

COVER SHEET

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S.E.C. Registration Number

C R O W N A S I A C H E M I C A L S

C O R P O R A T I O N .

(Company's Full Name)

K M 3 3 M C A R T H U R H I G H W A Y

B O T U K T U K A N G U I G U I N T O B U L A C A N

NICASIO T. PEREZ

8 2 8 3 8 7 1 9

Contact Person

Company Telephone Number

1 2 3 1

SUSTAINABILITY REPORT

0 5 1 4

Month Day

FORM TYPE

Month Day

Fiscal Year

Annual Meeting

Secondary License Type, If Applicable

Dept. Requiring this Doc.

Amended Articles Number/Section

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Foreign

To be accomplished by SEC Personnel concerned

File Number

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Cashier

STAMPS



**CROWN ASIA CHEMICALS  
CORPORATION**

**CROWN'S GREEN BLUEPRINT**

**ADVANCING PEOPLE,  
PRODUCT AND PLANET**



**ANNUAL REPORT 2025**

# ABOUT THE COVER

The cover of this report reflects **CROWN Asia Chemicals Corporation's** vision for a sustainable future, where healthy people, a thriving planet, and safe, high-quality products converge in a single frame.

It conveys our commitment to advancing environmental, social, and governance (ESG) principles while highlighting the vibrancy and growth of the construction and manufacturing sector, where **CROWN** remains a trusted and leading brand.

Through our Green Blueprint, we integrate sustainability into every aspect of our operations:

**People** - Promoting the well-being, safety, and development of our workforce, stakeholders, and communities.



**Product** - Delivering reliable and sustainable products that support resilient infrastructure and responsible development.



**Planet** - Protecting natural resources through efficient operations, emissions reduction, and environmentally conscious practices.



This cover demonstrates how **CROWN** embeds these three pillars into all operations, creating long-term value and a legacy of resilience, fully aligned with global sustainability standards.



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# ABOUT THE REPORT



1

Leadership, Legacy,  
and Direction



This 2025 Sustainability Report of **CROWN Asia Chemicals Corporation** builds on the foundations set by the previous Chairman and Presidents and reflects the Company's continued commitment to responsible growth guided by its sustainability framework, the Green Blueprint, which advances people, product, and the planet.

The Report affirms **CROWN's** belief that sound governance, sustainable practices, and financial discipline are complementary drivers of long-term value. Sustainability is treated as a key business driver and is integral to strengthening resilience, enabling innovation, and sustaining competitiveness in a rapidly evolving market.

Through this publication, **CROWN** demonstrates its resilience and readiness to progress under new visionary leadership. The Company reiterates its responsibility to deliver results that matter, not only in terms of financial performance, but also in fostering stakeholder trust, empowering communities, and protecting the environment for future generations.

This Report is intended to provide stakeholders with a clear view of the Company's direction and assurance of its commitment to remain an organization that leads with integrity, advances with purpose, and places sustainability at the center of long-term value creation.

2

Leadership, Legacy,  
and Direction

## LEGACY & TRIBUTE: HONORING OUR LATE CHAIRMAN AND PRESIDENT

This Sustainability Report is dedicated to the legacy of our late Chairman and President, Mr. Walter H. Villanueva (WHV). As one of the founders of CROWN Asia Chemicals Corporation, his life was a masterclass in strength, integrity, and the relentless pursuit of excellence.

## THE ARCHITECT OF A CHAMPION'S MINDSET

To Mr. Villanueva, business was an arena where one did not simply participate but rather one aimed to win. He lived by a "champion's mindset," a discipline he carried from the boardroom to the golf course. This drive for excellence became the bedrock of CROWN, ensuring that every pipe, every roofing sheet, and every chemical compound met a standard that was second to none.

## LEADERSHIP ROOTED IN GOVERNANCE AND BELIEF

Walter H. Villanueva was a pillar of discipline. He guided CROWN with firmness and purpose, training leaders with the same wisdom and belief in potential that he gave his own children. He believed in people before they believed in themselves, providing opportunities and nurturing talent across all levels of the organization.

His commitment to Good Governance was not merely a corporate requirement but a personal vow. It is because of his foundational integrity that CROWN continues to be recognized for excellence in corporate governance and financial performance. Under his watch, the company earned multiple Golden Arrow Awards and achieved global distinction as one of Forbes Asia's 'Best Under a Billion' Publicly Listed Companies in 2020 and 2022. Furthermore, his commitment to ethical business standards ensured CROWN'S consistent standing as a Shariah-Compliant company (2017-2019 and 2021-2022), reflecting a legacy of transparency and trust that commands respect across the region.



## A VISIONARY OF INNOVATION & SAFETY

His legacy is imprinted into the very infrastructure of the nation. He did not just build a company but he built a standard of safety and quality that Filipinos could rely on. Under his leadership, CROWN expanded its horizons through a series of technical milestones that redefined the industry:

- CROWN Pipes & Roofing:** Championing durability and environmental resilience.
- New Frontiers:** The introduction of the CROWN Septic Tech, CROWN Grease Trap, CROWN Electrical Wire and Cable Protectors, and CAC Toilet and Bath Essentials-innovations designed to make homes safer and more sustainable.
- CROWN Sustainable Care:** Formalizing our commitment to the environment and the community, ensuring that our growth never comes at the expense of the future.

## A NATIONAL LEGACY: FROM LUZON TO MINDANAO

His legacy is imprinted into the very infrastructure of the nation. He did not just build a company but he built a standard of safety and quality that Filipinos could rely on. Under his leadership, CROWN expanded its horizons through a series of technical milestones that redefined the industry.

**GUIDED BY THE VALUES HE INSTILLED, CROWN CONTINUES ITS JOURNEY UNDER A NEW GENERATION OF LEADERSHIP.**



"Difficult things can be done immediately.  
Impossible ones take a little time."  
-Walter H. Villanueva-

### OUR ENDURING PROMISE

The Chairman often shared stories of our beginnings, the sacrifices, the victories, and the laughter. Today, those stories serve as our roadmap. His legacy lives in every life he touched with quiet dignity, every product we produced, and every employee he believed in.

We move forward with his final dream: a safer, stronger CROWN, grounded in quality, excellence, branding, and sustainability.

### WELCOMING NEW LEADERSHIP

### CONTINUITY AND ACCOUNTABILITY

CROWN ended 2025 with a renewed leadership structure guided by continuity, responsibility, and respect for the values that have long defined the organization. This transition reflects the company's commitment to strong governance and thoughtful succession, ensuring stability while preparing for the next phase of sustainable growth.

The Board of Directors continues to provide active oversight, upholding transparency, ethical conduct, and accountability across the organization. CROWN's governance framework remains firmly in place, supporting responsible decision-making, effective risk management, and long-term value creation for all stakeholders.

The messages from the Chairman and the President that follow affirm this shared responsibility. Together, they reflect a unified leadership approach that honors the company's legacy while reinforcing its commitment to good governance, sustainability, and inclusive growth as CROWN moves ahead with clarity and purpose.

## CHAIRMAN'S MESSAGE

Stewardship, Continuity, and Accountability

Dear Stakeholders,

We remember our former Chairman and President, Mr. Walter Villanueva, with deep respect for his contributions to CROWN's success. His leadership established the culture of discipline and integrity on which the company operates today.

With his passing, I assume the role of Chairman, firmly committed to upholding our company's legacy of accountability and our passion for continuous innovation in support of CROWN's sustained growth.

The company's leadership succession has been carried out with care and deliberation. The Board of Directors remains dedicated to strong oversight and responsible stewardship.

With the strength of our governance framework and the commitment of our leadership team, CROWN remains well-positioned to move forward with clarity, discipline, and confidence.

Respectfully,



Nicasio T. Perez  
Chairman of the Board

"With thirty-seven years of ethical leadership and accountability as the standard, CROWN moves forward with innovation for sustained growth."

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Leadership, Legacy,  
and Direction

## PRESIDENT'S MESSAGE

Leading with Structure, Strategy, and Accountability

Dear Stakeholders,

I accept the role of President of CROWN with humility and a strong sense of responsibility. I do so guided by the legacy of leadership that came before me and by the trust placed in me by the Board, our employees, and our stakeholders.

This leadership transition is anchored in continuity. CROWN's governance framework remains intact and effective, reinforced by consistent recognition for excellence in corporate governance, including our Golden Arrow Awards. These recognitions affirm not only our policies, but the discipline with which we execute them.

As President, my priority is execution with clarity. This means strengthening organizational structure, aligning leadership roles with strategic objectives, and ensuring that accountability is clearly defined across all levels of the organization. We are refining systems, decision pathways, and performance alignment to support sustainable growth and operational resilience.

Our governance commitments extend beyond compliance. We continue to integrate sustainability, risk management, and ethical leadership into business strategy. At the same time, we are fostering an organizational culture that values inclusion, capability building, and responsible leadership.

The path ahead requires focus and alignment. With a clear structure, strong governance, and a committed team, CROWN will continue to grow with purpose delivering value to stakeholders while upholding the principles that define who we are.

Sincerely,



Derrick P. Villanueva  
President

"Governance excellence continues through leadership continuity."

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Leadership, Legacy,  
and Direction

## OUR BRAND AND NEW TAGLINE



**CROWN ASIA CHEMICALS CORPORATION**  
DELIVERING SUSTAINABLE SOLUTIONS THROUGH SAFETY AND QUALITY

At CROWN, our legacy has always rested on a clear and uncompromising promise: Safety and Quality First. As industries, communities, and the planet demand greater responsibility, we affirm a guiding vision that defines who we are and how we build the future: Delivering Sustainable Solutions Through Safety and Quality. This vision is not a marketing line; it anchors our strategic priorities and expresses how CROWN creates long-term value that endures across generations.

Sustainability, for CROWN, means designing solutions that reduce environmental impact, extend product life cycles, and strengthen critical infrastructure, outcomes driven by our non-negotiables of safety and quality and embedded across material science, manufacturing, distribution, and application to ensure results that are measurable, reliable, and built to last.

