

CORPORATE GOVERNANCE GUIDELINES: DISCLOSURE SURVEY

Company Name: Century Peak Metals Holdings Corporation

Date: December 31, 2016

	COMPLY	EXPLAIN
<b>Guidelines No. 1: DEVELOPS AND EXECUTES A SOUND BUSINESS STRATEGY</b>		
1.1 Have a clearly defined vision, mission and core values.	Yes	There are enshrined in the Company Handbook/ Code of Behavior.
1.2 Have a well-developed business strategy.	Yes	The Company has a Business Plan.
1.3 Have a strategy execution process that facilitates performance management, and is attuned to the company's business environment, management style and culture	Yes	The Company has recently adopted Management By Objective (MBO) to guide its management and staff in the execution of its Business Plan.
1.4 Have its board continually engaged in discussions of strategic business issues.	Yes	
<b>Guidelines No. 2: ESTABLISHES A WELL-STRUCTURED AND FUNCTIONING BOARD</b>		
2.1 Have a board composed of directors of proven competence and integrity	Yes	The Nomination and Remuneration Committee vets nominees for Director before submitting the same for shareholder vote.
2.2 Be led by a chairman who shall ensure that the board functions in an effective and collegial manner	Yes	
2.3 Have at least three (3) or thirty percent (30%), whichever is higher, of its directors as independent directors.	Yes	The Company has two (2) Independent Directors.
2.4 Have in place written manuals, guidelines and issuances that outline procedures and processes.	Yes	The Company has a Handbook, Corporate Governance Manual, and written processes and procedures.
2.5 Have Audit, Risk, Governance and Nomination and Election Committees	Yes	The Corporation has the following Committees: (1) Audit Committee; and (2) Nomination and Remuneration Committee. Risk and Governance concerns are taken up by the Board.
2.6 Have its chairman and CEO positions held separately by individuals who are not related to each other	No	The Chairman and CEO/President are one and the same person.
2.7 Have a director's nomination and election process that ensures that all shareholders are given the opportunity to nominate and elect directors individually based on the number of shares voted.	Yes	
2.8 Have in place a formal board and director development program	Yes	Members of the Board and senior management officers are given the opportunity to avail of corporate governance seminars in order to upgrade their corporate governance skills and to update their knowledge of pertinent laws, rules and regulations.



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2.9 Have a corporate secretary.	Yes	The Company has one Corporate Secretary who is a lawyer and an Assistant Corporate Secretary.
2.10 Have no shareholder agreement, by-laws provisions, or other arrangements that constrains the director's ability to vote independently.	Yes	There is no such shareholder agreement, by-laws provisions, or other arrangements that constraints the directors' ability to vote independently.
<b>Guideline No. 3: MAINTAINS A ROBUST INTERNAL AUDIT AND CONTROL SYSTEM</b>		
3.1 Establish the internal audit function as a separate unit in the company which would be overseen at the Board level.	Yes	The Internal Audit reports regularly to the Board Audit Committee.
3.2 Have a comprehensive enterprise-wide compliance program that is annually reviewed.	Yes	
3.3 Institutionalize quality service programs for the internal audit function.	Yes	
3.4 Have in place a mechanism that allows employees, suppliers and other stakeholders to raise valid issues	Yes	
3.5 Have the Chief Executive Office 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.	Yes	
<b>Guideline No. 4: RECOGNIZES AND MANAGES ITS ENTERPRISE RISKS</b>		
4.1 Have its Board oversee the Company's risk management function.	Yes	
4.2 Have a formal risk management policy that guides the company's risk management and compliance processes and procedures.	Yes	
4.3 Design and undertake its Enterprise Risk Management (ERM) activities on the basis of, or in accordance with, internationally recognized frameworks such as but not limited to, COSO, (The Committee of Sponsoring Organizations of the Treadway Commission) I and II.	Not Applicable	The Company has identified its risks and adopted policies to manage the same. Its ERM activities are based on these policies.
4.4 Have a unit at the management level, headed by Risk Management Officer (RMO).	Yes	
4.5 Disclose sufficient information about its risks management procedures and processes as well as the key risks the company is currently facing including how these are being managed.	Yes	
4.6 Seek external technical support in risk management when such competence is not available internally.	Yes	
<b>Guideline No. 5: ENSURES THE INTEGRITY OF FINANCIAL REPORTS AS WELL AS ITS EXTERNAL AUDITING FUNCTION</b>		
5.1 Have the Board Audit Committee approve all non-audit services conducted by the external auditor. The Committee should ensure that the non-audit fees do not outweigh the fees earned from the external audit.	Yes	



