and Pateros
Until December 31, 2025
Attorney's Roll No. 85318
33rd Floor, The Orient Square
F. Ortigas Jr. Road, Ortigas Center, Pasig City
PTR Receipt No. 2863406; 01.02.25; Pasig City
IBP OR No. 496754; 01.03.25; RSM
MCLE Compliance VIII 0014202; 4.14.28

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

CERTIFICATION OF CHIEF AUDIT EXECUTIVE

I, **SAMUEL V. SANTILLAN**, of legal age, Filipino with address at Century Pacific Food, Inc., Centerpoint Building, Julia Vargas Ave., Ortigas Center, Pasig City, after having been duly sworn to in accordance with law hereby depose and state:

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 Philippine with principal place of business at 7F Centerpoint Building, Julia Vargas Avenue corner Garnet Road, 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 30 MAY 2025 at Pasig City.


SAMUEL V. SANTILLAN
Chief Audit Executive

SUBSCRIBED AND SWORN TO before me this 30 MAY 2025 in Pasig City, with the affiant exhibiting to me his Tax Identification No. 117-998-814.

Doc. No. 143;
Page No. 80;
Book No. N;
Series of 2025.


SOCRATES TEODORO A. DE GUZMAN
Appointment No. 112 (2024-2025)
Notary Public for Pasig City and Pateros
Until December 31, 2025
Attorney's Roll No. 85318
33rd Floor, The Orient Square
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PTR Receipt No. 2863406; 01.02.25; Pasig City
IBP OR No. 496754; 01.03.25; RSM
MCLE Compliance VIII 0014202; 4.14.20

EXPLANATION OF AGENDA ITEMS

Proof of notice and determination of quorum

The Company has established a designated page on its website in order to facilitate the registration of 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 Notice on Alternative Mode of Distributing and Providing Copies of the Notice, Information Statement, Management Report, SEC Form 17A dated April 17, 2023.

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 on or before June 4, 2024;
- B. Stockholders who have sent their proxies via the website on or before June 11, 2024;

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 July 6, 2023 are posted at the company website, <https://www.centurypacific.com.ph/>.

Annual report

The Executive Chairman, Mr. Christopher Paulus Nicholas T. Po, will deliver a report to the stockholders on the performance of the company in 2023 and the outlook for 2024. The financial statements as of December 31, 2023 (FS) are attached in the Information Statement.

Copies of the Management Report and SEC Form 17-A will be uploaded to the Company's Website at <https://www.centurypacific.com.ph/> and PSE EDGE under Century Pacific Food, Inc. Company Disclosures.

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.

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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 11, 2024**.

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.

Approval of the Amendment of the Amended By-laws to (i) adjust the notice period and (ii) formally authorize stockholders to vote through remote communication or in absentia, in accordance with the Revised Corporate Code.

Stockholders' approval/ratification is being sought for the amendment of Article VI Section 3 and Article VI Section 7 of the Amended By-laws of the Company as follows:

Section	Current Provision	Proposed Amendment
3	Notice - Notices for the meetings shall be sent by the Secretary by personal delivery, by mail or electronic message at least two (2) weeks for regular and at least one (1) week for special meetings, prior to the date of the meeting, of each stockholder of record at his last known address. The notice shall state the place, date and hour of the meeting, and the purpose for which the meeting is called.	Notice - Notices for the meetings shall be sent by the Secretary by personal delivery, by mail or electronic message at least <u>twenty-one (21) days</u> for regular and special meetings, <u>or such number of days as may be required under relevant rules and regulations.</u> prior to the date of the meeting, <u>to</u> each stockholder of record at his last known address. The notice shall state the place, date and hour of the meeting, and the purpose for which the meeting is called.
7	Manner of Voting – At all meetings of the stockholders, a stockholder may vote in person or by proxy. Unless otherwise provide in the proxy, it shall be valid only for the meeting at which it has been presented to the Secretary. All proxies must be in the hands of the secretary at least ten (10) before the time set for the meeting. Proxies filed with the Secretary may be revoked by the stockholders either in an instrument in writing duly presented and recorded with the Secretary, prior to a scheduled meeting. (As amended on November 25, 2013) xxx	Manner of Voting – At all meetings of the stockholders, a stockholder may vote in person or by proxy. Unless otherwise provide in the proxy, it shall be valid only for the meeting at which it has been presented to the Secretary. All proxies must be in the hands of the secretary at least ten (10) before the time set for the meeting. Proxies filed with the Secretary may be revoked by the stockholders either in an instrument in writing duly presented and recorded with the Secretary, prior to a scheduled meeting. (As amended on November 25, 2013) <u>Stockholders may also vote via remote communication or in absentia, in which case they shall be deemed present for purposes of quorum. Provided, however, that the votes are received by</u>

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		<u>the Secretary before the Corporation finishes the tally of votes.</u> XXX
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The above revisions are being proposed to align the Corporation's Amended By-laws with Section 49 of the Revised Corporate Code.

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

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

CNPF Sustainability Report 2024

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Our Business and Sustainability Commitment

Century Pacific Food, Inc. in Brief

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 also among the Philippines’ largest exporters of private label original equipment manufacturer (OEM) tuna and coconut products. For more information on CNPF’s history, brands and operations please visit our [website](#).

Trade Channels

Domestic Retail

Our Sales team oversees our performance with partner retailers and distributors. They execute trade plans domestically to expand our local reach, improve our service levels, and increase throughput in existing stores. We support our trade partners and our end consumers by ensuring product availability, despite headwinds brought about by a volatile geopolitical and economic landscape.

Direct points of sale covered	148k doors (↑3%)
Number of products sold in (domestic retail) across the Philippines	2.6 billion units (2023: 2.5 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, 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 group ensures the quality and safety of all our products, positioning our food service products in the premium segment. Depots are strategically located in key cities to ensure seamless service and easy access to our clients.

Number of restaurants served in the Philippines	~28,000 (2023: ~23,000)
Equivalent percentage of the total consumer food service establishments in the country	30% (2023: 24%)

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 75 major markets.

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	82 (2023: 79)
Units of branded products exported	66 million (2023: 63 million)

Our Sustainability Commitment

CNPF is deeply committed to delivering affordable nutrition with a strong focus on sustainability. We aspire to achieve profitable and sustainable growth by embedding environmental, social, and governance considerations into the core of our operations. This effort is driven by our dedicated team, who embody our company's values and contribute significantly to our broader sustainable development goals. 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.

Our Environmental, Social, and Governance (ESG) Policy codifies our commitment by integrating our Sustainability Framework into every aspect of the business. 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.

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

"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 updated with our renewed materiality assessment in late 2023. Our stakeholders (including leadership, investors, supply chain partners, and customers) continue to be an integral part of our strategic and growth initiatives.

Our Board-level Corporate Governance and 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 towards the most pertinent sustainability challenges and opportunities for our business and stakeholders.

3 Pillars		
Protein Delivery 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. <i>SDG 2: Zero Hunger</i> <i>SDG 3: Good health and well-being</i>	Planet Preservation We commit to the efficient use, reuse, and restoring 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. <i>SDG 12: Responsible Consumption and Production</i> <i>SDG 14: Life Below Water</i> <i>SDG 15: Life on Land</i>	People Development 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. <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>
Focus Areas and Material Topics		
Profit-Purpose Alignment Product Affordability & Accessibility We focus on continuously improving our products' affordability and availability in various distribution channels, making our products ubiquitous and accessible to consumers. Product Development & Innovation We constantly pursue customer delight and continuous market study through modern research and development techniques to come up with winning products.	Natural Resource Efficiency Energy and Water Consumption Reduction We strive to improve our efficiency in utilizing natural resources by adopting industry best practices in energy and water management. --- Environmental Impact Management Greenhouse Gas Emission Reduction We manage our use of natural resources to control our impact on the environment, including	Employees Diversity and Inclusion 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. Talent Development We regard our employees as our partners. We invest considerably in promoting their professional and personal growth which in turn helps grow the business.

	the resulting greenhouse gas generated by the energy we utilize.	
<p>Food Quality & Safety Product quality, that also focuses on consumer welfare, is a business aspect accounted for in all parts of our operations.</p> <p>Healthier Products</p> <p>Sodium Reduction 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>Calcium, Iron & Vitamin C Fortification 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>Plastic Footprint Reduction 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>Landfill Waste Reduction We explore ways to minimize our packaging and waste footprint.</p> <p>---</p> <p>Supply Chain Management</p> <p>Supplier Credibility We adhere to standards that ensure our materials are ethically sourced.</p> <p>Local Sourcing We aim to source more materials locally via exploring contract farming and local processing.</p> <p>Tuna Sustainability We aspire to be a leader in tuna sustainability. We diligently comply with international regulations on conservation measures.</p> <p>Sardine Sustainability 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>Employee Engagement We continuously engage with our employees through living out our values, 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>Workplace Safety 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>---</p> <p>Communities</p> <p>Job Creation Our growth around the country generates jobs for local communities.</p> <p>Hunger Alleviation We aim to address some of the Philippines' major socio-economic problems such as hunger, malnutrition, lack of education, and environmental degradation.</p> <p>Livelihood Support We engage in community development and aim to create</p>

		sustainable social impact.
<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, and adheres to fair labor practices and fulfills all other economic, moral, legal, and social obligations towards our stakeholders.</p> <p><i>SDG 16: Peace, Justice, and Strong Institutions</i></p>		

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 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 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 role and responsibilities of the Board of Directors sections for more information.