This vision unites us as One Team, One Company, One Family. Across our plants, laboratories, and offices, we operate as a single force aligned by shared accountability and purpose, with all product lines moving under one mission that reinforces CROWN's role as a responsible industry leader. More than a tagline, this is our commitment to protect our people, uphold our name, and build a sustainable future for the communities and families we serve and the foundation of our 2025 Sustainability Report.

**"DELIVERING  
SUSTAINABLE  
SOLUTIONS THROUGH  
SAFETY AND QUALITY"**

### OUR VISION

To be the leading and preferred manufacturer and supplier of world-class, innovative industrial and chemical products.

### OUR CORE VALUES

The following are the guiding principles of the Company in its internal conduct as well as its relationship with the external world:

**C** Committed to integrity in generating profitable returns

**R** Reputation for quality, reliability, and value for money

**O** Outstanding products that meet or exceed national and international standards

**W** World class products that are innovative and of the latest technology

**N** Nurturing our employees to develop their full potential and work productively towards a common goal

### OUR MISSION

To strive for market leadership by offering innovative industrial and chemical products that meet or exceed global standards, ensuring quality, reliability, and value for money for our customers; upholding a nurturing environment for our employees; and managing the business professionally with integrity while providing good returns to our shareholders.



## OUR CROWN QUALITY POLICY

At CROWN Asia Chemicals Corporation, quality is our way of life. Guided by our Cultural Ethos of doing the right thing and doing things right, we commit to delivering sustainable solutions that advance people, products, and the planet as we progress through quality.

In our commitment to world-class excellence, the CROWN Quality Policy is rooted in our core values, corporate creed, and the shared vision of integrity, unity, and innovation. It is embodied by the letters of our name:

### COMMITMENT

We consistently deliver high-quality products and services that meet or exceed national and international standards, anchored in integrity, governance, and sustainability.



### RELIABILITY

We pursue customer satisfaction relentlessly, ensuring efficiency, accountability, and responsiveness in every solution.



### OPERATIONAL EXCELLENCE

We optimize processes and systems through continual improvement, innovation, and adherence to Quality Management and ESG principles.



### WORKFORCE AND VALUES

We weave integrity, professionalism, and unity into all we do, while nurturing and empowering our employees to realize their full potential and drive shared success.



### NATION-BUILDING & SUSTAINABILITY

We contribute to nation-building by embedding sustainability responsibility, and social impact into our products, services, and corporate culture.



In CROWN, QUALITY is not just a standard – it is our philosophy, our DNA, and our legacy.

WE ARE



CROWN ASIA CHEMICALS CORPORATION<sup>®</sup>

## BOARD OF DIRECTORS

The Board of Directors of CROWN is responsible for providing strategic direction and exercising oversight over the Company's business, financial performance, and long-term sustainability. The Board ensures that management actions are aligned with the Company's objectives, governance standards, and stakeholder interests.

The Board convenes regularly throughout the year, meeting at least on a quarterly basis and more frequently, when necessary, to review the Company's financial position, operating results, key risks, and strategic initiatives. Through these meetings, the Board monitors performance, evaluates management execution, and ensures that appropriate controls and policies are in place to support responsible and sustainable business operations.





# CROWN®

## BOARD MEMBER PROFILES

The Board of Directors is composed of Executive, Non-Executive, and Independent Directors who collectively bring a balance of leadership experience, industry knowledge, financial expertise, and governance competence. This mix of skills and perspectives supports effective oversight, objective judgment, and informed decision-making.

### NICASIO T. PEREZ

**Chairman of the Board; Vice President-Treasurer, Chief Financial Officer-OIC**

Mr. Perez is the Chairman of the Board of CROWN and concurrently serves as Vice President-Treasurer and Chief Financial Officer-OIC. He has decades of experience in finance, treasury management, and corporate leadership. He holds a degree in Business Administration from the University of Santo Tomas.

As Chairman, he leads the Board in fulfilling its governance responsibilities, while his financial expertise strengthens oversight of financial reporting, internal controls, capital management, and enterprise risks, including those related to governance and sustainability.

### DERRICK P. VILLANUEVA

**President; Director**

Mr. Villanueva serves as President of CROWN and is responsible for the Company's overall strategic direction and operational performance. He brings extensive experience in manufacturing operations, commercial leadership, and organizational management within the construction materials and plastics manufacturing sector. He holds a Bachelor of Science in Entrepreneurial Management from the University of Asia and the Pacific, a Diploma in Chemical Sciences from the British Columbia Institute of Technology in Canada, and a Master of Business Administration from the Ateneo Graduate School of Business.

As President and a member of key Board committees, he supports the integration of governance, risk management, and sustainability considerations into corporate strategy, ensuring that business decisions align with long-term value creation and responsible manufacturing practices.



### HANS JOSEPH T. PEREZ

**Vice President for Sales and Marketing; Director**

Mr. Perez oversees the Company's sales and marketing strategy, customer engagement and market expansion initiatives. He brings strong commercial and operational experience within the construction materials industry. He holds a Bachelor of Science in Business Management from De La Salle University.

Through his participation in Board committees, he contributes market-driven insights to governance and risk discussions and supports responsible growth strategies aligned with product stewardship and long-term sustainability objectives.



### EUGENE H. LEE VILLANUEVA

**Lead Independent Director; Consultant**

Mr. Villanueva is a Non-Executive Director of CROWN with extensive experience in sales, marketing, and corporate advisory roles. He pursued pre-medicine studies at the University of the Philippines and completed graduate coursework in business administration at Ateneo de Manila University. He previously served as President of the Company from 1989 to 2019.

He provides independent judgment and institutional insight, supporting the Board's oversight of audit matters, operational risks, and strategic continuity.



### FERNANDO S. LOPEZ

**Lead Independent Director; Chairman, Audit Committee**

Mr. Lopez is the Lead Independent Director of CROWN and serves as Chairman of the Audit Committee. He is a Certified Public Accountant with extensive experience in audit, corporate finance, and executive advisory roles across manufacturing and industrial sectors. He holds a degree in Business Administration, major in Accounting, from the University of the East.

As Lead Independent Director, he provides objective judgment and safeguards the integrity of Board deliberations. His professional expertise strengthens the Board's oversight of financial reporting, internal controls, and enterprise risk management, including governance and sustainability-related risks that may impact long-term business resilience.



### JUSTIN C. ONGSUE

**Independent Director; Chairman, Corporate Governance Committee**

Mr. Ongsue is an Independent Director with broad experience in corporate leadership, sales, and marketing. He holds a Bachelor of Science in Business Management from the University of Asia and the Pacific and completed graduate studies at Ateneo de Manila University.

As Chairman of the Corporate Governance Committee, he champions ethical leadership, Board effectiveness, and adherence to governance best practices.



### ROGELIO B. PANLASIGUI

**Independent Director; Chairman, Risk Oversight Committee**

Mr. Panlasigui is an Independent Director with extensive experience in banking, finance, and risk management. He holds an AB degree in Economics from Ateneo de Manila University and a Master's degree in Business Economics from the University of Asia and the Pacific.

He leads the Board's oversight of enterprise and financial risks, strengthening governance resilience and long-term organizational stability.



### DAPHNE V. YU

**Non-Executive Director**

Ms. Yu brings experience in business development, real estate, and strategic management. She holds a Bachelor of Science in Management Engineering from Ateneo de Manila University.

Her participation across multiple committees supports governance effectiveness, risk awareness, and sustainable growth considerations, particularly in long-term planning and investment oversight.



### CHRISTIE T. PEREZ

**Non-Executive Director**

Ms. Perez provides extensive experience in accounting and financial consultancy. She holds a degree in Commerce, major in Accounting, from the University of Santo Tomas.

Her expertise supports sound governance practices, particularly in financial oversight, internal controls, and fiscal discipline.



### ANN MARGARET K. LORENZO

**Corporate Secretary**

Atty. Lorenzo serves as Corporate Secretary of CROWN. She holds a Bachelor of Laws degree and is a member of the Philippine Bar. She ensures compliance with corporate governance requirements, SEC regulations, and proper documentation of Board and stockholders' proceedings.



### ALTHEA DOMINIQUE B. MALIWANAG

**Assistant Corporate Secretary**

Atty. Maliwanag assists in maintaining corporate records, regulatory filings, and governance documentation. She holds a degree in law and is a member of the Philippine Bar, supporting compliance with corporate and securities regulations.

# CROWN<sup>®</sup>

## CORPORATE GOVERNANCE

The Board of Directors of CROWN is responsible for providing strategic direction and exercising oversight over the Company's business, financial performance, and long-term sustainability. The Board ensures that management actions are aligned with the Company's objectives, governance standards, and stakeholder interests.

The Board convenes regularly throughout the year, meeting at least on a quarterly basis and more frequently, when necessary, to review the Company's financial position, operating results, key risks, and strategic initiatives. Through these meetings, the Board monitors performance, evaluates management execution, and ensures that appropriate controls and policies are in place to support responsible and sustainable business operations.

### GOVERNANCE EXCELLENCE FOR SUSTAINABLE GROWTH

CROWN is committed to maintaining high standards of corporate governance as a foundation for sustainable growth. The Board of Directors provides leadership and oversight to ensure that governance structures, policies, and practices remain effective and responsive to the evolving business environment.

Sustainability considerations are incorporated into Board-level discussions through regular reviews of strategy, performance, and risks. This approach enables the Board to balance financial objectives with environmental, social, and governance considerations in support of long-term value creation.

### INTEGRATED RISK MANAGEMENT AND OPERATIONAL RESILIENCE

The Board oversees the Company's risk management framework to ensure that key risks are identified, assessed, and appropriately managed. Through the Risk Oversight Committee and regular Board deliberations, the Company monitors financial, operational, compliance, and emerging risks that may affect business continuity and performance.

CROWN maintains internal control systems and security measures designed to safeguard assets, ensure the reliability of financial reporting, and support operational resilience. These systems are regularly reviewed to remain aligned with the Company's risk profile and regulatory obligations.

### ETHICAL LEADERSHIP AND RESPONSIBLE CONDUCT

CROWN promotes a culture of integrity and ethical conduct across all levels of the organization. The Board sets the tone at the top by upholding principles of fairness, accountability, and transparency in its decisions and oversight functions.

