

**BUILDING TODAY,
SUSTAINING TOMORROW**



NICKEL ORE

Powering progress.
Enriching the future.



LIMESTONE

The foundation
for a stronger
tomorrow.



ENVIRONMENT

Protecting nature
for future generations.



SOCIAL

Empowering people.
Building communities.



GOVERNANCE

Upholding integrity.
Driving transparency.



SUSTAINABILITY

Creating value.
Sustaining the future.



BUILDING TODAY,
SUSTAINING TOMORROW

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CORPORATE PROFILE

CENTURY PEAK HOLDINGS CORPORATION

Century Peak Holdings Corporation (CPH) is a diversified holding company committed to responsible resource development and sustainable industrial growth. From nickel mining in the Caraga Region to limestone quarrying and cement manufacturing in Cebu, we are building a future that creates value today and sustains tomorrow.



**BUILDING TODAY,
SUSTAINING TOMORROW**

OUR JOURNEY: MILESTONES & STRATEGIC EVOLUTION

- 
2003

The Genesis:
Incorporated on December 30, 2003, laying the foundational framework for future resource and holding operations.
- 
2006

Unearthing Nickel:
Century Peak Corporation (CPC) is formed as a key subsidiary, securing critical mining tenements in the Caraga Region.
- 
2008

Widening the Lens:
The SEC approves changes to the corporate articles, formally pivoting the primary purpose toward promoting, managing, and investing in broad mining-related ventures.
- 
2009

Public Footprint:
The company goes public, officially listing its common shares on the Philippine Stock Exchange (PSE) on October 6, 2009 under the ticker symbol CPM.
- 
2010

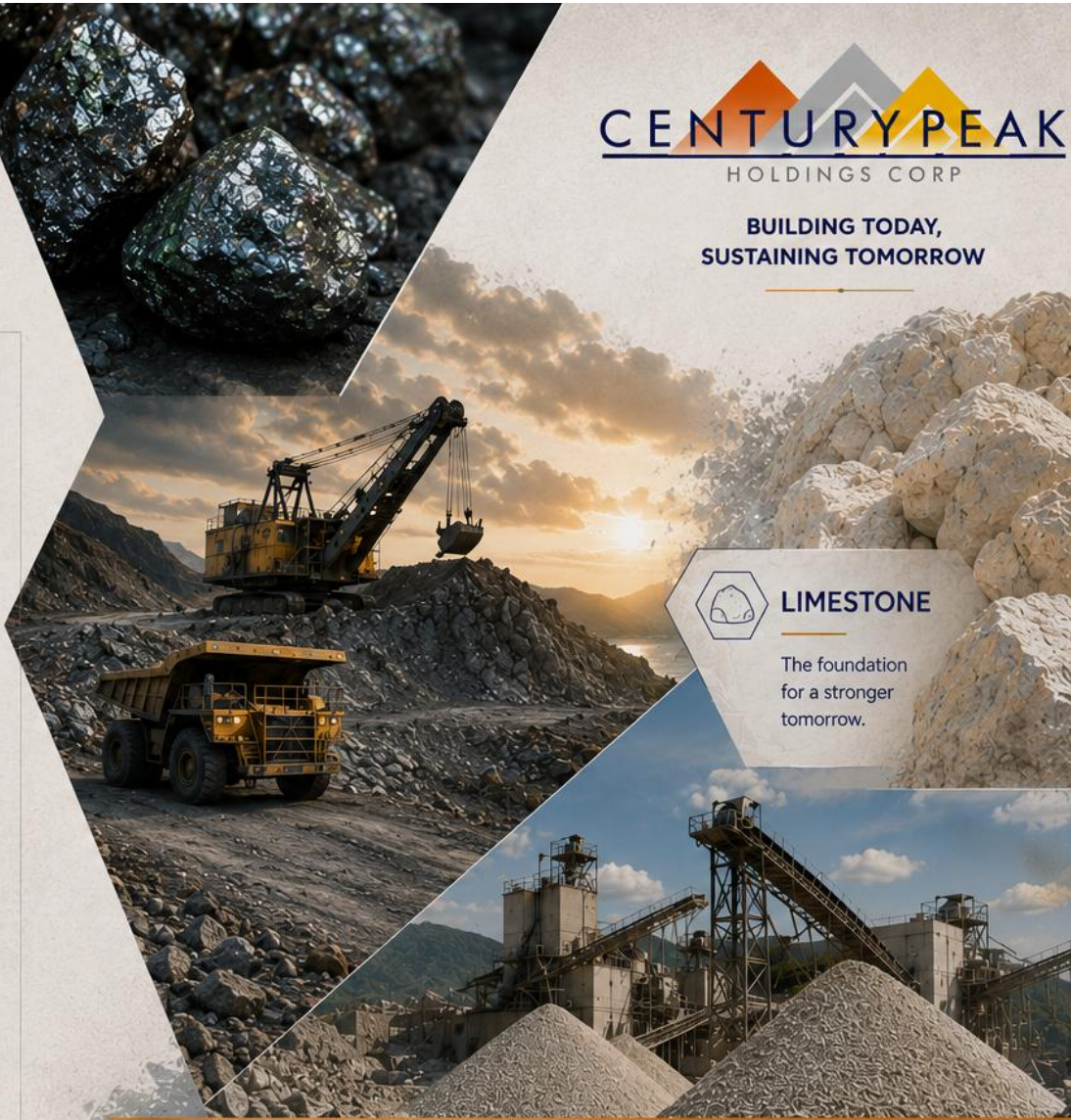
The Limestone Expansion:
Recognizing the synergy between metallic mining and industrial minerals, the company signs a joint operating agreement with the Philippine Mining Development Corporation (PMDC) to explore and extract limestone deposits in Cebu.
- 
2015

The Greenlight for Infrastructure:
Receives its Environmental Compliance Certificate (ECC) for the major Cebu Cement Plant and Limestone Quarry Project, setting the stage for vertical integration.
- 
2018

Building the Kiln:
Century Peak Cement Manufacturing Corporation is officially registered. Construction immediately begins on a state-of-the-art cement production plant and a dedicated private port facility in Cebu.
- 
2019

The Modern Conglomerate:
Reflecting its vast diversification beyond raw metals, the company officially changes its name from Century Peak Metals Holdings Corporation to Century Peak Holdings Corporation.
- 
Present

Integrated Industrial Leader:
Today, Century Peak stands as a mature, multi-faceted holding group executing large-scale nickel operations for export while simultaneously supplying premium-quality local cement to concrete the future of the nation.




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The foundation for a stronger tomorrow.



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WHO WE ARE

VISION

An integrated mining company dedicated to operational excellence, conscious of its social and environmental responsibilities, and committed to delivering superior shareholder returns.