Composed of senior executives of key functions and business units and spearheaded by our Executive Chairman, Chief Executive Officer, and Executive Vice President & Corporate General Manager Executive Chairman and CEO, our Management's Sustainability Steering Committee is responsible for driving and embedding sustainability into every aspect of the business. Respective subcommittees manage, develop, and implement goals and action plans for each pillar 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 as the basis of management's variable compensation, alongside business and operational KPIs.

Our Sustainability Steering Committees hold quarterly meetings with the Executive Chairman and CEO to discuss each pillar of our sustainability framework, monitor the status of ongoing initiatives, and discuss opportunities and next steps to advance CNPF's sustainability goals.

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		Management's Sustainability Steering Committee	
Chairman		Core	
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	Christopher Po Teodoro Po Edwin Africa Jenifer San Juan-Tecson	Executive Chairman Chairman of the Sustainability Steering Committee President & CEO EVP - Corporate GM and Group BU Head Investor Relations Head
Members		Planet	
Philip Soliven Regina Lorenzana	Independent Director Seasoned banker; Former President and Chairman of Cargill Philippines, Inc. Independent Director Former Global Vice President of Unilever's Global HomeCare Division; Completed executive programs in Sustainability Leadership from the University of Cambridge	Teddy Kho Ronald Agoncillo Fatima Aquino Mayette Siasoco Noel Tempongko Jinky Mercado Arlene Librella Arriel Onesa Joyce Rebosura Jenny Tan	VP & GM - OEM Tuna Exports VP & GM - Sardines VP & GM - Milk VP & GM - Meat VP & GM - OEM Coconut Exports AVP Meat Manufacturing AVP Milk Manufacturing AVP Sardine Manufacturing AVP Coconut Manufacturing VP for Group Procurement

	Protein	
	Honelet Sayas	AVP Corporate QA and Technical Services / OIC for Corporate R&D
	Rhoda Inocelda	R&D Senior
	Cheryl Singson	Department Manager 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

Creating Impact Across our Business

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

Our sustainability strategy is 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.

	<u>Research & Development</u> Developing, reformulating, and testing new product recipes and formulations	<u>Sourcing</u> Having strict assessment and accreditation for raw material suppliers to ensure food quality	<u>Manufacturing</u> Enforcing food quality and safety, as well as regulatory requirements in food manufacturing	<u>Distribution</u> Ensuring sufficient accessibility to reach the demand of partner retailers in a timely and efficient manner	<u>Customer</u> Maintaining a wide network of local and international business partners to reach several markets	<u>Consumers</u> Engaging consumers to gain feedback for continuous improvement of product quality and consumer satisfaction
Impact Creation & Economic Flows						
PROTEIN	Nutrition					Nutrition

Delivery				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				
		Community Development			
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 opening, 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 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
Employees		
<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) 	<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 	<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

<ul style="list-style-type: none"> • 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"> • recognition) • Company culture and personal welfare • Occupational Health & Safety, hybrid work arrangement, work relationships, wellness programs 	<ul style="list-style-type: none"> • bonus system, and provision of access to loan programs (SSS, HDMF, company funds) • Partnership with DOLE on occupational health and 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 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 on 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 timeliness of its publications
Government		
<ul style="list-style-type: none"> • Policy dialogues, consultations, and briefings • Invitation to events and lectures • Annual audits, required reports, and publications 	<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 	<ul style="list-style-type: none"> • Compliance, transparency, and timeliness on submission of required reports and renewal of permits and licenses • Updating of company

<p>such as financial statements</p> <ul style="list-style-type: none"> • Official correspondence and formal proceedings 	<ul style="list-style-type: none"> • Transparency and accountability 	<p>policies and systems based on latest government regulations</p> <ul style="list-style-type: none"> • Attendance and participation to 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 government agencies 	<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- volunteer, school representatives) • Basic food handling and demo cooking using Century- prescribed recipes • 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
Communities (Surrounding Plant Operations)		
<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 third party for recycling and upcycling of waste • Adherence to the recommended traffic routes for private vehicles and trucks. • Implementation of

		<div>feeding programs in schools and communities</div> <ul style="list-style-type: none">● Implementation of local community purchasing programs to support coconut farmers● Partnership with government agencies to provide jobs to the community
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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.

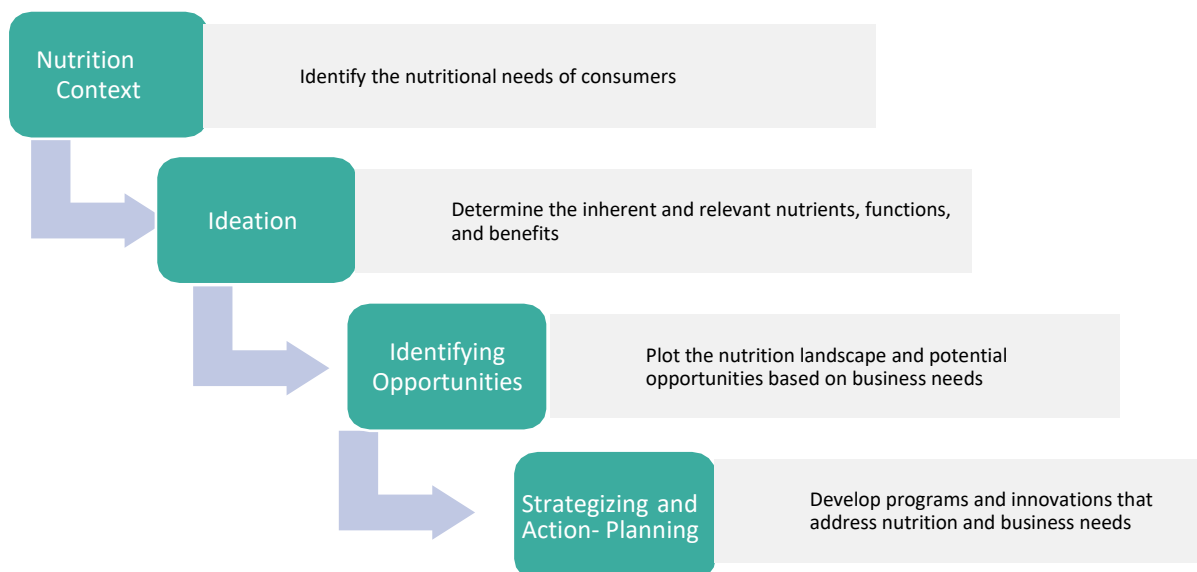
CNPF's Alignment with National Nutrition Goals

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 out opportunities to address the nutritional needs of our consumers through product innovation. We actively seek out 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
Food Fortification Launch products fortified with additional nutrients Food Reformulation Reduce the sodium content of core products Dietary Supplementation Expand the distribution of dietary supplements in the portfolio	Food Assistance Increase Kain Po protein servings delivered to partner communities	Health/Nutrition Literacy and Nutrition Promotion Program for Behavioral Change Increase branded nutrition campaigns fighting malnutrition and promoting health and wellness Food Labelling Rollout new labels across all innovations Food Marketing Regulation Ensure strict compliance to regulatory audits and certifications	Behavior Change & Overweight and Obesity Management/Prevention Launch inclusive and transformational branded nutrition campaign Programs for Older Persons Increase reach of branded activations for the elderly

Food Availability

[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 span from value-for-money to affordable premium brands. 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.