The Company's ethical framework is supported by policies and procedures that guide responsible behavior, compliance with applicable laws and regulations, and respect for stakeholders. Ethical considerations are embedded into governance processes to reinforce trust and credibility with shareholders, employees, customers, and business partners.



### EXECUTIVE COMMITTEE

**Chairman:** Nicasio T. Perez  
**Members:** Derrick P. Villanueva  
 Hans Joseph T. Perez

### BOARD COMMITTEE

**Chairman:** Nicasio T. Perez  
**Members:** Eugene H. Lee Villanueva  
 Derrick P. Villanueva  
 Hans Joseph T. Perez  
 Daphne V. Yu  
 Christie T. Perez  
 Fernando S. Lopez  
 Justine C. Ongsue  
 Rogerio B. Panlasigui

### AUDIT COMMITTEE

**Chairman:** Fernando S. Lopez  
**Members:** Justine C. Ongsue  
 Daphne V. Yu  
 Rogerio B. Panlasigui  
 Nicasio T. Perez  
 Eugene H. Lee Villanueva

### CORPORATE GOVERNANCE COMMITTEE

**Chairman:** Justine C. Ongsue  
**Members:** Rogerio B. Panlasigui  
 Fernando S. Lopez  
 Derrick P. Villanueva  
 Hans Joseph T. Perez  
 Daphne V. Yu

### RISK OVERSIGHT COMMITTEE

**Chairman:** Rogerio B. Panlasigui  
**Members:** Fernando S. Lopez  
 Justine C. Ongsue  
 Daphne V. Yu  
 Derrick P. Villanueva  
 Hans Joseph T. Perez

# CROWN<sup>®</sup>

## COMPANY EXECUTIVE OFFICERS



**NICASIO T. PEREZ**  
CHAIRMAN; VICE PRESIDENT-TREASURER; CHIEF FINANCE OFFICER



**DERRICK P. VILLANUEVA**  
PRESIDENT

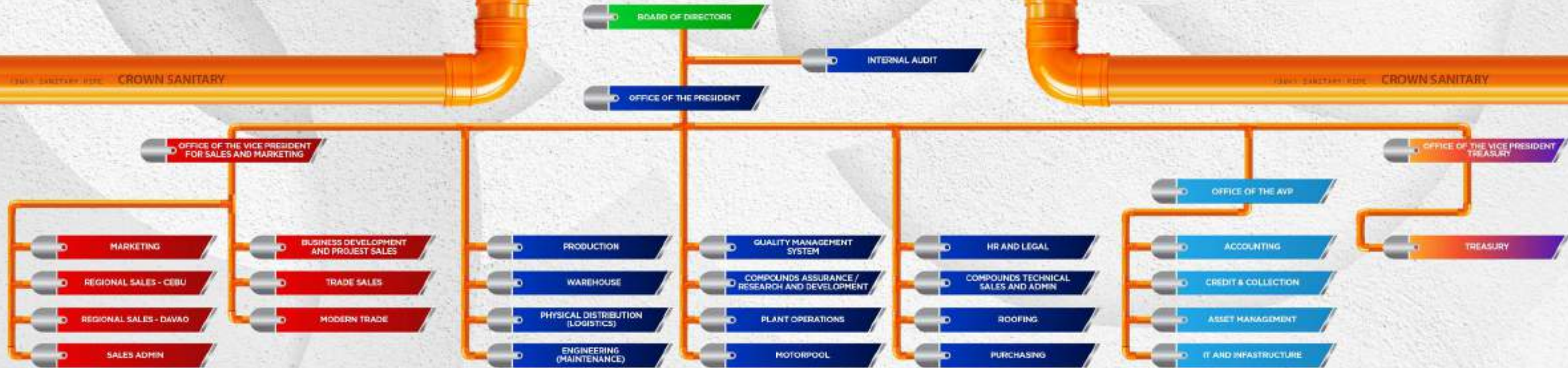


**HANS JOSEPH T. PEREZ**  
VICE PRESIDENT FOR SALES AND MARKETING



**MARIE GRACE N. DALUPAN**  
AVP-FINANCE; COMPLIANCE OFFICER

### CORPORATE ORGANIZATION



# CROWN<sup>®</sup>

## PRODUCT VALUE CHAIN



1997 SANITARY PIPE

CROWN SANITARY

1997 SANITARY PIPE

CROWN SANITARY

1997 SANITARY PIPE

CROWN SANITARY

MARGIN / VALUE



### CORPORATE STRUCTURE AND GOVERNANCE

Good governance leads the company to a healthy balance sheet and profitability, effective implementation of plans, efficient daily operations, dividend contributions to its shareholders, and benefits for its employees. The company is ISO Certified and is Publicly listed on the Philippine Stock Exchange.



### HUMAN RESOURCES MANAGEMENT

Employee health, benefits, and training are prioritized to ensure retention, engagement and work efficiency.



### TECHNOLOGICAL DEVELOPMENT

Systems and technological processes are regularly reviewed and updated to meet growing market demands and maintain relevance.



### PROCUREMENT

Careful planning helps minimize the cost of supply and bulk purchasing. Supplier audits are conducted quarterly to ensure compliance with local and international standards as well as to desirable social values.



## THE CROWN STORY: A LEGACY OF INNOVATION, INTEGRITY, AND SUSTAINABILITY

The Board of Directors of CROWN is responsible for providing strategic direction and exercising oversight over the Company's business, financial performance, and long-term sustainability. The Board ensures that management actions are aligned with the Company's objectives, governance standards, and stakeholder interests.

The Board convenes regularly throughout the year, meeting at least on a quarterly basis and more frequently, when necessary, to review the Company's financial position, operating results, key risks, and strategic initiatives. Through these meetings, the Board monitors performance, evaluates management execution, and ensures that appropriate controls and policies are in place to support responsible and sustainable business operations.



### The Founding Years

The company's foundation was built under the leadership of its first President and founder, Mr. Eugene H. Lee-Villanueva, whose vision and perseverance guided CROWN through its formative years. His strong strategic leadership and technical expertise laid the groundwork for operational excellence and sustainable growth. After decades of service, he retired in 2019, yet continues to serve as a Consultant, sharing his wisdom and experience to ensure that the company remains steadfast in its founding values.

Beside him were fellow founders, Mr. Nicasio T. Perez and Mrs. Tita P. Villanueva, who played equally vital roles in shaping CROWN's legacy. Mr. Nicasio T. Perez, who handled the company's Treasury, was known for his diligence, sound judgment, and analytical ability. His strong financial acumen and prudent stewardship helped protect the company's assets and ensure its financial stability through the years. His discipline and foresight laid a firm foundation for CROWN's enduring fiscal strength.

Meanwhile, Mrs. Tita P. Villanueva, remembered with deep respect and gratitude, was the pioneer of CROWN's sustainability efforts and one of the company's most steadfast pillars since its founding. As the Vice President- Comptroller, she meticulously built CROWN's system of documentation and compliance from the ground up, from the company's early BIR and customs records to the intricate financial documentation that paved the way for its successful Initial Public Offering (IPO) in 2015.

Beyond Mrs. Tita's technical expertise, she was deeply guided by purpose and principle. Fondly called the "Mother of CROWN Sustainability," she believed that true business success must always go hand-in-hand with social responsibility, environmental stewardship, and ethical governance. Her ideals planted the seeds for what has now become CROWN's long-term sustainability and corporate citizenship framework, a legacy of integrity, care, and accountability that continues to guide the company's ESG initiatives to this day.



### Early Growth and Recognition

CROWN began commercial operations in June 1990 with only 22 employees in its Guiguinto, Bulacan plant, producing 1,800 metric tons of PVC compounds annually.

By 1994, CROWN's compounds were accredited under the U.S. Underwriters Laboratories (UL), a remarkable milestone that enabled exports to wire and cable companies in the United States. This recognition underscored CROWN's commitment to world-class quality and compliance with international standards.

The Compounds Division soon earned its first ISO 9002:1994 Certification, solidifying the company's dedication to quality manufacturing and continuous improvement.



### The Expansion of CROWN PVC Compounds

CROWN's story began with its first and foundational product - PVC Compounds, the cornerstone of its manufacturing expertise. Developed to meet the stringent quality standards of wire and cable manufacturers, these compounds quickly gained the trust of some of the country's largest and most reputable industrial brands. Renowned for their consistency, purity, and performance, CROWN's compounds became vital in ensuring electrical safety and product reliability across various applications. Through these partnerships, the company also indirectly exported its products to international wire and cable companies, marking CROWN's early footprint in the global market.

By 2003, CROWN had expanded the applications of its PVC compounds beyond the electrical sector, venturing into packaging, IC tubes, bottles, films, and construction profiles. This diversification strengthened CROWN's reputation as a trusted supplier to leading local and international manufacturers, supporting industries that drive infrastructure growth, packaging innovation, and sustainable material development.



## The Birth of CROWN Pipes

In 1998, a new and defining chapter unfolded when Mr. Walter H. Villanueva firmly and creatively conceptualized and launched the Pipes Division, the brainchild that would later become the company's major growth engine. As the first General Manager for Pipes, he transformed an ambitious idea into a thriving business line that propelled CROWN to new heights. Harnessing advanced German technology and innovative design, CROWN introduced the Crownflex uPVC flexible electrical pipes under the now-iconic CROWN Pipes brand, marking the beginning of a legacy of excellence that continues to define the company today through safety and quality.

From there, innovation became the company's defining strength, driving continuous product development and market leadership in the piping industry. In 2000, CROWN introduced its Electrical Conduit Pipes, which quickly became one of the leading brands in the country for electrical piping systems. Alongside this, the company launched CROWN Supreme Thick Wall Pipes, built for heavy-duty applications that demand superior strength, durability, and impact resistance. Known for their long-term performance and pressure endurance, these pipes remain a top choice for infrastructure and industrial projects nationwide.

That same year, CROWN Blue Potable Water Pipes were engineered to ensure safe and clean water distribution, meeting strict potable water standards. Trusted by builders for their corrosion resistance and reliability, these pipes continue to support healthier, more sustainable communities.

By 2002, CROWN Sanitary Pipes were introduced, now the company's top-selling brand, featuring built-in UV protection for long-lasting durability and superior drainage performance. Ideal for drain-waste-vent (DWV) applications, they contribute to sustainable and low-maintenance plumbing systems nationwide.