MISSION

- ✓ We shall invest in and operate a diversified and cost competitive portfolio of mines, tenements and businesses.
- ✓ We shall be committed to operational excellence, the safety of our employees and host communities, and the prudent stewardship of the areas we operate in.
- ✓ We shall be a socially responsible organization committed to engaging and uplifting the lives of people in our communities.
- ✓ We shall be mindful of the welfare of our employees and be partners in actualizing their potential and in the development of their careers.
- ✓ We shall always be aware of the concerns of all our stakeholders and be open to solutions and resolutions that are mutually beneficial.
- ✓ We believe and shall act in accordance with the idea that maximizing shareholder value and being a responsible corporate entity are not mutually exclusive propositions.



**BUILDING TODAY,
SUSTAINING TOMORROW**

LIMESTONE

The foundation for a stronger tomorrow.

CORPORATE OBJECTIVES

CARING FOR OUR PEOPLE

- ✓ Health and Safety Standards
- ✓ Decent Work and Workplace
- ✓ Purposeful Employment
- ✓ Training and Development
- ✓ Career Oriented
- ✓ Gender Equality

COMMUNITY DEVELOPMENT

- ✓ Development of Host and Neighboring Community
- ✓ Information, Education, and Communication on Campaign
- ✓ Development of Mining Technology and Geosciences

ENVIRONMENTAL PROTECTION

- ✓ Protection of Land Resources
- ✓ Water Resource and Quality
- ✓ Noise and Vibration
- ✓ Air Quality
- ✓ Conservation Values
- ✓ Environmental Research

ENVIRONMENT
Protecting nature for future generations.

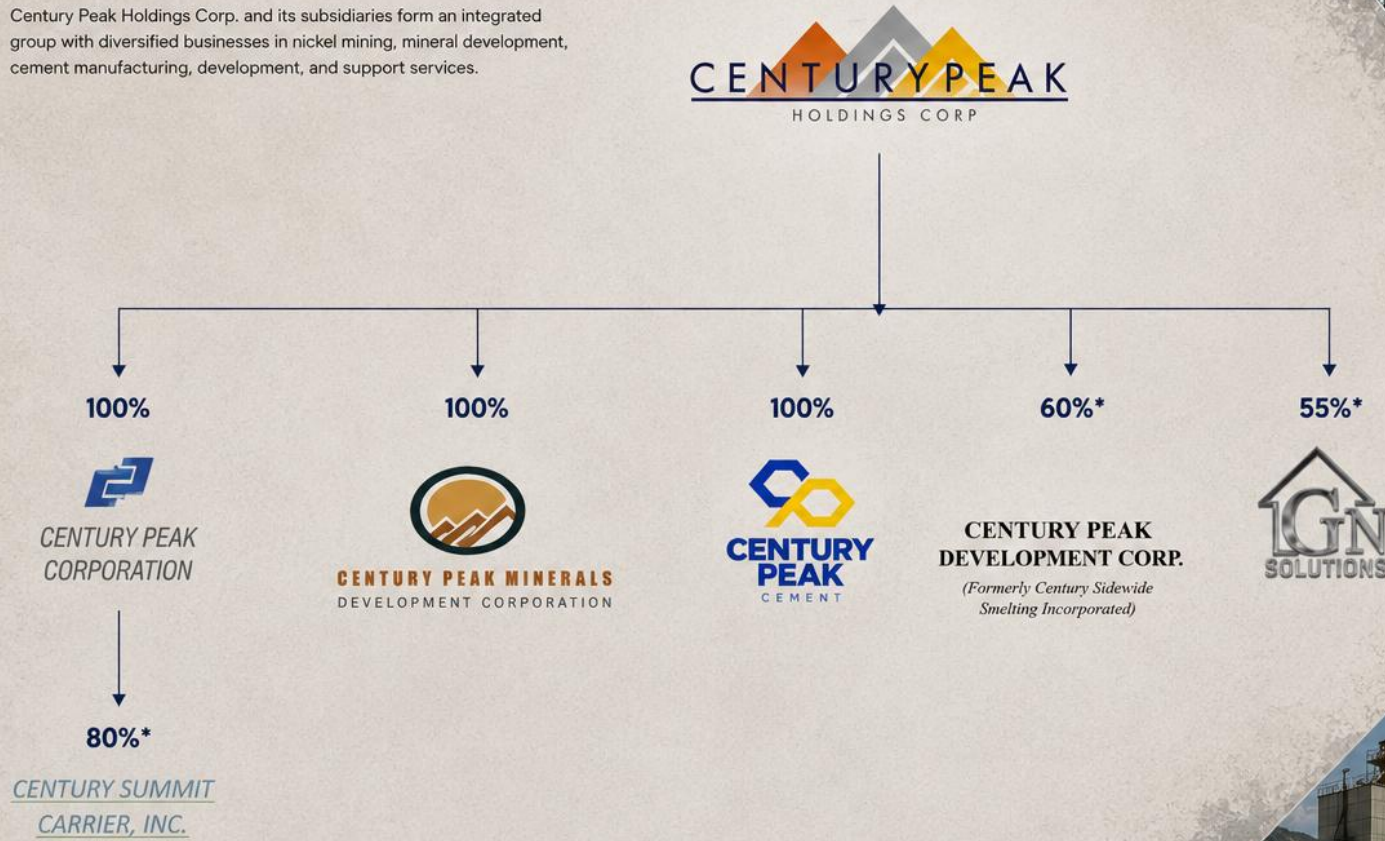
SOCIAL
Empowering people. Building communities.

GOVERNANCE
Upholding integrity. Driving transparency.

SUSTAINABILITY
Creating value. Sustaining the future.

BUSINESS STRUCTURE

Century Peak Holdings Corp. and its subsidiaries form an integrated group with diversified businesses in nickel mining, mineral development, cement manufacturing, development, and support services.



*Non-operating entities

- 

ENVIRONMENT
Protecting nature for future generations.
- 

SOCIAL
Empowering people. Building communities.
- 

GOVERNANCE
Upholding integrity. Driving transparency.
- 

SUSTAINABILITY
Creating value. Sustaining the future.

Message from the Chairman and CEO

Dear Shareholders and Friends,

Throughout the years, the Company has maintained its strategic focus on its core business pillars—mining operations under Century Peak Corporation and the cement manufacturing venture through its wholly owned subsidiary, Century Peak Cement Manufacturing Corporation, which has now entered its second year of commercial operations. These endeavors reflect our commitment to sustainable growth and the creation of long-term value for our shareholders.

In 2025, the Group continued to navigate a challenging macroeconomic environment, particularly affecting nickel ore producers. The ongoing global economic uncertainties, most notably the continued slowdown in China, exerted downward pressure on nickel ore prices and created complex market dynamics.

Amidst these headwinds, we have made meaningful progress in our diversification strategy. Century Peak Cement Manufacturing Corporation has emerged as a significant contributor to our growth trajectory and a cornerstone of our success in 2025.