KEY SEGMENTS	VALUE FOR MONEY	MASS MARKET	AFFORDABLE PREMIUM
	Caters to value seekers	Caters to the majority of households	Caters to consumers seeking better, healthier food options
Marine	 	   	 
Meat & Plant-Based	 	  	 
Milk, Coconut, & Others		      	

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.

We launched two new products in 2024, and made additional improvements on two of our existing products:

2024 Launch Fortified CNPF Products

Nutrition	Products	Function
Protein		Muscle Health, Growth Support

		
Calcium		Bone Health & Energy Support
Zinc		Immunity, Brain Function Support
Omega 3 DHA		Heart Health, Brain Function

In response to the established links between sodium intake and certain non-communicable diseases, our commitment to product research and development has been steadfast. The pursuit of this goal continues as we gear up to resume our sodium reduction research this year, coinciding with the transition of the CQA Laboratory to its new home within the CPFI Innovation Center of Excellence.

2024 Nutrition KPI

32 Million Kilograms of protein in products sold (2023: 31 Million)

CNPF delivered a total of 32 Million kilograms of protein across all products sold through domestic retail channels in 2024. We are currently developing relevant and meaningful targets that will enable us to measure and track the nutritional impact of our products.

Food Accessibility

[GRI 3-3: Management of material topics]

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

We are committed to increasing access to safe and nutritious food, so that Filipino households can obtain the essentials for a healthy diet. CNPF's initiatives in this domain are multifaceted, aiming to

provide both direct food assistance and employment assistance to bolster food security.

Kain Po and Daily Dairy Milk Program

Protein servings delivered to beneficiaries through Kain Po	15 Million (2023: 12.4 Million)
Protein servings delivered to beneficiaries through Kain Po since its inception in 2010	82.4 Million

CNPF continues our initiative of providing affordable nutrition and improving nutrition education to school-aged children in our partner schools across the country. Through our flagship KAIN Po feeding program and Daily Dairy Milk Program spearheaded by our partner RSPo Foundation, we seek to nourish youth and lift them out of the cycle of poverty.

In 2024, KAIN Po delivered 15 million servings of protein to partner schools and communities, an increase of 20% as compared to 2023. The program positively impacted the lives of more than 300 thousand beneficiaries during the year.

Daily Dairy Milk Program

Milk servings delivered to beneficiaries through Daily Dairy	183 Thousand (2023: 124 Thousand)
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Through RSPo Foundation’s Daily Dairy Milk Program, CNPF also continues to do our part in helping reduce micronutrient deficiencies among impoverished school-age youth. Working with 13 different institutions, we delivered 183 thousand servings of our leading milk brand Birch Tree in 2024 to various orphanages and welfare centers such as Hospicio de San Jose, White Cross, and Bridge Builder Foundation Norway, among others.

Consumption of Healthy Food

[GRI 3-3: Management of material topics]

Promoting nutritional awareness and empowering consumers to make informed food choices is central to CNPF’s ethos.

#HuntsMySuperfood Campaign

Seeking to grow one of our brands through Nutrition-Based Planning, CNPF launched our #HuntsMySuperfood Campaign in 2024. This initiative seeks to bring awareness to more Filipinos about the health benefits of beans, especially regarding their health benefits.

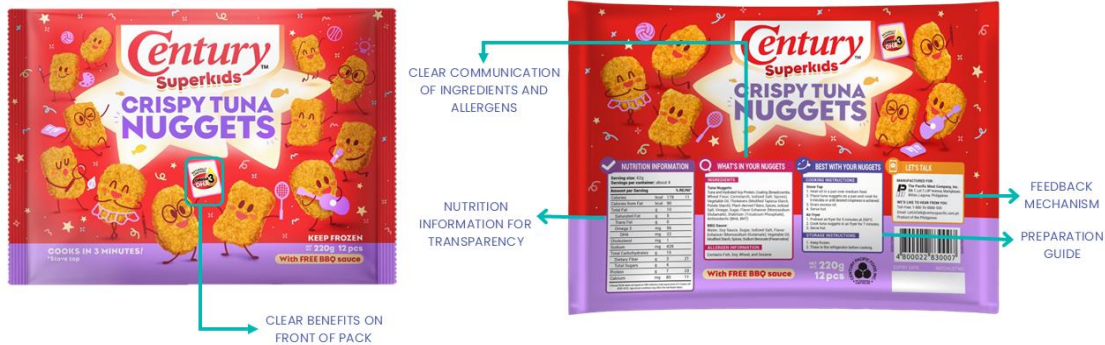


CNPF drove the relevance of beans among young adults, a market that needed an easily accessible source of essential nutrients. Beans are highly nutritious, containing high amounts of protein compared to other food. They also contain Vitamins B1, B6, E, and K, making them pack plenty of benefits in one inexpensive, simple-to-eat, and healthy package.

It's this combination of nutrients that proudly makes us promote Hunt as a superfood: a healthy inclusion to the staple Filipino diet, helping our consumers get access to a variety of nutrients that few foods in the market can provide.

As a result of this campaign, Hunt's saw an uptick improvement of growth across multiple market segments and retailers. The campaign also saw active engagement from our audience, and CNPF anticipates steady continuous improvement in demand for our Beans products in 2025.

In 2024, apart from targeted nutrition education campaigns that increased public knowledge and facilitated healthier choices, we introduced products that used Inspire Labelling. This program supports our consumers in discerning the health benefits of our products at a glance.



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 aimed at creating 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.

Century Tuna Superbods



In 2024, Century Tuna continued its tradition of promoting health and fitness through the highly anticipated Century Tuna Superbods competition. Under the theme "#BestYouEver," the event celebrated individuals who exemplified physical transformation, personal growth, and a commitment to healthy living. This year's competition once again highlighted inspiring stories of resilience and positive change, reinforcing the brand's belief that everyone has the potential to be the best version of themselves.

Launched in 2006, the Century Tuna Superbods competition has evolved into one of the most recognized health and fitness platforms in the Philippines. More than just a search for physically fit individuals, Superbods has become a nationwide movement advocating for active lifestyles, balanced nutrition, and mental well-being. Over the years, it has provided a stage for everyday Filipinos and public personalities alike to share their personal fitness journeys, empowering a broader community to embrace a healthier way of life. Through Superbods, Century Tuna continues to champion wellness as a sustainable and inclusive goal for all.

Birch Tree Advance

Birch Tree ADVANCE

SENIOR POWER!

AT HALF THE PRICE NG LEADING SENIOR MILK BRAND

Based on Birch Tree Advance 850g vs Leading Senior Milk Brand 850g SRP

WHEY & CASEIN
HELPS ADD MUSCLE MASS

CALCIUM
HELPS STRENGTHEN BONES

28 VITAMINS & MINERALS
HELPS BOOST IMMUNE SYSTEM

Senior Power refers to muscle strength.
Meets source of requirement in RENI for protein, calcium, vitamin B-complex, vitamin A, D, C plus Omega 3 & 6
ASC Ref. Code C0122P090424B

with balance diet and healthy lifestyle

PHP 1,099
SRP

Birch Tree ADVANCE
Vanilla Flavour

In 2024, Birch Tree Advance reaffirmed its commitment to enhancing the well-being of seniors through targeted nutritional support. Understanding the unique health challenges faced by individuals aged 60 and above, the brand emphasized the importance of proper nutrition in maintaining an active and fulfilling lifestyle. Birch Tree Advance, an affordable adult nutritional supplement drink, is enriched with essential nutrients such as protein, calcium, and vitamins D, A, C, and B12—key components for supporting muscle function, bone health, and immune strength. By providing these essential nutrients, the brand helps seniors address age-related concerns like muscle loss and weakened immunity, enabling them to continue living life to the fullest.