In 2006, CROWN expanded its product line with CROWN HDPE Pipes, made from High-Density Polyethylene (HDPE), a material known for its strength, flexibility, and chemical resistance. Ideal for telecommunication, irrigation, and industrial systems, these pipes offer a long service life and recyclability, making them a preferred choice in green engineering and sustainable infrastructure projects.



## Commitment to Quality and Safety

CROWN's focus on excellence led to the Pipes Division's ISO 9001:2000 Certification in 2009, followed by the Compounds Division's ISO 9001:2008 Certification in 2010, ensuring quality management across all operations.

By its 25th year in 2014, CROWN had evolved into one of the country's leading manufacturers of thermoplastic compounds and pipes, serving the building, telecommunications, and infrastructure industries.



## Public Listing and Diversification

The year 2015 marked another major milestone, CROWN became a publicly listed company in the Philippine Stock Exchange (PSE), a testament to its commitment to transparency and good governance.

In 2016, the company expanded its Compounds Division capacity by 1,500 MTPY and ventured into the development of CROWN PPR Pipes, engineered with high heat and pressure resistance for efficient hot and cold-water systems in green building design, along with HDPE Pipes and Fittings for high-pressure systems. It further strengthened its product portfolio with the launch of ENDURO, a line made from recycled materials that set a new benchmark for industrial-grade solutions, proving that innovation and environmental responsibility can flow together.

By 2017, CROWN ventured into roofing solutions with CROWN PVC Thermal Roofing, a breakthrough in green construction that reflects sunlight, reduces heat gain, and lowers energy use, making it ideal for sustainable, low-carbon, and climate-resilient buildings.

In 2018, both divisions achieved ISO 9001:2015 Certification, while the company gained international recognition from the Financial Times as among the Top 1000 High-Growth Companies in the Asia-Pacific region.

## Sustained Growth and Governance Excellence

By 2019, CROWN had established a sales depot in Mandaue, Cebu, launched CROWN Septic-Tech, and achieved a remarkable 20% growth in revenues.

This same year marked the beginning of Mr. Walter H. Villanueva's leadership as President and Chairman, guiding the company through a transformative period marked by innovation, resilience, and governance excellence. Under his steady and decisive leadership, CROWN not only sustained operations during the challenges of the global pandemic but also introduced new products and process improvements that strengthened its market position. His frugal and entrepreneurial management style, coupled with a deep understanding of both operations and strategy, enabled the company to navigate uncertainty while maintaining profitability and employee welfare.

CROWN continued to strengthen its standing as a publicly listed company guided by ethical leadership and good corporate governance. In 2021, it was recognized by Forbes Asia as one of Asia's Best Under a Billion and received its first Golden Arrow Award from the ASEAN Corporate Governance Scorecard (ACGS). CROWN has also remained Shariah-compliant (2017-2019 & 2021-2022), reinforcing its reputation as a responsible and ethical enterprise. This recognition continued in 2022, 2023, and 2024, and at the 2025 Golden Arrow Recognition Night, CROWN achieved a new milestone, earning its first distinction as a Two Golden Arrow Awardee and marking its fourth consecutive recognition. This honor stands as a testament to CROWN's commitment to transparency, accountability, and governance excellence.



From 2021 to 2025, CROWN strengthened its reputation as an innovator in sustainable building materials, launching a new generation of products designed for modern infrastructure and green construction, including CROWN CAC (Clean and Comfort Essentials), CROWN Grease Trap, CROWN PPR Pipes, CROWN HDPE Double-Wall and Structured-Wall Pipes, and CROWN PPRCT, a next-generation material offering enhanced thermal stability and flow efficiency.

As CROWN celebrates 35 years of excellence in 2024, the company proudly launches CROWN Sustainable Care: Caring for Tomorrow with Sustainable Solutions, a forward-looking initiative aligned with the United Nations Sustainable Development Goals (UN SDGs). This program underscores CROWN's enduring commitment to sustainability through focused efforts in environment, education, partnerships, health, and good governance. More than an initiative, CROWN Sustainable Care represents the company's promise to create lasting impact and uphold a legacy of positive change for future generations.



## Legacy of Leadership: The Next Generation

Today, CROWN stands as a legacy company, proudly built on the values of its founders and strengthened by the next generation of leaders. At the forefront are Mr. Derrick P. Villanueva, President, and Mr. Hans Joseph T. Perez, Vice President for Sales and Marketing, both members of the Board of Directors, together with the newly appointed Chairman of the Board, Mr. Nicasio T. Perez.

Mr. Villanueva, as the newly promoted president, continues to uphold the principles of transparency, accountability, and fairness, advancing CROWN's journey toward a more inclusive and sustainable future. He champions strategic growth, Diversity, Equity, and Inclusion (DEI) while strengthening CROWN's ESG, digitalization, and innovation efforts.

Mr. Perez, meanwhile, leads with energy and vision under the "CROWN Pipes, the Best Pipes" campaign, driving brand growth, market leadership, and stronger customer connections nationwide.

Together, they embody the new generation of leaders who carry forward CROWN's legacy of innovation, integrity, and sustainability.

As CROWN continues to evolve, it remains rooted in the pioneering spirit of its founders, a company guided by innovation, integrity, and sustainability, always striving to deliver excellence for the nation and future generations.



ADVANCING PEOPLE  
EMPOWERING LIVES

**CROWN**<sup>®</sup>

**Building Leaders,  
Empowering Talent,  
Strengthening Communities**



At CROWN, our greatest strength lies in our people. Advancing People reflects our commitment to creating opportunities where employees grow as leaders, professionals, and individuals while contributing to the company's long-term success.

Through programs such as CROWN Young Leaders, we cultivate the next generation of market builders and leaders who drive innovation, strengthen operations, and support business growth. Across the organization, women play vital roles in sales, logistics, quality, and compliance, demonstrating leadership, resilience, and expertise.

CROWN also promotes a workplace built on diversity, equity, and inclusion, ensuring that opportunities remain accessible to individuals at different stages of life and career, including working mothers and experienced professionals.

Through our Human Resources initiatives, we invest in the well-being, development, and dignity of our people. By supporting employees' growth and recognizing their contributions, we continue to build a workplace where individuals are empowered to thrive.

Beyond the workplace, our commitment extends to strengthening communities through CROWN Sustainable Care, reinforcing our belief that when people grow, businesses and communities grow with them.

## Young Leader of **CROWN**<sup>®</sup> Leading with Alignment: Building the Future of CROWN

Derrick P. Villanueva, President of CROWN, provides strategic leadership with a clear mandate: to strengthen operational flow, align people and organizational structures, and position the company for sustainable, long-term growth.

Having recently assumed the presidency, Derrick brings over two decades of hands-on experience across plant operations, division leadership, and enterprise management. Prior to becoming President, Derrick held key leadership roles across the organization, progressing from operations management to General Manager of the PVC Pipes Division. Under his leadership, the division became one of CROWN's most critical and high-performing business units, marked by improved operational efficiency, product innovation, and market expansion within the Philippine construction and infrastructure sector. During this period, CROWN Pipes strengthened its digital presence while expanding its partner network, growing from a dealer-focused base to long-term collaborations with national developers, contractors, and major depots, broadening both market reach and brand engagement across emerging platforms.

As President, Derrick's focus is on organizational alignment ensuring that departments, roles, and decision-making structures work cohesively to support execution excellence. He believes that when people clearly understand how their roles connect to the broader system, accountability strengthens, collaboration improves, and performance follows naturally.

In addition to his operational leadership, Derrick plays an active role at the Board level, serving on the Risk Oversight Committee and the Corporate Governance Committee. In these roles, he champions strong internal controls, ethical decision-making, business continuity, and transparency. He also leads CROWN Sustainability Cares, the company's flagship sustainability platform, integrating environmental stewardship, people development, community partnerships, and good governance into day-to-day business operations.

Derrick holds a Master of Business Administration from the Ateneo Graduate School of Business, a Diploma in Chemical Sciences from the British Columbia Institute of Technology in Canada, and a Bachelor of Science in Entrepreneurial Management from the University of Asia and the Pacific. He is fluent in English, Tagalog, Mandarin, and Hokkien, enabling effective engagement with diverse teams, partners, and stakeholders across regions.

Known for his calm, analytical, and inclusive leadership style, Derrick leads with discipline, empathy, and long-term vision. His approach emphasizes people development, system clarity, and values-based governance supporting CROWN's resilience, future readiness, and strong grounding in its founding principles.

"My focus is to align our people, our structure, and our decisions so the organization moves with clarity, discipline, and purpose."  
**Derrick P. Villanueva (DPV), 44**

## Young Leader of CROWN® Leadership Driving Growth

Hans Joseph T. Perez leads with intensity, discipline, and a strong sense of responsibility to both people and performance. Guided by the principle "Always stay hungry. Never ever settle," he brings a results-driven mindset that fuels market growth while remaining grounded in values, governance, and people development.

As Vice President for Sales and Marketing, Hans is known for his opportunity-driven approach, decisive and hands-on leadership. He is assertive in pursuing growth, strategic in navigating competitive markets, and consistent in translating plans into measurable outcomes. This disciplined execution has strengthened brand leadership and reinforced CROWN's position as a trusted provider of quality infrastructure solutions.

Hans believes sustainable performance is built on trust, accountability, and open dialogue. He actively engages with teams, creating a focused and motivating environment while holding firm on standards and results. His leadership is grounded in the values he lives by, including loyalty, and shared responsibility. These guide how he builds teams, develops partnerships, and empowers people to take ownership and grow with confidence and integrity.

Hans holds a Bachelor of Science in Business Administration and Management from De La Salle University. He is fluent in English, Tagalog, Mandarin, and Hokkien, enabling effective cross-cultural communication and strong engagement with diverse stakeholders, supporting CROWN's regional and international relationships. Through disciplined execution and people-centered leadership, Hans demonstrates that long-term growth is achieved not only through strong sales performance, but through empowered people and principled leadership.

"Always stay hungry. Never ever settle."