The Group delivered strong and resilient performance throughout the year. We remain committed to continuous improvement and aligning our strategies with society's evolving expectations and long-term sustainability goals. Our solid balance sheet and positive cash position have enabled us to withstand external challenges and continue executing our growth initiatives with confidence.

We are equally committed to upholding the highest standards of regulatory compliance, environmental stewardship, and social responsibility. Through our Environmental Protection and Enhancement Program, we actively promote sound environmental practices. At the same time, our Social Development and Management Program (SDMP) reflects our dedication to fostering inclusive and sustainable communities.

As we look ahead, we do so with gratitude and optimism. On behalf of the Century Peak Group, I extend my sincere appreciation to our Board of Directors, management team, employees, business partners, stakeholders, and shareholders. Your unwavering trust and support continue to inspire us as we pursue our mission and vision for the sustainable and profitable growth of our company in the years to come.

Very truly yours,



WILFREDO D. KENG

TOWARDS SUSTAINABLE MINING

Century Peak Holdings Corporation (CPHC) has identified six key focus programs aimed at fostering meaningful and sustainable partnerships with stakeholders and interested parties. These focus programs encompass a wide range of initiatives aimed at addressing pressing global challenges and driving positive change.

1. Climate Action and Sustainable Resource Management
2. Environmental Conservation and Biodiversity Preservation
3. Community Empowerment and Livelihood Development
4. Health and Well-being Promotion
5. Education and Skills Development
6. Responsible Business Practices and Ethical Governance



ECONOMIC

We continue to generate revenue through export activities, foreign exchange inflows, fiscal contributions, and the manufacturing of cement.



EXPORT ACTIVITIES

Strengthening global markets and expanding trade opportunities.



FOREIGN EXCHANGE INFLOWS

Earning valuable foreign currency and supporting economic stability.



FISCAL CONTRIBUTIONS

Contributing to national development through taxes, royalties and levies.



CEMENT MANUFACTURING

Delivering quality products that support infrastructure and economic growth.



MINING SEGMENT



The mining segment has contributed modestly to sustained economic development. The full potential of the sector could be better realized through **enhanced infrastructure support and stronger integration with other domestic industries**, particularly via **increased local procurement**.

MANUFACTURING SEGMENT



The manufacturing arm, particularly cement production, has demonstrated **more robust and progressive growth**, making a stronger and more direct contribution to the national economy.



EMPLOYMENT GENERATION

The company remains dedicated to employment generation across both mining and manufacturing operations.



SOCIO-ECONOMIC DEVELOPMENT

These sectors have played a significant role in advancing local and regional socio-economic development.



Driving economic value today for a stronger, more prosperous tomorrow.



We are committed to responsible operations that protect the environment, conserve natural resources, and create a positive impact on the communities where we operate. Our management approach focuses on the following material topics that support a sustainable future for all.

1 MANAGEMENT & PERFORMANCE

MATERIAL TOPIC	STAKEHOLDERS AFFECTED	MANAGEMENT APPROACH
 Management & Performance	 All stakeholder groups	<p>We continue to participate in the protection of our environment and practice due diligence and regular monitoring to mitigate environmental risk.</p> 

2 BIODIVERSITY PROTECTION

MATERIAL TOPIC	STAKEHOLDERS AFFECTED	MANAGEMENT APPROACH
 Biodiversity Protection	 All stakeholder groups	<p>We participate in the community in the preservation of the plants and animals habitat. Continue to rehabilitate in the planting of seedlings & trees for reforestation.</p> 

3 WATER, WASTE MANAGEMENT & ENERGY CONSUMPTION

MATERIAL TOPIC	STAKEHOLDERS AFFECTED	MANAGEMENT APPROACH
 Water and Waste management & Energy consumption	 All stakeholder groups	<p>We constantly monitor impact on the environment through proper waste management & implements efficient measures in improving environmental quality. Constantly monitoring wastages and control the availability of water supply in the neighboring areas.</p> 



TOGETHER FOR A GREENER TOMORROW



PROTECTING THE PLANET



ENGAGING COMMUNITIES



DRIVING SUSTAINABLE GROWTH



CREATING LASTING VALUE

CLIMATE ACTION & SUSTAINABLE RESOURCE MANAGEMENT 1 AND ENVIRONMENTAL CONSERVATION & BIODIVERSITY PRESERVATION 2



CPHC recognizes the urgent need to address climate change and promote sustainable resource management practices. Through carbon reduction initiatives, renewable energy projects, and sustainable resource utilization efforts, CPHC aims to mitigate its environmental impact and contribute to global climate action efforts.

CPHC recognizes the importance of protecting and preserving the environment for future generations. Through sustainable land management practices, reforestation efforts, and biodiversity conservation programs, CPHC strives to mitigate environmental degradation and promote ecosystem resilience.

ACTIVITIES

Quarterly Water Sampling Activities



Century Peak Corporation (CPC) The Company adopts a systematic and proactive approach to water management to minimize the impacts of mining activities on surrounding water bodies. Key measures include the regular desilting of collector sumps and siltation ponds to maintain optimal sediment retention capacity and prevent silt-laden runoff. Routine maintenance of oil-water separators is also undertaken to reduce the risk of hydrocarbon contamination.

Water quality monitoring is conducted on a quarterly basis to ensure compliance with applicable regulatory standards and to evaluate the effectiveness of implemented control measures. Together, these initiatives reflect the Company’s strong commitment to safeguarding water resources and preserving the integrity of downstream ecosystems.



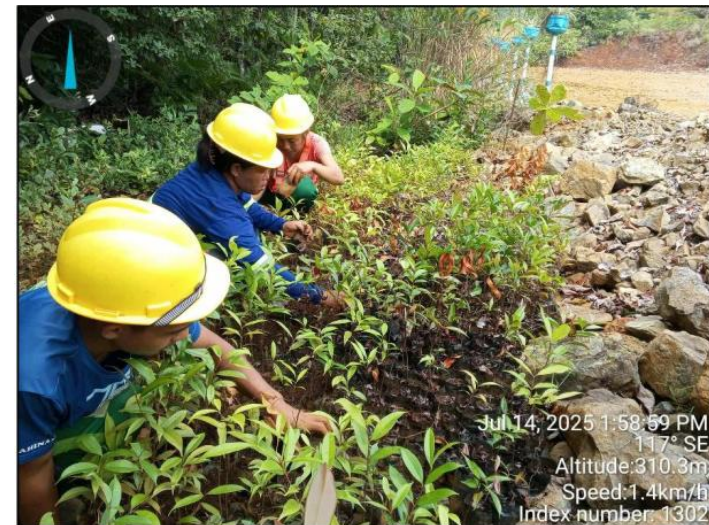
Rehabilitation Initiatives



The Company actively implements land rehabilitation initiatives aimed at restoring disturbed areas and re-establishing ecological functions within the mine site. Revegetation activities are conducted in mined-out areas, as well as along haul road berms, to enhance slope stability and control erosion. These efforts are supported by an on-site nursery responsible for the production and maintenance of seedlings, ensuring the availability of suitable plant species for rehabilitation.