Beyond nutrition, Birch Tree Advance further promoted active aging by launching the Birch Tree Advance Fitness Dance Cup, a Zumba-inspired competition designed to get seniors moving while having fun. Participants from across the country showcased their energy and passion for dance, all while competing for a grand prize of PHP100,000. This joyful event not only reinforced the importance of regular physical activity but also celebrated community, vitality, and self-confidence in later life. Alongside this, the brand introduced a Loyalty Card program offering exclusive perks and discounts at partner retailers, strengthening its connection with consumers.

Together, these efforts reflect Birch Tree Advance’s holistic approach to supporting seniors—through proper nutrition, engaging activities, and meaningful incentives that empower them to thrive in their golden years.

Product Development and Innovation

[GRI 3-3: Management of material topics]

Innovation is at the heart of CNPF’s long-term 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.

In July 2024, the Innovation Center of Excellence (ICE) was inaugurated, marking a new era of groundbreaking Research and Development (R&D) in our company. ICE houses a state-of-the-art pilot plant, central laboratories, and collaborative workspaces tailored for cutting-edge research, training, and development.

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

Century Tuna Superkids Crispy Tuna Nuggets

In 2024, CNPF expanded its product line with the introduction of Century Tuna Nuggets, a nutritious and flavorful alternative to traditional chicken nuggets. Designed to cater to health-conscious families, these nuggets are rich in Omega-3 DHA, known for supporting heart and brain health, thereby promoting cognitive development in children. The product aims to provide a convenient and healthy meal option that appeals to both parents and children.

The launch was highlighted by a "super launch party" featuring celebrity endorsers Marian Rivera-Dantes and her son, Sixto Dantes, underscoring the brand's commitment to family health and wellness. This product not only diversifies the company's offerings but also reinforces its commitment to promoting better nutrition among children. It also reflects CNPF's dedication to innovation and its mission to provide affordable nutrition to Filipino consumers.

Plant-Based Meats Updates (unMEAT Expansion)

2024 saw a continuous increase in both interest and demand for unMEAT, CNPF's plant-based meat alternatives line of products. Since its launch in 2020, unMEAT has grown from a domestic offering to a global brand. Today, the brand is present in over 13,000 retail points of sale across US, Europe, Australia, and Asia, with major retailers such as Walmart, Albertsons, Carrefour, Woolworths, and Fairprice.

In 2024, unMEAT added new products to our line, increasing the range to 39 SKUs globally. Focusing on affordability, healthier and more sustainable ingredients, our campaign "Add Some Un—to Your Usual" showcased the versatile products of our unMEAT line, while also pushing for increased awareness of the brand in key markets internationally.

unMEAT continues to be recognized for its performance in the plant-based meat alternatives space, participating in The Wall Street Journal's award-winning Future of Everything Festival. Hosted by The Wall Street Journal, the event brought together "leading thinkers, doers and change makers for a definitive look ahead at the groundbreaking innovations and ideas that are transforming the way we live, work and play," which captures CNPF's mission of innovating the way consumers experience plant-based food alternatives.

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, making our responsibility to deliver exceptional and reliable products a fundamental aspect of our sustainability vision.

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 all products 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.

Raw Material Testing & Supplier Accreditation

Ingredients and packaging materials are evaluated for conformity with standards for production. 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 around food quality and safety, which serves as input for product and process improvements. These 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 Philippines, including regulations on packaging information, labels, and ingredients.

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, U.A.E., Saudi Arabia, and Israel, among others.

During the year under review, there were no cases of non-compliance concerning laws or standards on product health, safety, and quality, as well as on product labeling and marketing practices.

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

Planet Preservation

Natural Resource Efficiency

[GRI 3-3: Management of material topics]

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 each quarter to review our resource management report, monitor developments, and identify new opportunities for reducing water and energy consumption.

Water Consumption Reduction

[GRI 3-3: Management of material topics]

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

[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. With a strong focus on water quality and availability, we are especially mindful of our impact in high water-stress areas.

CNPF ensures the highest water quality standards across all our business units by utilizing a mix of sustainably sourced (deep well water and purified district) water. Our rigorous monitoring, sampling, and testing protocols across production processes strictly adhere to quality standards, reflecting our commitment to operational excellence and environmental stewardship.

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.

In our Tuna, Coconut, and Sardines plants, we reclaim condensate, turning what would be waste into a resource. For instance, the water from softener backwash finds new life in washing processes, and we employ water recycling in our vacuum filling machines. In our Meat business, we're making significant strides in water conservation by reusing cooling water from previous cycles. We use reverse osmosis systems across our business units to reuse water wherever feasible.

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.

To mitigate our wastewater impact and promote a circular economy, we have continued to use wastewater sludge from our Tuna, Coconut, and Meat operations as either alternative fuel for our boilers or byproducts such as fertilizer and raw material for biodiesel production. In 2024, approximately 400 metric tonnes (MT) of sludge were repurposed by our Tuna and Milk businesses.

Water	2022	2023	2024
Water withdrawal (CBM)	3,863,575	3,928,586	4,954,214*
Water discharge (CBM)	3,110,582	3,200,926	4,038,727
Water consumption (CBM)	752,992	727,659	915,486
Water intensity** (CBM/mt)	9.26	9.77	9.99

**In 2024, total water withdrawal increased by 21%, resulting in a 0.22CBM/mt increase in water intensity. This was due to high production volumes and improved data collection. CNPF continues to pursue various initiatives to reduce our water demand, utilize alternative water sources, and recycle water as much as practicable.*

***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 2024, CNPF withdrew 9.99 cubic meters of water.*

Energy Consumption Reduction

[GRI 3-3: Management of material topics]

[GRI 302-1: Energy consumption within the organization]

[GRI 302-3: Energy intensity]

Energy	2022	2023	2024
Total energy consumption (GJ)	2,259,607	2,130,379	2,488,931*
Non-renewable (GJ)	2,154,382	2,006,287	1,720,928
Renewable (GJ)	105,225	124,092	768,003
Energy intensity** (GJ/mt)	5.42	5.30	5.02

**In 2024, total energy consumption increased by 17%, nonetheless, energy intensity decreased by 0.28 GJ/mt. This was driven by the shift of CNPF's coconut processing facility from non-renewable fuel*

sources to biomass.
***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 2024, CNPF consumed 5.02 gigajoules of energy.*

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 manage environmental risks responsibly and to seize climate-related business opportunities as they arise.

Greenhouse Gas Emission Reduction

[GRI 3-3: Management of material topics]
[GRI 305-1: Direct (Scope 1) GHG emissions]
[GRI 305-2: Energy indirect (Scope 2) GHG emissions]
[GRI 305-4: GHG emissions intensity]

CNPF is committed to clear, effective climate action by advancing energy efficiency and expanding investment in renewable energy, moving us steadily towards reducing our emissions economically.

Investment in Renewable Energy

The carbon footprint directly controlled by our business is quantified as the volume of greenhouse gasses (GHGs) caused by energy consumption in our production facilities. 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.

CNPF Renewable Energy Push

During the year, the Company expanded its solar power facility in General Santos City, where it houses its largest manufacturing hub in the country for tuna and coconut. From a capacity of 5.2Mw, the operational solar capacity now stands at 8.6MW, representing a 65% increase.

CNPF’s tuna and coconut facilities predominantly use clean energy sourced from a hydroelectric power plant through the grid. In 2021, the Company commissioned its first solar PV plant in a move to double down on its commitment to more sustainable manufacturing practices.

At the end of 2024, close to 70% of the hub’s power requirements were harnessed from clean energy sources.

Coconut Processing Facility Biomass Boiler Improvement

In 2024, CNPF's Coconut processing facility made considerable progress in its capability to utilize biomass as fuel. After the initial investment in biomass capability in 2023, the business segment converted the rest of its boilers to be able to process waste coconut shells as fuel. By increasing biomass capability in the manufacturing process, our coconut processing facility takes one more step towards more eco-friendly operations while still ensuring its bottom line is met in terms of production—a win for the environment, our people, and the business.

These boiler improvements not only reduced health hazards for operators and boiler crew, but it also drastically improved cleanliness in the area. Previous processes would necessitate regular de-ashing and ash hauling due to the byproducts of using coal as a fuel source. With these improvements, coal ash waste was reduced close to zero percent from previously near 40%.

These improvements also mean that the boilers now have zero air pollutants and reduced carbon emissions.