Hans Perez, 36



## Young Leader of CROWN® Growing from Within

Rodello H. Pagkalinawan II's leadership journey reflects how sustainability is practiced through everyday decisions. As Technical Sales Manager, he views sustainability as delivering quality solutions while remaining mindful of efficiency, resource use, and long-term impact. Working closely with customers and internal teams, he focuses on improving processes, reducing waste, and preventing rework. These practical actions, consistently applied, contribute to more stable operations and better outcomes across the value chain.

In just four years at CROWN, Rod has been promoted three times, rising from Senior Technical Sales Representative to leading the sales and administrative team. This progression reflects a culture that values performance, learning, and internal mobility. For Rod, staying with the company means growing in an environment where effort is recognized, trust is earned, and leadership is built over time.

With a strong academic background in chemistry and a graduate of Polytechnic University of the Philippines, where he was a Dean's Lister, Rod brings strong technical grounding to his commercial role. His background in R&D, quality control, and business development enables him to bridge science and market needs, supporting innovation and customer-focused solutions.

Recognized as one of CROWN's young leaders, Rod stands out for his confidence, initiative, and willingness to challenge the status quo. His leadership demonstrates how empowering young professionals strengthens accountability, drives innovation, and supports the company's long-term sustainability goals.



"When we choose efficiency, quality, and responsibility in our daily work, sustainability naturally follows."

Rod Pagkalinawan II, 33



"Sustainability begins with responsibility, the right mindset, and clear daily action plans. I choose to grow with CROWN because I genuinely enjoy the work, the people, and our connections with clients. When everyone understands their role and how they contribute, results become aligned, consistent, and sustainable."

Jeff Manalo, 48

## Young Leader of CROWN<sup>®</sup> Market Builder Highlight

Jeffrey S. Manalo represents the new generation of sales leaders at CROWN, grounded, driven, and consistently reliable. With ten years of service, he lives out the ACE-I creed through a positive attitude that strengthens relationships across coworkers, clients, and industry partners. His work in Bicol has resulted in strong networks with key professional organizations and the steady growth of a loyal dealer and depot base. He collaborates well with Marketing, Sales Admin, and other departments, earning trust through teamwork and credibility through action.

Excellence defines Jeffrey's sales performance. A top contributor since his early years with the company, he continues to raise the bar through discipline, market understanding, and sustained effort. Each year, he consistently ranks among the top performers, and in 2025, he reached a major milestone as the top field sales representative, contributing 17% of total trade sales. His achievements reflect not only strong individual performance but also his ability to support CROWN's commercial growth through consistent and responsible leadership.

Integrity anchors Jeffrey's professional conduct. He strictly follows company policies and guidelines, maintains impeccable attendance, and holds a zero-complaint record from both clients and internal teams. With no disciplinary actions since his first year, he exemplifies accountability and professionalism. Jeffrey's journey highlights CROWN's commitment to advancing people by developing young leaders who deliver results while upholding trust, values, and long-term sustainability.

**"Sales performance grows faster when trust is built first, consistency turns effort into impact, strong markets are shaped by relationships, excellence remains a daily discipline, and honesty matters even when others are not."**



**"Proof that performance has no gender, and respect is earned through consistency, integrity, and results."**



## Women Empowerment at CROWN<sup>®</sup> Sales Leadership and Excellence

In an industry traditionally led by men, Ronalyn "Kim" Buan stands as a quiet disruptor. A graduate of Lyceum with a BS in Business Administration major in Marketing, she entered CROWN as a fresh graduate and rose to become the top sales performer across the organization. Trained directly by former president, Walter H. Villanueva, Kim built her foundation on discipline, integrity, and mastery of her craft, proving that excellence in the construction and manufacturing sector is defined by capability, not gender.

Kim's journey reflects CROWN's commitment to empowering women in spaces where representation has long been limited. She competes and leads on equal ground, earning trust from developers, architects, engineers, contractors, and partners through deep product knowledge, consistency, and ethical practice. Her success is not symbolic. It is measurable, sustained, and rooted in performance shaped by values.

Through Kim's story, CROWN reinforces its belief that advancing people means creating an environment where women are mentored, trusted, and enabled to lead. Her achievement sends a clear message across the organization and the industry. When women are given opportunity, structure, and guidance, they do not just participate. They lead, influence, and redefine standards.

**"In sales, respect is earned through consistency, integrity, and results. I never aimed to prove that women belong in this industry. I focused on doing the work well, and when you know your craft and stand by your values, the industry listens."**

Kim Buan, 45



Breaking industry norms, a woman leads one of CROWN's largest teams with discipline, respect, and consistency.

## Women Empowerment at CROWN<sup>®</sup> Responsible Logistics

At CROWN, logistics is a responsibility carried with discipline and accountability. Emily Refuerzo, Logistics Manager and 20-year service awardee, leads one of the largest teams in the organization, predominantly male, with steadiness and authority earned through years of consistent performance. From her beginnings as an admin assistant to managing complex nationwide dispatch operations, Emily's journey reflects how trust, capability, and commitment shape long-term leadership.

In a high-pressure environment defined by tight schedules and operational precision, Emily brings structure and balance to the system. She is known for maintaining order, ensuring safety, and holding standards firm, while remaining deeply attentive to her people. To her team, she is both leader and anchor, someone who enforces discipline without losing sight of human realities. Under her leadership, responsible logistics means on-time delivery, operational safety, and a workplace built on respect.

A BS Computer Science graduate of Arellano University-Legarda, Emily has been with CROWN since 2003. Her leadership exemplifies the company's commitment to advancing people and empowering women in operational roles traditionally led by men. Emily's story demonstrates that responsibility in logistics goes beyond moving products; it is about developing people, sustaining trust, and building systems that last.

At CROWN, empowering women like Emily strengthens operations, reinforces accountability, and proves that excellence is driven by leadership that is both capable and credible.

"Napag-aral ko anak ko dahil sa CROWN. Nagpapasalamat ako sa management kasi ito ang naging bread and butter ng pamilya ko. Basta binibigay mo lang ang best mo sa trabaho at responsable ka, nabubuo ang tiwala ng management at pagkakatiwalaan ka nila. The management will give you more opportunities."

Emily Refuerzo, 54

## Women Empowerment at CROWN<sup>®</sup>

### Leading with Resilience and Quiet Authority

In an industry shaped by steel, schedules, and systems, Remel S. Chico stands steady, proving that leadership is defined by competence and consistency. With over sixteen years at CROWN, her journey has progressed from Quality Management Representative to operations leadership, where she served as Jr. Assistant Manager - Operations. Now promoted to focus fully as QMS Manager for the entire organization, she brings operational discipline into strengthening plant performance, compliance, cost control, and KPIs. Her leadership is not loud, but consistent. Not forceful, but firm. She leads with discipline, resilience, and systems that earn trust.

Deeply rooted in ISO 9001, Remel knows that quality is not paperwork, it is behavior. Her foundation in Computer Engineering from Bulacan State University strengthens her systems-driven mindset, allowing her to translate standards into daily practice. With experience in internal audits, root cause analysis, and risk-based thinking, she ensures that processes are not only compliant but effective. Sustainability, in her role, is reflected in everyday decisions, in conserving resources, improving processes, and assessing repair options before replacement.

Leading a predominantly male operations team, Remel challenges stereotypes with clarity and consistency. She shows that women lead not by adapting to the system, but by improving it. She stays with CROWN for the opportunity to grow, learn from failure, and build competence with support. To her, sustainability is a team effort, driven by small, mindful actions that create lasting impact across the organization.

Women lead not by adapting to the system, but by improving it.

"I'm grateful to CROWN for the opportunity to grow, work with inspiring people, and be supported by leaders who truly care about both our careers and our families."

Remel Chico, 39

## Women Empowerment at CROWN® At the Forefront Quality and Compliance

Quality, to Marenil T. Lacanaria, is where sustainability quietly does the heavy lifting. In the Quality Assurance function, every test, inspection, and corrective action is more than a box checked. It is a conscious decision to reduce waste, prevent rework, and optimize resources. Sustainability lives in the discipline of getting things right the first time, from validating newly introduced raw materials to ensuring processability and finished products consistently meet and exceed local and international standards. For Marenil, quality and sustainability are inseparable, shaping daily decisions that protect customers, conserve resources, and strengthen trust in CROWN's products.

Her journey with CROWN is a story of growth and becoming. Beginning her career as a Chemical Engineer with no prior exposure to thermoplastic pipes and fittings, she faced steep learning curves, heavy workloads, tight deadlines, and unanswered questions that demanded immediate solutions. What kept her grounded was the culture, with leaders who offered guidance, colleagues who shared knowledge, and a workplace that encouraged learning through challenge. Over time, what once felt impossible became achievable, leading to her promotion as Quality Assurance Supervisor. CROWN became not just a workplace, but a proving ground where women engineers are trusted to grow, lead, and continuously evolve alongside the industry.

Sustainability in her team is a shared mindset, where small actions create lasting impact. In Quality Assurance, prevention and precision are daily acts of responsibility. Marenil champions accountability within the team, encouraging vigilance in addressing nonconformities and taking action before issues escalate. The department understands that quality assurance is not merely about compliance. It is about safeguarding the environment, protecting customers, and securing the future. When every team member owns their role, sustainability becomes embedded in the system and lived every day.



*"Quality and sustainability go hand in hand. Every test, every inspection, and every action is a chance to protect the future." Marenil Lacanaria, 29*



**At CROWN, women in quality lead with confidence and accountability, setting standards that protect people, products, and the planet.**



## Workforce Diversity, Equity and Inclusion Empowering Working Mom

Janice Villota has been with the company for 8 years. Her story reflects the strength that emerges when opportunity meets resilience. As a single mother of three and a CNC Manager, she leads with values shaped by sacrifice, responsibility, and purpose. Her children serve as her daily inspiration, driving her to persevere despite the personal and financial challenges of balancing work and family life. Providing for her family strengthened her discipline and problem-solving skills, qualities she brings to the workplace every day.

Her decision to stay with CROWN is rooted in trust, meaningful relationships, and pride in her work. While the responsibility of supporting her children required personal sacrifices, the culture of support and belonging within the company reinforced her commitment. By empowering working mothers and promoting from within, CROWN develops leaders who value stability, opportunity, and long-term growth, strengthening a resilient and people-centered organization.