Through these initiatives, the Company promotes the re-establishment of vegetation cover, contributes to biodiversity enhancement, and supports the long-term stability and productivity of rehabilitated lands, in line with its mine closure and environmental management objectives.

ACTIVITIES



Quarterly Air Monitoring Activities



The Company implements proactive measures to manage and mitigate air quality impacts associated with its mining operations. Regular air quality monitoring is conducted to assess particulate levels, ensure compliance with applicable environmental standards, and inform the optimization of control measures. Dust suppression activities, including routine water spraying along haul roads, are consistently carried out to directly reduce the dispersion of airborne particulates. Together, these initiatives contribute to reducing emissions, improving ambient air quality, and safeguarding the health and well-being of both workers and nearby communities.

ACTIVITIES

Century Peak Minerals Development Corp. (CPMDC) and Century Peak Corporation (CPC) conducted a quarterly air sampling and monitoring analysis by a third-party service provider. Two (2) sampling stations were established at the Quarry Entrance Guard House and Area 5, respectively. The package includes both air quality and noise sampling analyses.



Waste Management



The Company promotes responsible waste management through the proper collection, segregation, and disposal of solid waste generated from its operations. By adhering to established environmental regulations and implementing systematic waste management practices, the Company minimizes environmental impacts associated with waste and supports the sustainable use of resources.

Through a combination of educational campaigns, hands-on clean-up efforts, and community partnerships, Company fosters a deeper appreciation of the need to protect marine ecosystems, reduce pollution, and conserve natural resources. By empowering communities to take part in these activities, Company not only helps maintain cleaner coastal environments but also cultivates a lasting culture of environmental responsibility and sustainability for future generations.

ACTIVITIES

In line with its commitment to environmental stewardship, Century Peak Corporation (CPC) actively participates in International Coastal Clean-Up activities and regularly conducts coastal clean-up drives to promote ecological awareness and shared responsibility. These initiatives provide meaningful opportunities to engage employees, local residents, and other stakeholders in environmental action.



2025/09/20 10:15
Esperanza-Coastal Clean-Up



2025/09/20 07:03
International Coastal Clean-Up Day

Celebration of International Coastal Clean-Up and Coastal Clean-Up Activities

Century Peak Minerals Development Corporation (CPMDC), in collaboration with Century Peak Cement Manufacturing Corp. (CPMC), conducted a quarterly cleanup along the coastal road of Barangay Mangoto. A total of eight (8) bags of trash were collected during the activity.



Pinamungahan, Central Visayas, Philippines
747m Jg, Pinamungahan, Central Visayas, Philippines
Lat 10.284322° Long 123.584058°
29/03/2025 06:29 AM GMT +08:00



Pinamungahan, Central Visayas, Philippines
747m Jg, Pinamungahan, Central Visayas, Philippines
Lat 10.28445° Long 123.584147°
29/03/2025 06:39 AM GMT +08:00



Pinamungahan, Central Visayas, Philippines
Mangoto Bridge, Toledo - Pinamungahan - Aboguisan -
Mantorongon Rd, Pinamungahan, Central Visayas, Philippines
Lat 10.282699° Long 123.58589°
29/03/2025 06:20 AM GMT +08:00

MATERIAL TOPICS	STAKEHOLDERS AFFECTED	MANAGEMENT APPROACH
 <p>Employee safety & health</p>	 <p>Co-workers, service Contractors and business partners</p>	<p>We adopted health and safety measures for the protection of our coworkers. Provide personal protective equipment for their safety. Provide health insurance, medical & dental benefits. We follow health protocols during Covid-19 and took extra precautionary measures inside working areas in order to mitigate spread of infections.</p> 
 <p>Community development</p>	 <p>Host communities</p>	<p>We constantly assist in the maintenance of our host communities by providing assistance and necessary support with our constituents. During pandemic, we provide food assistance in the community to support in the times of crisis.</p> 
 <p>Employee training and development</p>	 <p>Co-workers</p>	<p>We provide continuous training for our co-workers in order to develop various roles and talents in order to contribute growth in the economy.</p> 



COMMUNITY EMPOWERMENT AND LIVELIHOOD DEVELOPMENT ³



CPHC is committed to empowering local communities by providing opportunities for skill development, entrepreneurship, and economic empowerment. Through various initiatives and partnerships, CPHC aims to enhance livelihood opportunities and improve the overall well-being of community members.

STORY

Livelihood Program

Century Peak Minerals Development Corporation (CPMDC) successfully implemented and turned over a livelihood initiative to the Binabag Farmers Association. This project aims to provide a sustainable source of income and improve the economic condition of the beneficiaries by supporting livestock production within the community. Through proper management and breeding of the livestock, the association is expected to generate additional resources that will contribute to their financial stability and long-term development.

1
Association beneficiaries

2
Cows distributed in 2025

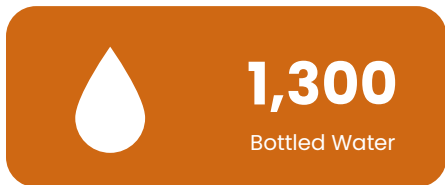
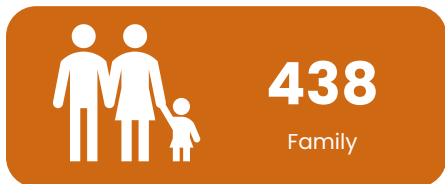


The Relief Operation



STORY

The Relief Operation conducted in response to the earthquake that struck Northern Cebu on September 30, 2025. This initiative aimed to support the urgent needs of affected families, promote disaster resilience, and assist in their early recovery efforts.



Farmers training and livelihood seminar

The Farmers Training and Livelihood Seminar, the activity aimed to strengthen the knowledge and skills of farmers in sustainable agricultural practices, improve productivity, and support alternative livelihood opportunities.



HEALTH AND WELL-BEING PROMOTION

MEDICAL MISSIONS 4



CPHC prioritizes the health and well-being of its stakeholders, including employees, communities, and customers. Through health education programs, access to healthcare services, and promotion of healthy lifestyles, CPHC seeks to improve health outcomes and enhance quality of life.

STORY

Century Peak Corporation (CPC) provides essential medical equipment and supplies to under-resourced rural health centers, enhancing access to quality healthcare for underserved populations. It also conducts regular medical missions that offer free consultations, health check-ups, and basic medications to marginalized communities.