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

Emission	2022	2023	2024*
Scope 1 (tonnes CO ₂ e)	190,493	176,124	145,866**
Scope 2 (tonnes CO ₂ e)	27,138	27,828	29,309
Emission intensity (tonnesCO ₂ e/mt)***	0.52	0.51	0.35

*In 2024, total emissions decreased by 16%, driven by Scope 1 emissions.

**Scope 1 emissions decreased by 21%, driven by a reduction in coal usage. As a result, CNPF's emission intensity was reduced by 0.16 tCO₂e/mt.

***Emission intensity is calculated as total GHG emissions divided by total product volume produced in mt. This metric means that for every mt manufactured in 2024, CNPF emitted 0.35 tonnes CO₂e of greenhouse gasses.

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 strive to incorporate as much of the fruit as possible in a wide range of products such as Coco Mama (cream and meat) and OEM products like coconut water, coconut oil, desiccated coconut, and coconut flour, among others. To minimize waste, we are exploring sustainable uses for coconut shells and husks, such as biofuel. Our Tuna business turns excess fish parts into byproducts such as fish meal, fish oil, and fish soluble.

In compliance with the Ecological Solid Waste Management Act, all business units conduct onsite segregation of their operational waste 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 quarterly to our Sustainability Steering Planet Subcommittee.

We prioritize materials that are recyclable, renewable, or biodegradable. 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 Footprint Reduction 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 used	2022	2023*	2024
Total materials (mt)	590,405	590,911	696,766
Renewable (%)	79%	86%	87%
Non-renewable (%)	21%	14%	13%

**2023 data has been restated for accuracy.*

Waste	2022	2023	2024*
Total waste generated (mt)	84,614	140,203	113,254
Waste diverted from disposal (%)	86%	74%	76%
Waste directed to disposal (%)	14%	26%	24%

**In 2024, waste was reduced significantly due to CNPF’s coconut processing facility, repurposing waste from coconut shells by converting it to biomass.*

Plastic Footprint Reduction

[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. 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 implementation of these initiatives in 2022.

Additionally, 70-80% of our brands use paper and tin packaging, which are more easily recycled. Approximately 60% of our Supply Chain and Logistics' plastic waste is also being recycled into beads by a third party.

From Net Zero to Plastic Cleanup Partner: A Renewed Commitment to Plastic Waste Reduction

We have also transitioned from our Net Zero Plastic Waste initiatives into becoming a Plastic Cleanup Partner with the Plastic Credit Exchange (PCX). The Plastic Cleanup Partner label is awarded to companies and brands that deliver significant, measurable impact in cleaning up plastic waste. Products that are awarded the PCX Plastic Cleanup Partner label are held to a standard that the company behind its productions is working hard to keep plastic waste out of nature.

As a Plastic Cleanup Partner, CNPF purchases clean up credits that offsets 100% of our plastic footprint. CNPF actively engages in plastic waste footprint reduction through the PCX ecosystem, which facilitates the removal of post-consumer plastic waste from the environment, converting plastic into energy, and promoting the circular economy through plastic credits. We recognize that offsetting is only an interim solution to tackling plastic waste and are committed to continuously exploring sustainable solutions to minimize plastic use.

To uphold the integrity of our plastic offsets, PCX mandates third-party audits by Isla Lipana & Co. (PricewaterhouseCoopers). The audit validates CNPF's plastic footprint, supporting PCX in certifying our brands' Plastic Cleanup Partner status. It also verifies our brands' plastic footprints against our annual packaging usage, confirming that a matching amount of plastic waste has been responsibly recycled or co-processed.

2024 marks our fifth year of committing to reducing our brands' plastic footprint by 100% through an offsetting mechanism, ahead of the 40% footprint reduction required by the Extended Producer Responsibility Act of 2022.

We've advanced our commitment with now 14 brands under the Plastic Cleanup Program of PCX, 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 reduction program. To offset our footprint in 2024, we purchased 2,904 mt worth of plastic credits.

Furthermore, the Control Union validates the impact of the plastic credits we purchased. This rigorous process, detailed in the PCX credit registry, not only enhances our plastic management but also aligns CNPF with the Extended Producer Responsibility Act of 2022. For more information on Plastic Footprint Reduction program or our Plastic Cleanup Partnership with PCX, visit our website.

Our Activities as a Plastic Cleanup Partner of PCX

CNPF's waste-to-cash program, developed in collaboration with PCX, empowers women-owned sari-sari stores in Manila to serve as collection hubs for post-consumer plastic, providing residents with a new income source while promoting sustainability.

We have two collection points stationed in Barangays 432 and Baseco Port, and 14 located in Anilao, Batangas. They are managed by women micro-entrepreneurs, incentivizing community-wide collection efforts. This initiative enhances the livelihoods of residents and store owners, increasing the average annual income of Aling Tindera participants (AT's) by an average of 48% nationwide, and plays a crucial role in our efforts to better manage post-consumer plastic waste.

Another key inclusion in our Plastic Waste Reduction initiatives is "Century Tuna Saving Our Seas" collaboration with HOPE, the Philippines' first certified B Corp,. This initiative goes beyond collecting plastic for reuse and recycling and emphasizes community involvement into plastic waste reduction and management efforts.

Some highlights of our 2024 activities include:

1. **April 2024: PALIT PLASTIC PROJECT in La Union with 16 out 20 LGUS participating**
2. **September 2024: INTERNATIONAL CLEAN-UP DAY in Brgy. Mainit, Mabini, Batangas**
3. **September-October 2024: SCHOOL PLASTIC DRIVE (Talaga Elementary School, Mainaga-San Francisco School, Mabini Central School) in Mabini, Batangas**

Overall, the Saving Our Seas collaboration marked a record high of almost 60,000 kgs of plastic waste diverted in 2024, four times the 15,000 kgs recorded in 2023.

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 that meet our commercial standards, comply with relevant government regulations, and align with our social and environmental aspirations as a responsible member 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 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

As of 2024, 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 quality assurance, which evaluates and ensures product quality and safety standards. Refer to the Accreditations and Certifications and the Tuna Sustainability sections of the report and the Purchases Assessment page on our website for the latest developments on the international standards, certifications, accrediting bodies, trade associations, and regulating agencies we align with.

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.

2nd Supplier Forum: Water Minimization and Cogeneration

In March 2024 our Corporate Procurement hosted another training on resource optimization entitled "Water Minimization for the Process Industry and Maximizing Energy with Cogeneration".

Headed by Ms. Mary Jennifer S. Tan (VP & Group Procurement Director), this workshop was

attended by select key suppliers and CNPF plant engineers from different business units. A total of 50 participants joined the training conducted by Prof. Ir. Dr. Dominic Foo. Professor Foo is a specialist in process design and integration from the University of Nottingham Malaysia, a Founding Director of the Center of Excellence and Green Technologies and is ranked in the Stanford List among the top 2% of the most cited scientists and academics.

During this comprehensive training session, participants delved into the intricate realms of graphical, algebraic, and mathematical optimization, focusing on water management in the morning, and cogeneration strategies in the afternoon. Professor Foo discussed the challenges faced by industries in water minimization, teaching the participants different strategies for material recovery. Attendees gained valuable insights into these complex concepts, mastering both manual techniques and leveraging Excel tools to enhance their understanding and proficiency.

Moving forward, CNPF aims to include similar sessions in our Supplier Forums that can help our suppliers make better use of their resources, limit waste generation, and optimize their operations.

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.

To support the local economy, we allocate over 56% of our total procurement budget on suppliers registered in the Philippines. In 2024, 100% of the raw materials for our Coconut business were sourced from local farms. Through our Agripreneur programs, we source approximately 80% of the fresh produce we use in Tuna from local 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 Sustenido Bulan.

We continuously seek opportunities to develop relationships with local suppliers in key provinces and regions.

Save Our Coconuts

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.

The Philippines is one of the top producers of coconuts in the world. However, nearly a fifth of the coconut trees in the country are aging, with lower productivity. In order to ensure the long-term supply of coconuts and help boost the income of farmers, these aging trees need to be replaced.

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

For Coco Mama and its partners, the Save Our Coconuts project means more than just replenishing coconut supply. It's a commitment to help the farmers that help support the Philippine coconut industry, a push toward sustainable growth, and a partnership that promises to uphold the bright future of coconut farming in the country.

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.

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 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 2024 assessments by the International Seafood Sustainability Foundation (ISSF). This tuna species is the most abundant of all major commercial tuna species 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.