**When working mothers are empowered, sustainability becomes personal, practical, and long-term.**

*"Being a single mother taught me sacrifice and gratitude, values I carry into my work to lead responsibly and build something lasting." Jaja Villota, 45*



When experience is trusted, sustainability gains depth, continuity, and strength.



## Workforce Diversity, Equity and Inclusion

### Inclusive Opportunity for Senior Professional

With 12 years of dedicated service at CROWN, Engr. Medardo L. Flores exemplifies how experience, commitment, and trust come together to strengthen organizational sustainability. Appointed as Junior Assistant Technical Facilities Manager later in his career, his role reflects CROWN's inclusive approach to talent development, one that recognizes capability and contribution beyond age.

Entrusting a senior professional with a key technical position highlights the company's belief that experience remains a strategic asset. Decades of hands-on engineering practice enable Engr. Flores to make sound decisions grounded in safety, efficiency, and long-term performance. His work in maintaining and improving plant infrastructure ensures that operational reliability is consistently aligned with environmental responsibility and compliance standards.

Beyond technical execution, his presence supports continuity and knowledge retention within the organization. Through mentorship and day-to-day collaboration, he shares practical insights shaped by years of real-world problem-solving, strengthening the capabilities of younger engineers and reinforcing intergenerational learning.

By valuing long-serving and senior employees, CROWN fosters a culture of equity and respect across life stages. Providing opportunities based on merit and experience supports workforce stability, preserves institutional knowledge, and reinforces the company's long-term commitment to building a resilient and sustainable organization.

"I am just an ordinary man doing honest work to make ends meet. What matters is doing the job well and helping pass on experience, because sustainability depends on people who stay, learn, and help the company grow stronger."  
Engr. Med Flores, 72

# CROWN®

## Empowering Our People



CROWN's social performance reflects its commitment to building a stable, inclusive, and high-performing workforce that supports operational excellence and long-term value creation. As a manufacturing organization operating in a highly disciplined industrial environment, the Company recognizes that people stability, safety culture, and leadership continuity directly influence product quality, plant efficiency, and long-term competitiveness.

The 2025 disclosures demonstrate continuity with prior-year reporting while introducing clearer structure, stronger management accountability, and improved alignment with governance and sustainability best practices. All data presented are supported by internal HR records and validated by Management.

## Workforce Stability and Strategic Growth

A stable workforce is fundamental to operational reliability. In manufacturing operations, high turnover can disrupt production schedules, reduce knowledge retention, and increase safety risks. For this reason, workforce stability is treated as a strategic priority.

CROWN concluded 2025 with a total headcount of 249 direct-hired employees, growing from 233 employees at the start of the year. This growth reflects business continuity and controlled expansion.

For the reporting year, the Company recorded an attrition rate of 9.13 percent, calculated using the average number of employees during the period. This represents a significant improvement from 16.43 percent in 2024.

The 7.30 percentage point year-on-year reduction in attrition rate indicates:

- Improved employee retention
- Stronger engagement and supervision
- Greater stability in plant and leadership-critical roles

In a manufacturing context, this level of attrition is considered moderate and manageable, supporting sustainable operational performance.



Figure: Workforce Trend, 2023 to 2025

The figure illustrates CROWN's workforce growth alongside a consistent reduction in attrition rate over the three-year period. Total headcount increased from 234 employees in 2023 to 249 employees in 2025, reflecting controlled and strategic expansion. During the same period, attrition declined significantly from 20.03 percent in 2023 to 9.13 percent in 2025. This inverse trend demonstrates strengthened workforce stability, improved employee retention, and enhanced organizational continuity, supporting CROWN's long-term operational resilience and disciplined people management approach.

Training and retention indicators are closely linked. The improvement in attrition from 16.43 percent in 2024 to 9.13 percent in 2025 reflects stronger engagement and internal growth pathways. With 30 (20.14%) internal promotions in 2025, capability development has translated into measurable leadership advancement. This demonstrates that training initiatives are aligned with succession planning and organizational continuity.

## Workforce Composition and Diversity

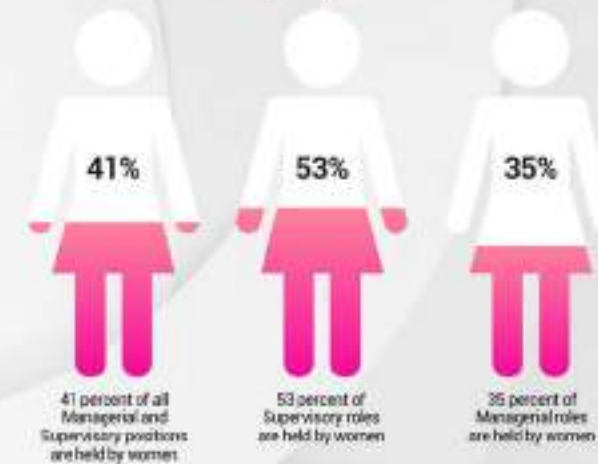
CROWN maintains a balanced workforce across plant operations, management, and corporate functions. Diversity strengthens problem-solving capacity, supports inclusive leadership, and enhances organizational resilience.

### Workforce Profile 2025



While manufacturing remains traditionally male-dominated, CROWN continues to strengthen female participation, particularly in leadership roles.

### Leadership Representation



### Employee Category

Benefits	Provided	Female	% Female
Managerial	Yes	25%	12%
Supervisory	Yes	8%	8%
Rank and File	Yes	1%	0%
Total	Yes	8%	1%

These figures reflect tangible progress toward gender representation in decision-making and operational leadership.

## Advancing Gender Equality and Internal Mobility

Career progression strengthens employee engagement and organizational continuity. CROWN promotes a merit-based culture where advancement is based on performance, competence, and leadership readiness.



### In 2025:

- 30 employees were promoted internally
- 67 percent of promotions were awarded to female employees

This demonstrates measurable progress in strengthening female leadership participation and reinforcing internal succession planning. Internal mobility reduces dependency on external hiring and preserves institutional knowledge within the organization.

These figures reflect tangible progress toward gender representation in decision-making and operational leadership.

## Supporting Vulnerable and Underrepresented Groups

CROWN is committed to inclusive hiring practices that reflect the diversity of the communities in which it operates. The Company includes representation from indigenous communities in the Davao region and other vulnerable sectors, comprising approximately 0.4 percent of the workforce.

Within its broader inclusion efforts, CROWN also employs two working single mothers, representing approximately 0.80 percent of total headcount. While modest in number, this reflects the Company's commitment to providing equitable employment opportunities and supporting individuals with significant family responsibilities.

Through responsible recruitment and structured workforce policies, CROWN continues to promote fairness, dignity, and access to opportunity across all employee segments.

## Learning, Training, and Capability Development

Operational excellence in manufacturing depends on skilled personnel, disciplined supervisors, and technically capable managers. For this reason, capability development is positioned as a strategic investment rather than an administrative function.

Training initiatives focused on:

- Technical and operational skills development
- Occupational health and safety compliance
- Supervisory and leadership readiness
- Functional and administrative competencies

These programs are designed to ensure that employees not only perform current responsibilities effectively but are also prepared for expanded roles within the organization.

In 2025, CROWN implemented structured training programs across plant operations and corporate functions.

Training Hours Provided

- Number of Trainings Conducted: 25
- Total Employee Attendances: 431
- Total Training Hours Delivered: 1,640

The 431-attendance figure reflects cumulative participation across multiple sessions, as employees may attend more than one training during the year.

Based on total headcount of 249 employees:

- Average Training Hours per Employee: 6.59 hours
- Average Hours per Training Attendance: 3.80 hours

The total of 1,640 training hours reflects CROWN's continued investment in workforce capability. Training directly supports plant reliability, safety compliance, and leadership continuity.

## Occupational Health and Safety

In industrial operations, safety performance is a critical measure of operational discipline and risk management effectiveness. CROWN embeds safety protocols into daily operations across all sites.

2025 Safety Performance

- Target Safety Man-Hours: 670,573.68
- Actual Safety Man-Hours Achieved: 669,994.14
- Safety Performance Rate: 99.91 percent

Incident Summary

- Total Recorded Incidents: 12
- Lost Hours Due to Injury: 165.54 hours
- Lost Hours Due to Illness: 414.00 hours

Despite the inherent risks of industrial production, CROWN maintained a high safety performance rate. Safety data is monitored regularly to identify root causes, strengthen preventive measures, and reinforce accountability at all supervisory levels.

## Employee Relations and Industrial Harmony

Strong labor relations contribute to operational stability and productivity. CROWN maintains structured communication mechanisms to ensure transparency and fairness.

Key elements include:

- Collective Bargaining Agreement coverage
- Formal grievance handling procedures
- Engagement between management and workforce representatives

In 2025, no legal actions or grievances involving forced labor, child labor, or human rights violations were recorded. This reflects compliance with labor standards and responsible employment practices.



## Compensation, Benefits, and Employee Welfare

CROWN's benefits framework is structured to support financial stability, work-life balance, and workforce morale. Through its Collective Bargaining Agreement and company-wide welfare programs, the Company provides monetary, leave, and social protection benefits to eligible employees.

Compensation structures are designed to ensure economic security and workforce motivation.

CROWN confirms that 100 percent of employees are paid at or above minimum wage.

- 42 percent are entry-level minimum wage earners
- 58 percent are in skilled, supervisory, or managerial brackets

Key Benefits Available in 2025

- Rice Subsidy availed by 80 percent of employees
- Perfect Attendance Incentive awarded to 69 percent of employees
- Annual Wage Increases implemented for 57 percent of employees
- Performance and Merit Increases awarded to 39 percent of employees

Additional benefits under the Collective Bargaining Agreement include leave programs, health and educational support, and social welfare funds. These programs strengthen financial resilience and support work-life balance. Benefit utilization rates are monitored to understand employee needs and engagement levels across gender categories.

Monetary Benefits			
Benefits	Provided	% Female Employees Availing	% Male Employees Availing
Annual Wage Increase	Yes	40%	17%
Christmas Gift	Yes	56%	23%
Perfect Attendance Incentive	Yes	47%	22%
Mid-Year Bonus	Yes	0%	0%
Loyal Cash Incentive	Yes	2%	0%

• Higher female participation in wage increase and attendance incentives reflects stronger engagement among female employees within eligible categories.