2025/09/21 15:51
Laguna, Philippines

 **132**
Young Boy's

 **3**
Barangays



2025/09/19 16:15
Health Alapartatu

Operation Tuli

Century Peak Minerals Development Corp. (CPMDC) conducted a The Medical Mission "Operation Tuli" in Barangay Binabag. The activity provided free circumcision services to eligible male beneficiaries, with the aim of promoting proper hygiene, preventing future health complications, and supporting overall child health and well-being.



Medical Mission Operation Tuli



Medical Mission Operation Tuli

and health activities and an educational and informational tool that can be used for health awareness campaigns, patient education, and community health promotion.

Bloodletting Activity and Medical Mission



STORY

Century Peak Minerals Development Corp. (CPMDC) The activity aimed to help maintain an adequate supply of safe blood for patients in need, especially in emergency situations, while also providing free health checks and medical consultation services to participants. Health education and awareness were also provided to encourage healthy lifestyles and continued participation in future blood donation drives.



13
Blood Donor



Financial Assistance

Century Peak Corporation (CPC) extends financial assistance to senior citizens in recognition of their valuable contributions to society, and supports indigent patients in need of hospitalization. These efforts reflect CPC's strong commitment to inclusive development and its role in building healthier, more resilient communities.



2025/09/21 09:43
E 125.6 N 10.4
Panamao Medical Mission



50
Individual Senior Citizen

Donations

Century Peak Minerals Development Corp. (CPMDC) donated a dozen of Monoblocks chairs and a Television to Barangay Sambagon Health Center intending to provide additional seating for patients and visitors, ensuring comfort and better accommodation during consultations



2
Health Center beneficiaries



EDUCATION AND SKILLS DEVELOPMENT 5



CPHC is dedicated to promoting access to quality education and lifelong learning opportunities. By investing in educational infrastructure, scholarships, and skills training programs, CPHC aims to empower individuals with the knowledge and skills needed to succeed in the modern economy.

STORY

Scholarship Program

The company firmly believes in the transformative power of education and invests in the future of young Filipinos through its scholarship program. The company provides financial assistance to deserving students from elementary to college levels, helping ease the burden of educational expenses for underprivileged families.

7
Student beneficiaries in Cebu



3
School beneficiaries in Dinagat



Century Peak Corporation (CPC) supports schools by providing essential resources such as IT equipment, chairs, electric fans, and other learning necessities. These initiatives not only demonstrate the program's effectiveness but also underscore CPC's commitment to nurturing local talent and fostering sustainable career pathways within the industry.

2
School beneficiaries in Dinagat



Balik Eskwela School

Century Peak Minerals Development Corp. (CPMDC) donated notebooks and other essential learning materials aimed at improving students' access to basic school requirements. This initiative helps ease the financial burden on parents and ensures that learners are better equipped to participate actively in their classes. By providing these supplies, the project promotes a more conducive learning environment and encourages school attendance and academic engagement among student.



100
Student beneficiaries

Also, Century Peak Minerals Development Corp. (CPMDC) donated Bluetooth speakers to Cabaasan Elementary School and Kaipilan Elementary School. These devices support teachers in conducting more interactive and engaging lessons, particularly during audio-visual presentations, school events, and co-curricular activities. The availability of such equipment improves communication within the classroom and during assemblies, contributing to a more dynamic and effective learning environment.

2
School beneficiaries



Infrastructure Development and Cultural Preservation



The Company actively supports infrastructure development and cultural preservation in the communities where it operates. Among its key initiatives is the construction of a Barangay Materials Recovery Facility (MRF), contributing to improved solid waste management and environmental sustainability at the local level.

STORY

Century Peak Corporation (CPC) extends assistance to communities affected by natural disasters, including victims of Typhoon Odette in Masbate, the earthquake in the Province of Cebu, and Typhoon Tino in its host communities.



Century Peak Minerals Development Corporation (CPMDC) extended support for the renovation of the community stage in Barangay Binabag, which was successfully completed to enhance the venue for various community activities and events. The project aimed to provide a safer, more functional, and improved space for social gatherings, meetings, cultural presentations, and other barangay functions. Through the rehabilitation of the structure, including necessary repairs and upgrades, the community stage now serves as a reliable facility that promotes unity, participation, and engagement among residents.



The improvement of the Multipurpose Hall conference room in Barangay Lut-od was successfully implemented to enhance the functionality and comfort of the facility for meetings, training sessions, and various community activities. The project involved the upgrading of interior features and necessary repairs to create a more conducive environment for discussions, planning sessions, and capacity-building programs. With the improved conference room, barangay officials and community members can now effectively conduct activities that support governance, coordination, and community development initiatives.



RESPONSIBLE BUSINESS PRACTICES AND ETHICAL GOVERNANCE⁶



The company is committed to upholding the highest standards of corporate governance, transparency, and ethical business practices. By adhering to principles of integrity, accountability, and responsible stewardship, CPHC aims to build trust with stakeholders and create value for society as a whole.

STORY

Annual Consultation and Planning with the SDG Integration to SDMP

The Annual Consultation and Planning Activity with the Integration of the United Nations Sustainable Development Goals (UN SDGs) into the Social Development and Management Program (SDMP), including capacity building, was successfully conducted with the participation of representatives from the host and neighboring communities. The activity aimed to strengthen participatory planning, enhance stakeholders' understanding of the SDGs, and ensure the

alignment of SDMP programs, projects, and activities with sustainable development principles. Through capacity-building sessions, participants were oriented on effective planning, monitoring, and evaluation approaches, as well as the importance of community engagement in development initiatives. The consultation also provided a venue for identifying community needs, prioritizing projects, and fostering collaboration among stakeholders.



Consultation and Capability Building

Consultation and Capability Building on the Declaration of Activities (DOA) 2025–2026 was successfully conducted with the participation of representatives from the host and neighboring communities. The activity aimed to enhance stakeholders' understanding of the DOA process, strengthen community participation in program planning, and ensure alignment of development initiatives with the Social Development and Management Program (SDMP). Through the capability-building sessions, participants were oriented on proper documentation, planning procedures, and the roles of various stakeholders in the implementation and monitoring of community programs. The consultation also served as a platform for open dialogue, feedback gathering, and collaborative planning to address community needs effectively.



Quarterly MMT Validation and MRFC Meeting

Century Peak Minerals Development Corporation (CPMDC) conducted its quarterly Multipartite Monitoring Team (MMT) validation and Mine Rehabilitation Fund Committee (MRFC) meeting as part of its commitment to responsible mining practices. The MMT carried out monitoring and validation activities to assess the company’s compliance with environmental regulations, safety standards, and approved operational plans, ensuring transparency and accountability among stakeholders. Concurrently, the MRFC reviewed the status and proper utilization of the Mine Rehabilitation Fund, ensuring that adequate resources are allocated for environmental protection and site rehabilitation. These initiatives reinforce CPMDC’s commitment to minimizing environmental impacts and promoting sustainable development.