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5.2 Ensure that the external auditor is credible, competent, and should have the ability to understand complex related party transactions, its counterparties, and valuations of such transactions.	Yes	
5.3 Ensure that the external auditor has adequate quality control procedures.	Yes	
5.4 Disclose relevant information on the external auditors.	Yes	
5.5 Ensures that the external audit firm is selected on the basis of fair and transparent tender process.	Not Applicable	The external auditor has served the Company for several years, and fees are based on prior years' fees and adjustments.
5.6 Have its audit committee conduct regular meetings and dialogues with external audit team without anyone from management present.	Yes	
5.7 Have financial reports attested to by the Chief Executive Officer and the Chief Financial Officer	Yes	
5.8 Have a policy of rotating the lead audit partner every five years	Yes	
<b>Guidelines No. 6:</b>		
<b>RESPECTS AND PROTECT THE RIGHTS OF ITS SHAREHOLDERS, PARTICULARLY THOSE THAT BELONG TO THE MINORITY OR NON-CONTROLLING GROUP</b>		
6.1 Adopt the principle of "one share, one vote".	Yes	
6.2 Ensure that all shareholders of the same class are treated equally with respect to voting rights, subscription rights and transfer rights.	Yes	
6.3 Have an effective, secure and efficient voting system.	Yes	
6.4 Have effective shareholder voting mechanism such as supermajority or "majority of minority" requirements to protect minority shareholders against action of controlling shareholders.	None	The By-Laws of the Company adhere to the majority requirements of the Corporation Code.
6.5 Provide all shareholders with the notice and agenda of the annual general meeting (AGM) at least thirty (30) days before a regular meeting and twenty (20) days before a special meeting.	Yes	
6.6 Allow shareholders to call a special shareholders meeting, submit a proposal for consideration at the AGM or the special meeting, and ensure the attendance of the external auditor and other relevant individuals to answer shareholder questions in such meetings.	Yes	
6.7 Ensure that all relevant questions during the AGM are answered.	Yes	
6.8 Have clearly articulated and enforceable policies with respect to treatment of minority shareholders.	Yes	The policies are embodied in the Manual of Corporate Governance
6.9 Avoid anti-takeover measures or similar devices that may entrench ineffective management or the existing controlling shareholder group	Yes	
6.10 Provide all shareholders with accurate and timely information regarding the number of	Yes	



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shares of all classes held by controlling shareholders and their affiliates.		
6.11 Have a communication strategy to promote effective communication with shareholders.	Yes	
6.12 Have at least thirty percent (30%) public float to increase liquidity in the market.	Yes	As of December 31, 2016, the Company's public float is at 42%.
6.13 Have a transparent dividend policy.	Yes	
<b>Guidelines No. 7: ADOPTS AND IMPLEMENTS AN INTERNATIONALLY-ACCEPTED DISCLOSURE AND TRANSPARENCY REGIME</b>		
7.1 Have written policies and procedures designed to ensure compliance with the PSE and SEC disclosure rules, as well as other disclosure requirements under existing laws and regulations	Yes	
7.2 Disclose the existence, justification, and details on shareholders agreements, voting trust agreements, confidentiality agreements, and such other agreements that may impact on the control, ownership, and strategic direction of the company.	Yes	
7.3 Disclose its director and executive compensation policy	Yes	
7.4 Disclose names of groups of individuals who hold five percent (5%) or more ownership interest in the company, significant cross-shareholding relationship and cross guarantees, as	Yes	
7.5 Disclose annual and quarterly consolidated reports, cash flow statements and special audit revisions. Consolidate financial statements shall be published within ninety (90) days from the end of the financial year, while interim reports shall be published within forty-five (45) days from the end of the reporting period.	Yes	
7.6 Disclose to shareholders and Exchange any changes to its corporate governance manual and practices, and the extent to which such practices conform to the SEC and PSE CG Guidelines.	Yes	
7.7 Publish and/or deliver to its shareholders in a timely fashion all information and materials relevant to corporate actions that require shareholder approval.	Yes	
7.8 Disclose the trading of the corporation's shares by directors, officers (or persons performing similar functions) and controlling shareholders. This shall also include the disclosure of the company's purchase of its shares from the market (e.g. share buy-back program).	Yes	
7.9 Disclose in its annual report the principal risks to minority shareholders associated with the identity of the company's controlling shareholders; the degree of ownership concentration; cross-holdings amount company affiliates; and any imbalances between the controlling shareholders' voting power and overall equity position in the company.	Yes	
<b>Guidelines No. 8: RESPECTS AND PROTECTS THE RIGHTS AND INTEREST OF EMPLOYEES, COMMUNITY,</b>		