Leave Benefits			
Benefits	Provided	% Female Employees Availing	% Male Employees Availing
Birthday Leave	Yes	25%	12%
Emergency Leave	Yes	8%	8%
Bereavement Leave	Yes	1%	0%
Union Leave	Yes	8%	1%

• Leave benefits support work-life balance and emergency responsiveness, contributing to workforce resilience and stability.



CROWN's benefits framework is structured to support financial stability, work-life balance, and workforce morale. Through its Collective Bargaining Agreement and company-wide welfare programs, the Company provides monetary, leave, and social protection benefits to eligible employees.

Compensation structures are designed to ensure economic security and workforce motivation.

Additional Benefits			
Benefits	Provided	% Female Employees Availing	% Male Employees Availing
Rice Subsidy	Yes	56%	23%
Education Fund	Yes	Administered by Union	Administered by Union
Health Fund	Yes	Administered by Union	Administered by Union
Reproductive Health	Yes	Administered by Union	Administered by Union
Social Amelioration Fund	Yes	Administered by Union	Administered by Union
Industrial Peace and Productivity Program	Yes	Administered by Union	Administered by Union
Ecology Program	Yes	Administered by Union	Administered by Union

• Union-administered funds strengthen social protection mechanisms and promote industrial harmony.

## Talent Retention and Organizational Continuity

Retention strategies focus on maintaining stability in roles critical to plant operations and leadership functions. CROWN regularly reviews attrition trends, strengthens supervisory capability, and aligns employee expectations with organizational values. The improvement in attrition rate, combined with strong internal promotion metrics and structured training investment, reflects enhanced workforce continuity and leadership sustainability.

2025 Social Performance Key Indicators	
METRIC	2025 Performance
Total Headcount	249
Attrition Rate	9.13%
Female Leadership Representation	41%
Total Promotions	30
Total Training Hours	1,640
Safety Man-Hours Achieved	669,994
Minimum Wage Compliance	100%

**Table Description:**

\*The 2025 Social Performance indicators highlight CROWN's commitment to workforce stability, inclusion, capability development, and responsible employment. With 249 employees, the Company maintained a controlled attrition rate of 9.13 percent, achieved 41 percent female leadership representation, and promoted 30 employees internally. A total of 1,640 training hours were delivered to strengthen workforce capability, while 669,994 safety man-hours reflect sustained operational discipline. Minimum wage compliance remained at 100 percent, reinforcing CROWN's dedication to fair and responsible employment practices.

## Strengthening the People Agenda

CROWN continues to enhance its social performance framework through improved workforce analytics, structured leadership development, and strengthened safety systems.



Expanded technical and leadership training



Enhanced safety monitoring and preventive programs



Broader inclusion and community-based recruitment



Deeper employee engagement and retention initiatives

Through disciplined workforce management and responsible employment practices, CC ensures that its people remain the foundation of operational excellence, product reliability, and sustainable growth.

## Advancing People | CROWN FAMILY

At CROWN, employees are not viewed simply as part of the workforce but as members of a shared community built on trust, accountability, and mutual respect. Under the CROWN Family initiative, the Company strengthened its people engagement programs throughout 2025 to reinforce belonging, morale, and long-term retention.

Recognizing that employee stability directly supports operational excellence, CROWN implemented a series of engagement activities, recognition programs, welfare initiatives, and capability-building efforts designed to demonstrate appreciation and sustained investment in its people. These activities were not only celebratory in nature but also strategic, reinforcing loyalty, strengthening internal relationships, and aligning individual growth with organizational goals.

Through structured recognition programs, employee welfare benefits, leadership development, and open communication mechanisms, CROWN continues to cultivate a culture where employees feel valued, supported, and empowered to grow within the organization. The CROWN Family initiative reflects the Company's belief that workforce retention is built not only through compensation and policy, but through genuine engagement and shared purpose.



First of all, I feel honored and privileged to perform at the company events. I also feel conscious about what I will perform because I always want my performance to be graceful and pleasing to the audience. Of course, I am truly grateful for the opportunity to showcase my talent, especially knowing that there are many more talented people in CROWN than me.  
- Rachael R. Baccol / Sales Admin Assistant III



Nagpapasalamat ako sa CROWN Family sa pagkakataong makapag-host. Hindi lang participants ang nadevelop ang self-confidence, pati ako rin ay mas lumakas ang tiwala sa sarili. Salamat sa tiwala at support.  
Philip Larry B. Abantes, Technical Sales



I am truly thankful to CROWN Family for giving me the chance to share my talent in singing. It means so much to be supported and appreciated. I am grateful to be part of a company that celebrates our gifts and passions.  
Katherine Rose G. Calubog, Accounting Assistant I-GL



Kahit simpleng driver lang ako, masaya ako kasi alam ko malaki ang natutulong ko sa mga events setup at activation. Nabigyan ako ng chance na ma-experience ulit at ma-share ang event skills na dala ko mula sa previous jobs ko. Salamat sa CROWN Family sa tiwala at pagkakataon.  
Richard Hulata, Driver



"Natuwa ako nang ma-promote, may pressure pero in a good way at nakapag-adjust naman as time goes by. Na-gain ko ang tiwala ni Sir Mevin kaya mas inayos ko ang trabaho. Malaking tulong ito dahil naging maginhawa ang buhay at nakapag-apon ako para sa aking kasal at nakapag-pareovate ng bahay."  
Josiel M. Tudlo, Warehouseman II



Good day, I'm Clarisse Joy Palao from Purchasing Department. For me it was such an honored and so happy to be able to sing the Philippine National Anthem as the part of the Program this is our recognition and respect for our country and a demonstration of our unity as Filipinos in the Company where we work. This is a moment I will always cherish and remember. -- a proud and unforgettable moment

# CROWN®

## Relationship With Community



## Sustainable Care

CROWN views community engagement as an essential dimension of responsible growth. Sustainability at CROWN extends beyond operational efficiency and environmental stewardship. It is defined equally by how the Company strengthens communities, empowers people, and upholds ethical business conduct.

Through CROWN Sustainable Care, CROWN advances a structured and values-driven approach to social performance aligned with the United Nations Sustainable Development Goals (UN SDGs).

This platform integrates environmental action, education and workforce development, health initiatives, strategic partnerships, and strong governance into a unified framework that strengthens relationships with communities and creates long-term shared value.

CROWN Sustainable Care reflects the heart of the Company. It represents a commitment to ensure that operational strength is matched by social responsibility, and that business growth contributes meaningfully to societal progress.

By embedding sustainability into governance, operations, and community engagement, CROWN reinforces its role not only as a manufacturer and industry partner, but also as a responsible corporate citizen dedicated to building resilient, inclusive, and sustainable communities.

## Environmental Stewardship Beyond Operations

CROWN extends its environmental responsibility beyond manufacturing facilities and into the communities it serves.

In 2025, the Company participated in a Coastal Clean-Up with UAP Kadayawan Dabaw and a Tree Planting Activity with BCCI. These initiatives contribute to ecosystem restoration, biodiversity enhancement, and climate resilience.

By engaging in hands-on environmental activities, CROWN reinforces awareness of sustainability principles while strengthening community collaboration. Environmental engagement complements internal resource efficiency efforts and demonstrates the Company's commitment to protecting natural systems for future generations.

## Education and Workforce Development

CROWN recognizes education and employment access as vital components of inclusive development.

In 2025, the Company supported initiatives such as:

- CSR Program Launch with c Laguna Chapter • Brigada Eskwela 2025 with Guiguinto Central School
- CSR Initiatives with UAP San Juan Pinaglabanan
- Participation in multiple Job Fairs, including CEU Malolos, Jesus is Lord Colleges Foundation Inc., ST Balagtas, STI Malolos, and the Singkaban Job Fair



These engagements strengthen industry and academe linkages, improve learning environments, and expand access to employment opportunities.

Recruitment practices at CROWN are guided by merit, fairness, and equal opportunity. The Company promotes diversity, equity, and inclusion by providing pathways for professional growth across various disciplines and backgrounds.