4th Environmental Youth Camp 2025

June 2025 marked Philippine Environment Month, led by the DENR, with the theme “Ending Global Plastic Pollution.” The month-long campaign focused on combating plastic waste through activities such as tree planting, coastal cleanups, and environmental education. In line with this, Century Peak Minerals Development Corporation (CPMDC) conducted the 4th Environmental Youth Camp 2025 on July 12, 2025, at Hidden Valley Resort Mountain View in Lamac, Pinamungajan, Cebu. The event gathered seventy (70) youth participants from five (5) neighboring barangays in the Municipality of Pinamungajan.



SUSTAINABILITY REPORTING

FRAMEWORK

WE CONDUCT OUR BUSINESS IN AN ETHICAL and RESPONSIBLE MANNER UPHOLDING CORPORATED GOOD GOVERNANCE

Growth and stability for all our stakeholders is our main goal in attaining good governance. We are committed to exercise for the vested authority accountability, transparency, participative and dynamic way of our systems within the organization.

CORPORATE GOVERNANCE

The Board of Directors (the Board) of the company and the management is committed to the principles and practices of good governance as institutionalized in the Company's Manual of Corporate Governance.

GOVERNANCE STRUCTURES & SYSTEMS

The Board of Directors is composed of 7 members who hold office for one year until their successor is qualified and elected. Currently CPHC has two (2) Independent Directors who satisfy the requirements of independence under the Securities Regulation Code, it's implementing Rules & Regulation (IRR).

COMMITTEES OF THE BOARD

Pursuant to Company's By-laws & Manual of Corporate Governance, there are two (2) Board Committees composed of Board members for the effective performance of the Board's policymaking and oversight function.

AUDIT COMMITTEE

Audit Committee provides oversight of the internal and external audit function and over the process of preparing the annual financial statements and public reports on internal control. Including in the function of which is approving corporate strategy, reviewing management performance, overseeing the financial reporting and disclosure procedure, oversight of regulatory compliance & ethics.

NOMINATION AND REMUNERATION COMMITTEE

This committee assist the Company in developing and administering a fair transparent procedure of setting up policy on the overall human resources strategy including determination of remuneration packages.

MANAGEMENT

The overall operation and business of the Company is main responsibility of the management. The Chairman of the Board and President are both held by the owner of the Company. The Board believes that having one person assume the role of Chairman and CEO ensures efficiency in management of the corporation. The Board usually requires the presence of other officers and executives of the corporation in Board meetings to hear the views of other persons involved in the management of the Corporation.

ANNUAL GENERAL MEETING OF THE SHAREHOLDERS

The Annual General Meeting (AGM) of the Shareholders being conducted annual to elect the members of the Board, approval of the audited financial statements and management report. Shareholders are notified of the AGM before the scheduled meeting. Voting procedures, validation of proxies and other information are provided to shareholders in the Definitive Information Statement before the scheduled AGM. For the AGM for the year 2024, it was held via zoom meeting/remote communication and voted in absentia.

CORPORATE GOVERNANCE POLICIES CODE OF BUSINESS CONDUCTS & ETHICS

Code of Business Conducts and Ethics guides the Directors, senior management and employees in the conducts of their business, dealings, actions and decisions that must be in compliance with principle of good governance. It should be aligned in the principle of integrity, core values, honesty, fairness, professionalism, team cooperation, with concern in the company they work for, for the company's sustainability.

CONFLICT OF INTEREST

For the Directors to conduct himself in a manner that consist of taking advantage of his position in a transaction. He must not act for his own interest but for the interests of the beneficiaries of the trust, the corporate shareholders, and his clients. He must avoid any act of self-dealing which include misappropriation or usurpation of corporate assets or opportunities.

All members of the senior Management are expected to avoid any transaction that would lead to a conflict of interest or any transaction that could sow a seed of doubt as to their loyalty to the corporation. They must also avoid any act of self-dealing as it is considered wrongful conduct. The members of the senior management are expected to be persons who act in Good Faith and maintain trust, special confidence, and candor in their dealings with other persons. They are expected to disclose to a higher management official any probable conflict of interest that may arise.

Employees are expected to avoid any transactions that would sow a seed of doubt of conflict of interest. They must also avoid any self-dealing transactions as it is wrongful conduct. They must maintain to be a person who has duties of Good Faith, trust, special confidence, and candor toward another person. Disclosure to a senior management official is expected in case that probable conflict of interest will arise.

CONDUCT OF BUSINESS AND FAIR DEALINGS

The Directors of the corporation are expected to conduct fair business transactions with the corporation. They must also ensure that they act for the benefit and best interest of the corporation and not for their personal gain. Further, it is expected that the directors will devote their time and attention in the proper and effective performance of their duties and responsibilities.

The company commits itself to the achievement of growth and development. It seeks to be a catalyst for growth and development and to be an active partner in creating wealth and enriching the lives of many people in the host community. It also pledges to be a good

corporate Taxpayer by adhering religiously to all governmental laws, rules and regulations.

Employees are expected to conduct business in a manner consistent with the company's commitment to the achievement of growth and development. The company, through its employees, seeks to be a catalyst for growth and development and to be an active partner in creating wealth and enriching the lives of many people in the host community, as well as being a good corporate taxpayer by adhering religiously to all governmental laws, rules and regulations.

RECEIPT OF GIFTS FROM THIRD PARTIES

Reasonable, fair and customary gifts on certain occasions and gifts or tokens considered to be within the parameters of the business relationship are acceptable provided these will not create or result to any conflict of interest. However, should any gift be considered incommensurate or inappropriate to the specific occasion, said gift must be returned to the giver to avoid any feeling or expectation that it should be repaid or reciprocated to the detriment of the company.

COMPLIANCE WITH LAWS & REGULATIONS

The Board ensures that the corporation efficiently and effectively complies with relevant laws and regulations. The Board also warrants that the corporation conducts its business in accordance with good business practices.

Senior management ensures that the Board's stated policy of efficient and effective compliance with relevant laws and regulations is implemented. Further, senior management ensures that the corporation conducts its business in accordance with good business practices.

Employees shall act in a manner consistent with the policy that the corporation shall efficiently and effectively comply with relevant laws and regulations. Further, employees shall conduct business in the name of the company in accordance with good business practices.

RESPECT FOR TRADE SECRETS/USE OF NON-PUBLIC INFORMATION

The Directors of the corporation ensures that all trade secrets and non-public information are kept confidential. The Board guards these trade secrets and non-public information with utmost privacy so as to protect the general interest of the corporation.

All senior management officials of the corporation signed a confidentiality agreement before the start of their tenure. These confidentiality agreements ensure that safeguards are in place and that the senior management officials will respect and protect the trade secrets of the company. The senior management officials are prohibited from using any learned non-public information to their advantage and to the prejudice of the company.