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 | 5. Illegal, Unreported and Unregulated Fishing |
| 2. Traceability & Data Collection | 6. Capacity |
| 3. Bycatch Mitigation | 7. ProActive Vessel Register |
| 4. Monitoring, Control and Surveillance | 8. Exemption for Very Small Purse Seine Vessels |
| | 9. Social and Labor Standards |

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 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

Responding to the rising global demand for sustainable seafood, Century Pacific Food, Inc. (CNPF), through its subsidiary General Tuna Corporation, initiated a Fisheries Improvement Project (FIP) in 2021 to guide local fisheries towards 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 is making Marine Stewardship Council (MSC) Certification an increasing requirement for fisheries to continue supplying for corporations. The FIP is a steppingstone towards obtaining this certification.

General Tuna Corporation is working towards 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 Bulan

Sardines play a vital role in Filipino food culture, with nine out of ten Filipinos relying on them for nutrition. As the most affordable and accessible seafood-based protein, sardines are a staple in many households, especially among the 70% of the population who consume seafood frequently. However, Zamboanga, the largest source of sardines in the country, has seen a downward trend in supply and is currently restoring fish stocks to health.

In response, CNPF diversified its sourcing with the vision of promoting sustainable fishing practices to ensure the longevity of the local industry.

On Bulan, its fisheries, and its community

The municipality of Bulan is abundant in sardine supply with an active local community of smallholder fisherfolk. The local fishing industry is vibrant yet still underdeveloped. Upon entering

Bulan, CNPF saw significant opportunities for growth and improvement.

CNPF's role

As one of the leading players in sardines, CNPF has taken a proactive approach to address the challenges in supply. 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.

With Sustenido Bulan, we have targeted three areas where we believe we can make effective and positive change:

- **Partnership with the Local Government of Bulan, Sorsogon**

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.

Through this partnership, the Company paves the way for long-term initiatives that can significantly impact Bulan's fishing industry. This collaboration serves as a testing ground for future local government partnerships and sets a precedent for more grassroots initiatives to reach those who will benefit most from the campaign.

- **Proper Fish Handling Orientations**

After identifying the necessary improvements in the fishing processes, 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.

- **Partnership with the Department of Agriculture-Bureau of Fisheries and Aquatic Resources (DA-BFAR) and the Philippine Fisheries Development Authority (PFDA)**

In addition to conducting proper fish handling orientations, 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.

CNPF also streamlined its accreditation processes to make it easier for Bulan fisherfolk, allowing the company to expand its roster of suppliers in the area by threefold. With the improvement on fish supply in Bulan, the group was able to process sardines in Luzon, creating 850 quality manufacturing jobs in the process.

- **Food Distribution Programs**

According to the Philippine Statistics Authority (PSA), there has been a notable increase in the number of families in Sorsogon who are struggling to meet their basic food needs in recent years. To tackle this issue and assist fisherfolk families, 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.

Our efforts in Bulan also translated to more protein delivered to our consumers. With improvements in supply, we were able to deliver approximately 65 million protein-rich meals to our consumers thanks to Sustenido Bulan.

Sustenido Bulan's tomorrow

Sustenido Bulan was all about building win-win solutions for the community in our endeavor to support the longevity of the industry and lay the foundations of a sustainable sardine business for CNPF. As we move forward, we aim to deepen our efforts in the Bulan community and create shared value for those we serve.

People Development

Employees

Diversity and Inclusion

[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 that aligns with our strategic goals now and in the future. Embracing a range of skills and potentials, we maintain a non-discriminatory hiring approach that transcends ethnicity, religion, and gender, actively seeking talent from the diverse communities surrounding our operations. Guided by CNPF’s policies, our Human Resources Department is instrumental in nurturing an inclusive culture where every employee’s unique background, ideas, and perspectives are not only recognized but are also integral to our collective growth and success.

Diversity and inclusion must be reflected from the very top—a diverse Board of Directors sets the example for the rest of the organization. At the same time, diversity of expertise and perspectives enables the Board to make more strategic decisions to drive continuous growth, innovation, and business continuity. Our Board Charter states our Board Diversity Policy and commitment.

We aim to promote and practice diversity and inclusion across our business units. Most of our senior and middle managers are women. While gender distribution is still skewed towards males at the executive level, the ratio has improved over the years through our continuous efforts in seeking opportunities to empower women. We believe having diverse backgrounds in our leadership composition strengthens our competitive advantage and capacity to innovate. We are equally committed to facilitating educational opportunities for our employees to learn about diversity in the workplace.

5 out of 7 of our manufacturing divisions are headed by women.

Total employees in 2024: 3,201 (2023: 2,725)

CNPF defines employees as full-time permanent employees only, from our staff at the plants to executive leaders.

New employee hire rate: 21% (60% male: 40% female)
Turnover rate: 15% (56% male: 44% female)

Employee Breakdown	2022	2023	2024
By gender			
Female	1,216 (43%)	1,219 (45%)	1,438 (45%)
Male	1,582 (57%)	1,506 (55%)	1763 (55%)
By age			
Under 30 years old	996 (36%)	880 (32%)	1,050 (33%)
30-50 years old	1,586 (57%)	1,628 (60%)	1,910 (60%)
Over 50 years old	216 (8%)	217 (8%)	241 (8%)

Board of Directors Breakdown	2022	2023	2024
By gender			
Female	2 (25%)	3 (33%)	3 (33%)
Male	6 (75%)	6 (67%)	6 (67%)
By age			
Under 30 years old	0	0	0
30-50 years old	1 (13%)	1 (11%)	1 (11%)
Over 50 years old	7 (87%)	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 growing the business and are committed to investing in their professional and personal development. Guided by our [Employee Training and Development policy](#), our 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	2022	2023	2024
Female	10	16	18
Male	12	12	17
Per employee	11	14	17

2024 KPIs

Number of training hours	55,422 (2023: 38,329)
PHP investment in employee training	48.5 Million (2023: 12.2 Million)
% of total training hours given to women	47% (2023: 52%)

Performance Management System

CNPF 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. 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).

100% of our full-time employees, from rank-and-file all the way to executive levels, underwent performance reviews in 2024.

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.

2024 KPI

% of employee population promoted to a higher rank	3% (2023:11%)
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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 caring 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 wellbeing 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, 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.

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

Sibol Awards

We aim to build a culture where sustainability is at the center of 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 2024, the highest honors were bestowed upon the Sardines team, in collaboration with Corporate Procurement and RSPo Foundation, for their outstanding contributions. Please refer to the Sustenido Bulan 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 403-5: Worker training on occupational health and safety]

[GRI 403-6: Promotion of worker health]

A healthy and safe working environment is a prerequisite to 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.

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 ensure these measures and systems are upheld.

Supervisors and safety officers are responsible for implementing controls and corrective actions to ensure safe working conditions. Employees and workers have the right and responsibility to report any work-related hazards to their immediate superiors. Employees and workers also have the right to refuse work when work-related hazards are present in the workplace.

In accordance with R.A. No. 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

Promoting Occupational Safety and Health

Regular training and education programs instill a safety culture in our workplace. CNPF holds an annual mandatory Occupational Safety and Health 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.

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.

Occupational Safety and Health	2022	2023	2024
Number of fatalities	0	0	0
Rate of high-consequence work-related injuries (per 200,000 hours)	0.02	0.17	0
Safe man-hours	8.57 million	4.64 million	5.82 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 wellbeing 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 and the United Nation Guiding Principles on Business and Human Rights.

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 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.

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. 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.

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]

Total number of jobs supported across CNPF value chain in 2024: 29,250 (2023:28,336)

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 [Supplier Code of Conduct and Ethics](#) (SCOCE) is one way in which we make a positive impact while expanding our locus of positive influence.

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 Footprint Reduction section of this report.

In 2024, CNPF supported over 29,000 jobs, comprising of 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 2024. 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. Through the Foundation’s programs, employment opportunities are generated in various local communities while serving as reliable sources of raw materials for our Tuna and Sardines businesses. Through the Foundation, we provide livelihood for displaced marine workers in Zamboanga and farmer cooperatives in Sarangani through our Adopt-A-Farm and Agripreneur programs. Read our Local Sourcing section to learn more about our engagement with local coconut farmers, and our Farmer to Agripreneur Program in Sarangani.