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<b>ENVIRONMENT, AND OTHER STAKEHOLDERS</b>		
8.1 Establish and disclose a clear policy statement that articulates the company's recognition and protection of the rights and interests of key stakeholders specifically its employees, suppliers and customers, creditors as well as the community, environment and other key stakeholder groups.	Yes	
8.2 Have in place a workplace development program.	Yes	
8.3 Have in place a merit based performance incentive mechanism such as an employee stock option plan (ESOP) or any such scheme that awards and incentivizes employees, at the same time aligns their interests with those of the shareholders.	Yes	There is no existing ESOP but a performance evaluation system is in place which can serve as a basis for incentives.
8.4 Have in place a community involvement program.	Yes	There is in place an Annual Social Management and Development Program (SDMP) which is formulated by stakeholders and approved by concerned agencies.
8.5 Have in place an environment-related program.	Yes	There is in place an Annual Environment Protection and Enhancement Program (AEPEP) which is approved by concerned agencies.
8.6 Have clear policies that guide the company in its dealing with its suppliers, customers, creditors, analysts, market intermediaries and other market participants.	Yes	
<b>Guidelines No. 9: DOES NOT ENGAGE IN ABUSIVE RELATED-PARTY</b>		
9.1 Develop and disclose a policy governing the company's transactions with related parties.	Yes	
9.2 Clearly define the thresholds for disclosure and approval for RPTs and categorize such transactions according to those that are considered de minimis or transactions that need not be reported or announced, those that need to be disclosed, and those that need prior shareholder approval. The aggregate of RPT within any twelve (12) month period should be considered for purposes of applying the thresholds for disclosure and approval	Yes	
9.3 Establish a voting system whereby a majority of non-related party shareholders approve specific types of related party transactions in shareholders meetings.	Yes	
9.4 Have its independent directors or audit committee play an important roles in reviewing significant RPTs.	Yes	
9.5 Be transparent and consistent in reporting its RPTs. A summary of such transactions shall be published in the company's annual report.	Yes	
9.6 Have a clear policy in dealing with material non-public information by company insiders.	Yes	
9.7 Have a clear policy and practice of full and timely disclosure to shareholders of all material transactions with affiliates to the controlling shareholders, directors or management.	Yes	
<b>Guideline No. 10:</b>		



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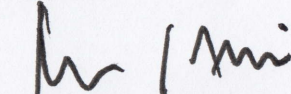
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<b>DEVELOPES AND NURTURES A CULTURE OF ETHICS, COMPLIANCE AND ENFORCEMENT</b>		
10.1 Formally adopt a code of ethics and proper conduct that guides individual behavior and decision making, clarify responsibilities, and inform other stakeholders on the conduct expected from company personnel.	Yes	These are embodied in the Company Handbook / Code of Behavior.
10.2 Have a formal comprehensive compliance program covering compliance with laws and relevant regulations. The program should include appropriate training and awareness initiatives to facilitate understanding, acceptance and compliance with the said issuances.	Yes	
10.3 Not seek exemption from the application of a law, rule or regulation especially when it refers to a corporate governance issue. Should it do so, it has to disclose the reason for such action as well as present the specific steps being taken to finally comply with the applicable law, rule or regulation.	Yes	
10.4 Have a clear and stringent policies and procedures on curbing and penalizing company or employee involvement in offering, paying and receiving bribes.	Yes	
10.5 Have a designated officer responsible for ensuring compliance with all relevant laws, rules and regulations, as well as all regulatory requirements.	Yes	
10.6 Respect intellectual property rights.	Yes	
10.7 Establish and commit itself to an alternative dispute resolution system so that conflicts and differences with counterparties, particularly with shareholders and other key stakeholders, would be settled in a fair and expeditious manner.	Yes	

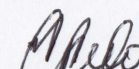
This is to certify that the undersigned reviewed the contents of this document and to the best of their knowledge and belief, the information contained and set forth in this document is true, complete, and correct.

Done this 31<sup>st</sup> of March 2017.



**ROLDAN M. ANTONIO**

Chief Finance / Compliance Officer



**JOSE REY CEDRO**

Independent Director