All employees of the corporation signed a confidentiality agreement at the beginning of their employment which mandate them to respect the trade secrets of the company. They are also prohibited from using any learned non- public information to their advantage and to the prejudice of the corporation.

USE OF COMPANY FUNDS, ASSETS AND INFORMATION

All company funds, assets and information are solely to be used for the corporation's disposal and or the corporation's business purpose and benefit. These are not for personal consumption and may not be used by any person for his own personal benefit. Any violation of this policy will be accordingly penalized upon proper investigation. Misappropriation and embezzlement of the same for personal gain is a violation of company rules and regulations.

EMPLOYMENT & LABOR LAWS & POLICIES

The Board ensures compliance with existing employment and labor laws and policies. Company rules and regulations are always in conformity with existing labor standards and are conscientiously observed for the purpose of promoting a healthy and safe working environment.

The company commits itself to implementing programs which will

promote a healthy work environment that is beneficial not only to employees but to customers, shareholders and the community as well. The company also commits to provide information and resources that will assist their workers in making healthy lifestyle choices and achieving and maintaining good health.

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DISCIPLINARY ACTION

Reprimand is the penalty to be imposed against a director for first violation of company rules and policies. Suspension is the penalty for a second violation. The gravity of the violation involved will be the basis of the duration of the suspension. A maximum penalty of removal from office will be imposed upon the director concerned in case of a third violation.

Any violation of company rules and regulation will be a ground for disciplinary action. The penalties that may be imposed include reprimand, suspension or even dismissal from work depending on the gravity of the violation. Civil and criminal charges may also be filed against the erring member of the senior management depending on the nature of the violation and circumstances of the case.

Any violation of company rules and regulation will be a ground for disciplinary action. The penalties that may be imposed include reprimand, suspension or even dismissal from work depending on the gravity of the violation. Civil and criminal charges may also be filed against the erring employee depending on the nature of the violation and circumstances of the case.

WHISTLE BLOWER

All senior management officers are expected to comply with the rules and regulations of the company. They are also obligated to faithfully implement and effectuate each and every company rule with regard

to investigations of every violation without exposing the employee making the report to any fear of reprisal.

All employees are expected to comply with the rules and regulations of the company. They are also obligated to faithfully implement and effectuate each and every company rules with regard to investigation of any violation.

CONFLICT RESOLUTION

Resolution of conflicts are discussed and approved by the Board. Exhaustion of remedies in the administrative level is resorted to before any resort to judicial action.

RELATED PARTY TRANSACTION

All transactions are on arm’s length basis. Stockholders provide assistance to the operating entities for the importation of equipment, parts and supplies, mining costs, use of facilities like, housing and other equipment and manpower are given as accommodation in exchange for assistance in the operation.

Managing the Risks and Optimizing Opportunities

1. STATEMENT ON THE EFFECTIVENESS OF THE RISK MANAGEMENT SYSTEM

(a) Overall Risk Management Philosophy

The Board of Directors (BOD) and Management are responsible for establishing and overseeing the Group’s risk management framework. The Group’s risk management policies are designed to identify, assess, and manage risks that may affect business operations, financial performance, regulatory compliance, and sustainability objectives.

The Group continuously reviews and enhances its risk management systems to ensure that they remain responsive to changing market conditions, operational developments, and emerging environmental and social risks. Through this framework, the Group aims to maintain a disciplined and proactive control environment where all employees understand their responsibilities in managing risks and supporting sustainable business practices.

The Company integrates risk management into its strategic planning and operational decision-making processes to protect stakeholder value while promoting long-term sustainability and responsible corporate governance.

(b) Review of the Effectiveness of the Risk Management System

The Board of Directors reviews the effectiveness and adequacy of the Group’s risk management and internal control systems on an annual basis. In reviewing and approving the yearly budget, the Board evaluates key risk exposures, including commodity price fluctuations, interest rate movements, foreign exchange volatility, and operational cost factors.

The Board also monitors environmental and social risks through regular management reports covering environmental protection initiatives, community rehabilitation programs, and social

development projects. Based on these reviews, the Board considers the Group’s risk management and internal control systems to be adequate and effective in managing material business risks.

(c) Period Covered by the Review

The review covers the annual reporting period.

(d) Frequency of Review and Criteria for Assessing Effectiveness

The Group’s risk management system is reviewed annually. The Board assesses effectiveness based on the adequacy of internal controls, compliance with applicable laws and regulations, financial and operational performance, management reporting, and the Group’s ability to identify and mitigate significant risks in a timely manner.

(e) Instances Where No Review Was Conducted

Not applicable.

2. RISK POLICY

(a) Company

The Company adopts the same risk management policies and procedures implemented by the Group. These policies are designed to identify, monitor, and mitigate significant risks that may affect the Company’s operations, financial stability, sustainability commitments, and stakeholder interests.

(b) Group

The Group continuously monitors and manages risks through established policies and procedures. There were no significant changes in the Group’s objectives, policies, processes, and methods used in managing risks during the reporting year.

Risk Exposure	Risk Management Policy	Objective
Credit Risk	Financial transactions, including bank deposits, are maintained with accredited and financially stable banking institutions. Trade receivables	To minimize the risk of financial loss arising from customer or counterparty default.

Risk Exposure	Risk Management Policy	Objective
	are managed through established credit policies and regular monitoring of customer creditworthiness.	
Liquidity Risk	The Group manages liquidity to ensure the availability of funds for operational requirements, capital expenditures, and debt servicing. Financing requirements are supported through internally generated funds and available credit facilities.	To maintain sufficient liquidity while minimizing borrowing costs and ensuring financial stability.
Market Risk – Foreign Currency Risk	Mining operations are primarily export-oriented and denominated in foreign currencies. The Group manages foreign currency exposure by monitoring foreign currency-denominated assets and liabilities within acceptable levels while considering market volatility.	To manage and control market risk exposures within acceptable parameters while optimizing returns.
Market Risk – Commodity Price Risk	The Group closely monitors international commodity prices, including London Metal Exchange quotations, which directly affect mining revenues. Commodity price trends are considered in negotiating and executing sales contracts.	To reduce the impact of commodity price fluctuations on profitability and operational sustainability.
Regulatory Risk	The Group maintains strict compliance with mining, environmental, social, and corporate governance regulations. Environmental and social development trust fund requirements are regularly monitored and fulfilled.	To ensure full compliance with applicable laws, and sustainability obligations.

(c) Minority Shareholders

The Company recognizes the potential risks associated with the exercise of controlling shareholders’ voting power. To address this, the Board promotes transparency, accountability, equitable treatment of shareholders, and adherence to good corporate governance practices to safeguard minority shareholder interests.