Hunger Alleviation

Zero Hunger Alliance

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 2024, the Alliance made significant strides in its mission, serving a million meals to children across the country. Beyond feeding programs, the Alliance activated 400 Family Health Champions and established 130 community food farms. It also hosted seven Zero Hunger Summits, including its flagship event in Iloilo, which convened over 200 partners and changemakers. Notably, Bacnotan, La Union — a model for the 5M approach — was awarded the “Walang Gutom Award” and PHP2 million in livelihood funding from the Office of the President. These accomplishments underscore the Alliance’s commitment to a united, scalable, and sustainable approach to ending hunger in the Philippines.

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]

From new recruits all the way up to the Board, CNPF upholds its zero-tolerance policy against corruption. Anti-corruption training begins at the onboarding session for all new hires, while our Board of Directors receive 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, and bribery, conflict of interest, receipt of gifts, compliance with laws, and whistleblowing, among others.

In the reporting year, 29 operations (100%) were assessed for anti-corruption by Internal Audit. Audits resulted in insignificant risks.

In the reporting year, there was zero (0) confirmed case of corruption.

2024 Sustainability Data Summary

ECONOMIC

Economic Value Generated¹

	UOM	2023	2024
Direct economic value generated (revenues)	billion Php	67.6	76.0
Economic value distributed		61.5	70.8
Employee wages and benefits		2.8	3.1
Payments to suppliers, workers, and other operating costs ²		55.7	62.4
Dividends paid to stockholders and interest payments to loan providers		1.8	3.5
Taxes given to government		1.3	1.8
Economic value retained		6.1	5.2

Procurement practices³

	UOM	2022	2023	2024
Percentage of procurement budget used for significant locations of operations that is spent on local suppliers	%	52%	52%	56%

SOCIAL

Employees

Employees by Gender	UOM	2022			2023			2024		
		Male	Female	Female	Male	Female	Total	Male	Female	Total
Full-time employees	head (% of total)	1,582 (57%)	1,216 (43%)	2,798	1,506 (55%)	1,219 (45%)	2,725	1,763 (55%)	1,438 (45%)	3,201
Executive	head	28	19	47	23	16	39	25	21	46
Senior manager		50	73	123	48	67	115	57	72	129
Middle Manager		84	117	201	78	115	193	103	128	231
Supervisor		327	319	646	342	378	720	413	453	866
Rank and File		1,093	688	1,781	1,015	643	1,658	1,165	764	1,929

Employees by Age	UOM	2022			2023			2024		
		< 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)	996 (36%)	1,586 (57%)	216 (8%)	880 (32%)	1,628 (60%)	217 (8%)	1,050 (33%)	1,910 (60%)	241 (8%)
Executive	head	0	28	19	0	24	15	0	29	17
Senior Manager		2	98	23	1	90	24	2	96	31
Middle Manager		31	158	12	21	158	14	30	188	13
Supervisor		272	339	35	308	379	33	366	457	43
Rank and File		691	963	127	550	977	131	652	1,140	137

	UOM	2022			2023			2024		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
New hires (total)	head (% of total)	328 (57%)	249 (43%)	577 (100%)	281 (50%)	280 (50%)	561 (100%)	392 (60%)	266 (40%)	658 (100%)
New hire rate	%	21%			21%			21%		
Turnover (total)	head (% of	328 (59%)	228 (41%)	556 (100%)	232 (59%)	164 (41%)	396 (100%)	269 (56%)	212 (44)	481 (100%)

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).

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	total)									
Turnover rate	%	20%			15%			15%⁴		

Workers

Workers⁵	UOM	2022	2023	2024
Total	head	18,199	17,254	17,854

Jobs Supported

	UOM	2022	2023	2024
Jobs supported across the CNPF value chain ⁶	number	22,152	28,336	29,250

Diversity and equality – Governance bodies

Board of Directors	UOM	2022			2023			2024		
By gender		Male	Female	Total	Male	Female	Total	Male	Female	Total
	head (% of total)	6 (75%)	2 (25%)	8 (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 (0%)	1 (13%)	7 (87%)	0	1 (11%)	8 (89%)	0	1 (11%)	8 (89%)

Parental leave - Maternity and Paternity Leave

	UOM	2022			2023			2024		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees entitled to parental leave	hours	639	1,207	1,846	772	903	1,675	1,055	1,162	2,217
Employees that took parental leave		30	30	60	39	65	104	36	65	101
Employees that returned to work within reporting period		30	28	58	39	63	102	34	45	79
Employees still employed 12 after their return to work		28	27	55	38	62	100	36	61	97

Occupational Health and Safety⁷

	UOM	2022	2023	2024
Fatalities as a result of work-related injury	number	0	0	0
Fatalities as a result of work-related ill health		0	0	0
High-consequence work-related injuries (excluding fatalities)		1	4	0
Recordable work-related injuries		121	9	35
Recordable work-related ill-health		0	212	225
Rate of high-consequence work-related injuries	number per 200,000	0.02	0.17	0
Rate of work-related injuries	hours	2.35	0.30	0.74
Total man-hours	hours	10,258,655	5,905,270	9,488,086

⁴ The change in turnover in 2024 can be attributed to improvements in data collection. The turnover rate using the same employee base as 2023 demonstrates a decline driven by enhancements in employee engagement, training, and development.

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 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.

Safe man-hours		8,573,535	4,642,076	5,822,880
Number of safety drills	number	11	16	18

Training and Development⁸

	UOM	2022			2023			2024		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Average training hours per employee (total)	hours	10	12	11	12	16	14	17	18	17
Executive		22	20	21	14	30	20	1	6	3
Senior manager		27	18	22	13	12	12	15	23	19
Middle manager		25	17	20	63	60	61	16	24	20
Supervisor		24	12	18	18	17	18	15	16	16
Rank and File		4	11	7	6	8	7	18	18	18
Total training hours	number	31,404			38,329			55,422		
Total training hours given to women	number	14,912			19,834			25,878		
Investment in employee training	million Php	7.3			12.2			48.5		

Anti-Corruption

	UOM	2022	2023	2024
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	0	0

⁸ Training and development data counts from rank-and-file employees to executives only.

Marketing and Labeling

	2024
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>

ENVIRONMENT

	UOM	2022	2023 ⁹	2024
Energy				
Total energy consumption within the organization	GJ	2,259,607	2,130,379	2,488,931
Non-renewable (total)	GJ	2,154,382	2,006,287	1,720,928
Gasoline	GJ	-	-	7,136
LPG	GJ	202	361	155
Diesel ¹⁰	GJ	20,431	21,267	133,304
Coal ¹¹	GJ	1,996,574	1,843,992	1,370,006
Electricity	GJ	137,175	140,666	148,152
Renewable (total) ¹²	GJ	105,225	124,092	768,003
Energy intensity (per mt of product) ¹³	GJ/mt	5.42	5.30	5.02
Water				
Water consumption	CBM	752,992	727,659	915,486
Water discharge	CBM	3,110,582	3,200,926	4,038,727
Water withdrawal	CBM	3,863,575	3,928,586	4,954,214
Water intensity (per mt of product)	CBM/mt	9.26	9.77	9.99
Emissions¹⁴				

⁹ 2023 data for Materials and Water have been restated for accuracy.

¹⁰ The increase in diesel usage was driven by improvements in data collection in 2024.

¹¹ The decline in coal consumption was due to a shift to biomass usage by the coconut processing facility.

¹² In 2024, CNPF increased its solar and biomass capabilities, leading to a 519% increase in renewable energy.

¹³ All intensity figures are computed based on the total volume of products manufactured in metric tonnes (mt).

¹⁴ 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 oxide. Currently, there are no local emission factors for renewable energy. For simplicity, emission data represents non-renewable sources only.