3. CONTROL SYSTEM

(a) Company

The Company adopts the same control systems and monitoring mechanisms implemented across the Group to assess, manage, and control significant risks.

(b) Group

The Group has established internal control systems and monitoring procedures to assess and manage material business risks effectively.

Risk Exposure	Risk Assessment (Monitoring and Measurement Process)	Risk Management and Control (Structures, Procedures, Actions Taken)
Credit Risk	The Finance Department regularly monitors cash balances and trade receivables and reports findings to the Chief Financial Officer.	Credit exposures are managed in accordance with approved risk management policies and established collection procedures.
Liquidity Risk	The Finance Department monitors capital requirements, funding sources, and debt obligations on a regular basis.	Liquidity issues are addressed through cash flow management, financing strategies, and prudent allocation of resources.
Market Risk – Foreign Currency Risk	The Group continuously monitors foreign currency-denominated assets, liabilities, and cash flows while considering market volatility.	Foreign exchange exposures are managed through regular cash flow forecasting and monitoring of non-Philippine peso currency exposures.
Market Risk – Commodity Price Risk	Commodity prices are monitored continuously to support pricing decisions and contract negotiations with buyers.	Risk mitigation measures are implemented through market monitoring and timely operational and financial adjustments.
Regulatory Risk	The Legal Department monitors compliance with mining, environmental, and corporate social responsibility regulations.	The Group complies with regulatory monitoring requirements and implements corrective actions when necessary to ensure full compliance.

4. GOVERNANCE AND OVERSIGHT

The Board of Directors, through the Audit Committee, has primary responsibility for overseeing the Group’s risk management and internal control systems. The Committee establishes risk management policies and monitors compliance across the organization.

Committee/Unit	Control Mechanism	Details of Functions
Board of Directors through the Audit Committee	Monitoring through reports submitted by the Chief Financial Officer, Controller, and other key officers	<ul style="list-style-type: none"> • Conducts quarterly reviews of financial and operational performance • Oversees financial management functions, particularly in key risk areas • Assists the Board in fulfilling its oversight responsibilities for compliance with applicable laws, rules, regulations, and sustainability commitments

BOARD OF DIRECTORS



WILFREDO D. KENG
Chairman / CEO

Age: 61

Education:
Bachelor of Science in
Business Administration
University of the Philippines



DANIEL S. PASCUAL
Director

Age: 62

Education:
Bachelor of Science in Mining
Engineering
University of the Philippines



JOSE R. CEDO
Director

Age: 87

Education:
Bachelor of Science in
Commerce
University of Santo Tomas



DANILO L. CONCEPCION
Director

Age: 68

Education:
Bachelor of Science in
Business Administration
Ateneo de Manila University



ROGELIO M. GUADALQUIVER
Independent Director

Age: 83

Education:
Bachelor of Laws
University of the Philippines



LAURITO E. SERRANO
Independent Director

Age: 63

Education:
Bachelor of Science in
Accountancy
De La Salle University



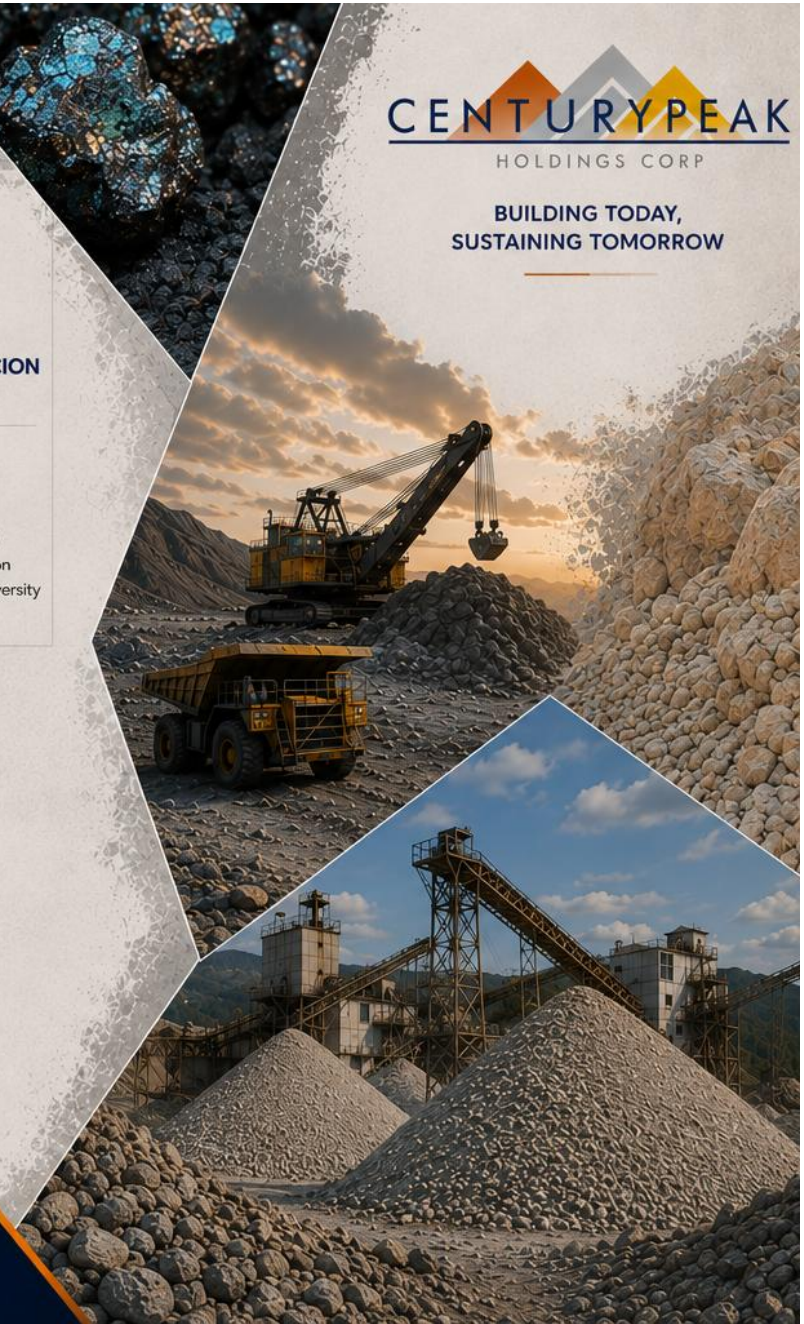
KATRINA C. KENG
Assistant Corporate Secretary /
Director

Age: 30

Education:
Bachelor of Science in
Business Administration
Ateneo de Manila University



**BUILDING TODAY,
SUSTAINING TOMORROW**



ENVIRONMENT
Protecting nature
for future generations.



SOCIAL
Empowering people.
Building communities.



GOVERNANCE
Upholding integrity.
Driving transparency.



SUSTAINABILITY
Creating value.
Sustaining the future.