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GHG emissions (Scope 1 and 2)	tCO2e	217,631	203,952	175,176
GHG emissions (Scope 1)	tCO2e	190,493	176,124	145,866
GHG emissions (Scope 2)	tCO2e	27,138	27,828	29,309
GHG emissions intensity (per mt of product)	tCO2e/mt	0.52	0.51	0.35
Materials used¹⁵				
Total materials used	mt	590,405	590,991¹⁶	696,766
Renewable	mt	465,248	507,973	605,902
Non-renewable	mt	91,884	82,937	90,864
Waste				
Total waste generated	mt	84,614	140,203¹⁷	113,254
Total waste diverted from disposal	mt	72,816	103,291	86,193
Total waste directed to disposal	mt	11,798	36,282	27,061
Non-hazardous/solid waste (total)	mt	65,128	105,538	90,038
<i>By method</i>				
Disposed	mt	2,205	3,754	9,370
Incineration	mt	323	291	5,040
Landfilled	mt	1,878	3,463	4,330
Other disposal operations	mt	4	0	0
Diverted	mt	62,923	101,783	80,668
Preparation for reuse	mt	4,131	86,406	53,515
Recycling	mt	443	11,463	2,594
Other recovery operations, including composting	mt	58,349	3,915	24,560
<i>By location</i>				
Onsite recovery operation	mt	42,621	24,357	77,311
Offsite recovery operation	mt	20,302	77,426	3,357
Onsite disposal operation	mt	0	291	3
Offsite disposal operation	mt	2,205	3,463	9,367
Hazardous waste (total)	mt	19,486	34,666	23,216
<i>By method</i>				
Disposed	mt	9,593	32,528	17,691
Incineration	mt	95	3,877	4,442
Landfilled	mt	9,498	28,651	13,250
Other disposal operations	mt	0	0	0
Diverted	mt	9,893	2,138	5,525
Preparation for reuse	mt	3,834	779	3,709
Recycling	mt	1,481	1,358	1,335
Other recovery operations, including composting	mt	4,578	0	481
<i>By location</i>				
Onsite recovery operation	mt	5	0	71
Offsite recovery operation	mt	9,888	2,137	5,454
Onsite disposal operation	mt	5,054	3,877	14,652
Offsite disposal operation	mt	4,539	28,651	3,042

¹⁵ 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.

¹⁶ Materials in 2023 were restated for accuracy.

¹⁷ Waste data nearly doubled in 2023 due to increased scope of waste types being tracked and reported across our business units as well as the inclusion of our supply chain logistics department. The significant increase was primarily driven by reporting more general landfilled waste, packaging waste, and food waste from our Sardines, Meat, and Tuna operations that are processed into fishmeal and other by-products.

Compliance with laws and regulations¹⁸

Non-compliance with Environmental Laws and Regulations	OUM	2024
Fines were incurred	number	1
Non-monetary sanctions were incurred	number	0

¹⁸ In the reporting period, a non-compliance issue was identified and swiftly addressed. The company worked closely with the relevant authorities to resolve the matter and implemented corrective measures to prevent future occurrences. The financial impact was deemed immaterial to the business, and the company continues to prioritize adherence to regulatory standards and the enhancement of internal controls.

Content Indices for Sustainability Disclosures

PH SEC Form 17-A Annex B Content Index 2024

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, Taguig, Binan, 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, 2024 – December 31, 2024
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 2023 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	Corporate Governance: 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: Natural Resource Efficiency, Environmental Impact Management Sustainability Data Summary
Social: Employee Management Employee Hiring and Benefits, Employee Training and Development, Labor-Management Relations, Diversity and Equal Opportunity	People Development: Employees Sustainability Data Summary
Social: Workplace Conditions, Labor Standards, and Human Rights Occupational Health and Safety, Labor Laws, and Human Rights	People Development: Workplace Safety Sustainability Data Summary
Social: Supply Chain Management	Supply Chain Management Sustainability Data Summary
Social: Relationship with Community Significant Impacts on Local Communities	Protein Delivery: Food Accessibility Planet Preservation: Plastic Footprint Reduction, Local Sourcing, Tuna Sustainability, Sardine Sustainability People Development: Community Engagement

GRI Content Index 2024

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			
<u>GRI 2: General Disclosures</u>			
2-1	Organizational details	PH SEC Form 17-A Annex B Content Index 2024	
2-2	Entities included in the organization's sustainability reporting	PH SEC Form 17-A Annex B Content Index 2024	
2-3	Reporting period, frequency, and contact point	PH SEC Form 17-A Annex B Content Index 2024	
2-4	Restatement of information	Sustainability Data Summary	
2-6	Activities, value chain and other business relationships	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 2024 – Corporate Governance
2-17	Collective knowledge of the highest governance body		
2-19	Remuneration practices		SEC 17-A Annual Report 2024 - Executive Compensation
2-20	Process to determine remuneration		
2-22	Statement on sustainable development strategy	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	Sustainability At Century: How We Engage	
2-26	Mechanisms for seeking advice and raising concerns	Sustainability At Century: How We Engage	
		Sustainability at Century: How We Engage Protein Delivery: Food Quality and Safety	

2-27	Compliance with laws and regulations	Planet Preservation: Water Consumption Reduction, Supplier Credibility People Development: Workplace Safety Sustainability Data Summary	
2-28	Membership associations	Planet Preservation: Tuna Sustainability	Tuna Purchase Assessment
2-29	Approach to stakeholder engagement	Sustainability at Century: How We Engage	
GRI 3: Material Topics			
3-1	Process to determine material topics	Our Business and Sustainability Commitment: Materiality Process, Governance and Operationalizing Sustainability	
3-2	List of material topics	Our Business and Sustainability Commitment: Sustainability Framework, Governance and Operationalizing Sustainability	
3-3	Management of Material topics	Protein Delivery Planet Preservation People Development	
GRI 200: Economic Disclosures			
GRI 201: Economic Performance			
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 2024 - Retirement Plan Obligations
GRI 203: Indirect Economic Impacts			
203-2	Significant indirect economic impacts	Protein Delivery: Food Accessibility Community Engagement: Job Creation and Livelihood Support	
GRI 204: Procurement Practices			
204-1	Proportion of spending on local suppliers	Supply Chain Management: Local Sourcing Sustainability Data Summary	
GRI 205: Anti-corruption			
205-1	Operations assessed for risks related to corruption	Direct Answer: 100% of operations were assessed for risks related to corruption There were (0) incidents of corruption during the reporting period.	
205-2	Communication and training about anti-corruption policies and procedures		
205-3	Confirmed incidents of corruption and actions taken		
GRI 206: Anti-competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Direct Answer: There were zero (0) incidents of legal action during the reporting period.	
GRI 300: Environmental Disclosures			
GRI 301: Materials			
301-1	Materials used by weight or volume	Planet Preservation: Landfill Waste Reduction, Plastic Footprint Reduction Sustainability Data Summary	
GRI 302: Energy			
302-1	Energy consumption within the organization	Planet Preservation: Energy Consumption Reduction, Greenhouse Gas Emissions	

302-3	Energy intensity	Sustainability Data Summary	
<u>GRI 303: Water and Effluents</u>			
303-2	Management of water discharge-related impacts	Planet Preservation: Water Consumption Reduction Sustainability Data Summary	
303-3	Water withdrawal		
303-4	Water discharge		
303-5	Water consumption		
<u>GRI 305: Emissions</u>			
305-1	Direct (Scope 1) GHG emissions	Planet Preservation: Greenhouse Gas Emissions Sustainability Data Summary	
305-2	Energy indirect (Scope 2) GHG emissions		
305-4	GHG emissions intensity		
<u>GRI 306: Waste</u>			
306-1	Waste generation and significant waste-related impacts	Planet Preservation: Landfill Waste Reduction, Plastic Footprint Reduction 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		
GRI 400: Social Disclosures			
<u>GRI 401: Employment</u>			
401-1	New employee hires and employee turnover	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		
403-4	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	People Development: Workplace Safety	

403-10	Work-related ill health	Sustainability Data Summary	
<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	People Development: Talent Development	
<u>GRI 405: Diversity and Equal Opportunity</u>			
405-1	Diversity of governance bodies and employees	People Development: 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 Reduction, Local Sourcing, Tuna Sustainability, Sardine Sustainability People Development: Community Engagement	
<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 Direct Answer: 100% of significant product categories for which health and safety impacts were assessed for improvement	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Direct Answer: There were zero (0) incidents of non-compliance during the reporting period.	
<u>GRI 417: Marketing and Labeling</u>			
417-1	Requirements for product and service information and labeling	Protein Delivery: Consumption of Healthy Food, 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	Protein Delivery: Food Quality and Safety	
<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.	