## Strategic Partnerships and Community Engagement

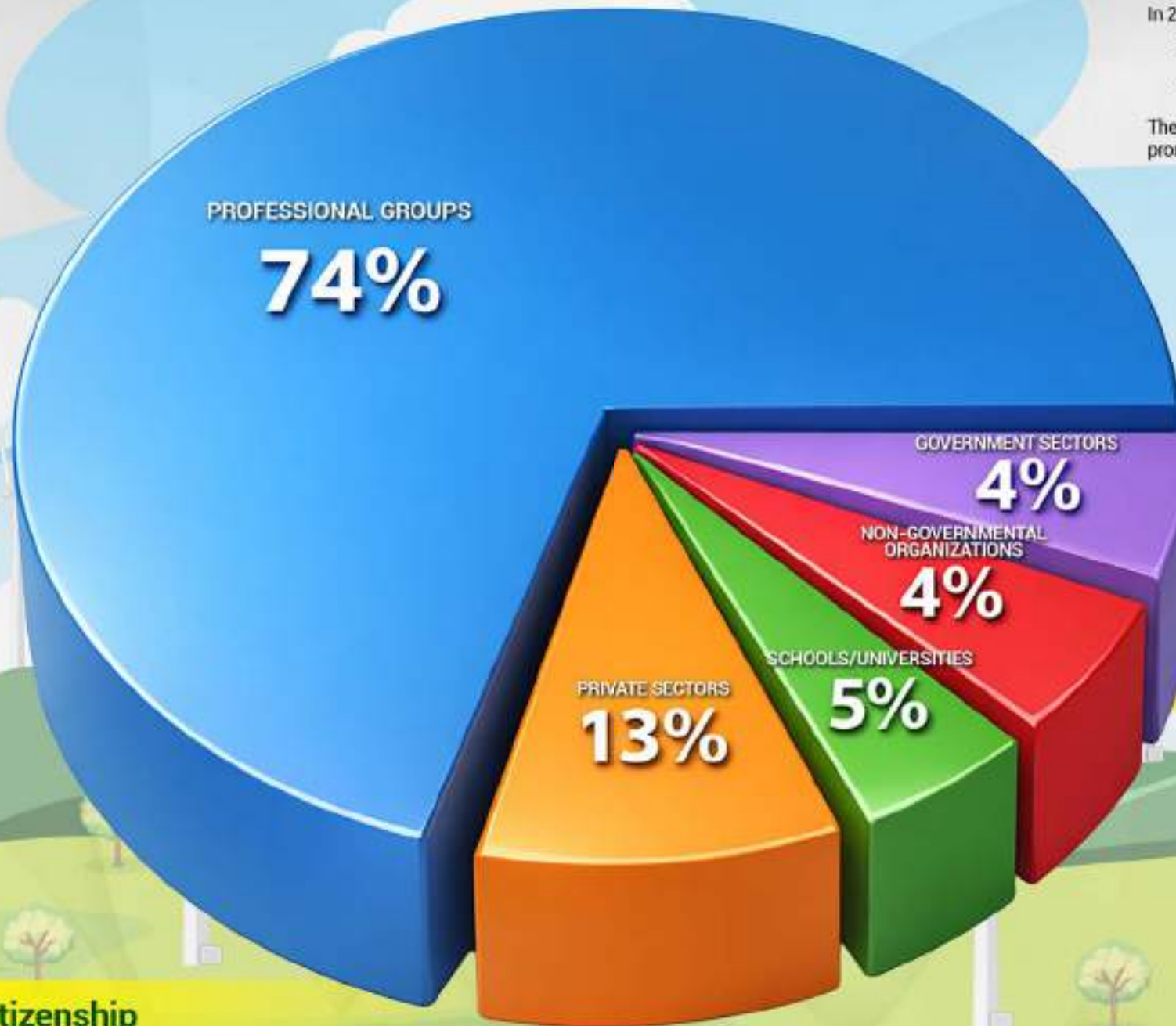
CROWN builds meaningful relationships with professional organizations, academic institutions, and local government units to amplify community impact.

### Key 2025 engagements include:

- 27th Halamanan Festival in Guiguinto Bulacan
- UAP National Contract Signing
- PAMANA 2025 with PUP CADBERIC
- World Architecture Day activities and student summits
- Book Nook Roofing Donation with UAPSA MAPUA
- Singkaban Festival in Guiguinto Bulacan

Through these partnerships, CROWN supports sustainable infrastructure awareness, encourages youth engagement in architecture and engineering, and strengthens its role as an active industry partner.

Collaborative initiatives enhance community resilience while reinforcing shared responsibility among stakeholders.



## Health and Well-being

CROWN promotes physical well-being and community solidarity through structured health programs.

In 2025, the Company conducted and supported:

- Blood Donation Drives with the Philippine Red Cross
- Golden Strides Fun Run with PICE QC-NHA
- PICE Run 2025 in Catanduanes

These initiatives encourage volunteerism, strengthen community ties, and promote preventive health awareness.

### Strategic Partnerships Distribution (2025)

The pie chart shows that Professional Groups comprise the majority of CROWN's strategic partnerships at 74%. Private Sectors account for 13%, while Schools/Universities represent 5%. NGOs and Government Sector partnerships each contribute 4%. The distribution highlights CROWN's strong industry engagement while maintaining collaboration with education, government, and civil society sectors.

## Governance and Responsible Citizenship

CROWN's community relationships are anchored in integrity and transparency.

In 2025, the Company received recognition from the Institute of Corporate Directors through the Golden Arrow Award, affirming its commitment to governance excellence.

Recognition as a top taxpayer by LGU Guiguinto further demonstrates CROWN's role in supporting public development and economic growth.

Strong governance ensures that social investments are transparent, accountable, and aligned with long-term value creation.

## Commitment to Shared Progress

CROWN Sustainable Care reflects the Company's enduring commitment to responsible growth, inclusive engagement, and ethical conduct. By aligning community initiatives with the UN SDGs and embedding sustainability into governance, operations, and people development, CROWN strengthens both business performance and societal well-being.

Through sustained collaboration with communities, institutions, and partners, CROWN continues to build trust, promote inclusion, and contribute to a resilient and sustainable future.



Tree planting activities helps restoring natural resources and to connect in nature that gives volunteer's including me sense of accomplishment that makes me feel happy and fulfilled, additionally it's also an enjoyable outdoor exercise benefiting physical health. Hope to inspire others to help conserve and restore our nature.  
**Queen Ana Magsaril**  
 - Warehouse Assistant III

Tiring yung pagtulung sa brigada, plus maint din since summer. Pero yung helping and pagbalik sa elementary school gives a sense of satisfaction na before you were the one na nagbebenefit noong Brigada Eskwela. But now, you are part of those people na naghehelp sa Brigada.  
**Mary Joyce Panganiban**  
 - Industrial Plant Officer

ISO 9001:2015  
 PSE

**WE ARE HIRING**  
 Join our team  
**HIRING**

SEND YOUR RESUME AT  
 RECRUITMENT@CROWN.PVC.COM.PH

SCAN IT & APPLY NOW

- Cadet Engineer
- Technical Sales Representative
- QA Engineer
- Technical Analyst
- Industrial Process Engineer
- Admin Assistant
- SAP Encoder
- Electrician Mechanic

I think the most rewarding part of my job is when you closed the vacancies, of course. And also kapag nakikita mo yung mga na-hire mo na nag-eejoy and nabuto sa work nila. Its fulfilling, in a way na after the long process, I managed to fill the vacancies with qualified employees. Though meron talagang mga unexpected backed outs or declined offers but still, I know na meron pa ring mas deserving sa position na yun.  
**Kristine Althea Pacibe**  
 - HR Assistant

Donating CROWN Roofing to UAPSA Mapus for their Book Nook Project isn't just about giving materials, it's about supporting future Architects to their advocacy in creating safe, comfortable learning space for the children of Intramuros  
**Rusty Magsabay**  
 - MBDPSO I

Magandang araw po, masaya po ako na nakapag-donate ng dugo dahil alam ko na maraming tao ang pwedeng matulungan nito at sa pamamagitan nito natutulungan ko din and saril kong kalusugan. Nakatulong na ako healthy pa ako. Salamat.  
**Crisanto Mangana**  
 - Driver



**ADVANCING PRODUCT**  
 BUILT ON QUALITY, DRIVEN BY SAFETY

**CROWN**

**Quality, Innovation,  
 and Sustainable Solutions**



At CROWN, products are more than manufactured outputs, they are long-term commitments to quality and safety. Every pipe, fitting, and compound is engineered to perform reliably, built to last, and designed to protect people, property, and communities. Advancing products means continuously strengthening quality disciplines, embedding safety into design and production, and delivering solutions that support resilient and sustainable infrastructure for generations.

## CROWN Quality Policy: One CROWN, One Standard

Guided by the President's directives and the vision of One CROWN, the Company established a unified CROWN Quality Policy to ensure that quality and safety standards are applied consistently across all business units and operations. This policy serves as a single, organization-wide framework that aligns leadership intent with daily execution in reinforcing accountability, consistency, and excellence regardless of product line or facility.

The new Quality Policy strengthens a culture where quality and safety are shared responsibilities. It integrates customer requirements with regulatory compliance, emphasizes risk prevention, and drives continuous improvement across the value chain. By embedding one common standard, CROWN reduces variability, enhances operational control, and ensures that every product reflects the Company's commitment to safe and dependable performance.

## Quality Assurance

Quality assurance at CROWN is designed to protect safety at every stage of the product lifecycle, from raw material selection to final product release. Robust inspection and testing protocols guide production to ensure consistency, durability, and compliance with technical and safety requirements. Through systematic checks, performance testing, and process controls, CROWN ensures that only products meeting strict quality and safety standards reach the market.

## Quality Systems and Processes

Our manufacturing operations are supported by structured quality management systems that prioritize process discipline, traceability, and preventive control. Standardized procedures, data-driven monitoring, and regular internal audits enable early risk identification, operational efficiency, and defect prevention. These systems support stable production performance while reinforcing safety, reliability, and continuous improvement across our facilities.

## Certifications: ISO and PNS Standards

CROWN complies with internationally and nationally recognized standards, including ISO certifications and Philippine National Standards (PNS), as part of its commitment to quality, safety, and regulatory compliance. These certifications validate the Company's management systems, manufacturing processes, and product performance, providing assurance to customers, regulators, and stakeholders that CROWN's products meet established benchmarks for safe, reliable, and consistent use.

## Trademarks and Brand Protection

Protecting the integrity of the CROWN brand is essential to safeguarding customer safety and trust. The Company actively manages its trademarks and brand assets to prevent counterfeiting and misuse, ensuring that customers receive genuine products manufactured to approved quality and safety standards.

Brand protection initiatives reinforce accountability across the value chain and uphold the reputation built through decades of responsible and safety-driven manufacturing.



# CROWN

## Product Excellence



Progress at CROWN begins at the molecular level. PVC Compounds were the Company's first innovation, introduced in 1989, and remain foundational to its manufacturing excellence. This breakthrough established a legacy grounded in chemical precision, consistency, and trust. These same principles continue to guide the Compounds Division today.

Branded under CROWN Petrovin and CROWN Tecnovynyl, CROWN PVC Compounds are produced using premium virgin materials and formulated under the supervision of chemical science experts. With more than 100 grades available, the product range delivers flexibility, durability, and reliability across applications including wires and cables, tubing, profiles, packaging, and industrial components.

ISO 9001:2015 certified processes ensure uniform quality and performance. Guided by research, innovation, and a global outlook, the Compounds Division continues to expand into high-quality export markets while advancing sustainable industrial practices.

"At CROWN, safety is not inspected in, it is engineered from the start."

# CROWN<sup>®</sup> COMPOUNDS

PROGRESS THROUGH QUALITY



-  **ISO CERTIFIED**
-  **INDUSTRIAL VERSATILITY**
-  **HIGH-PERFORMANCE DURABILITY**

At CROWN, products are not simply manufactured. They are engineered with intention. Every compound, pipe, and system follows a philosophy where quality is the baseline and safety is non-negotiable. From raw material formulation to final extrusion, innovation is integrated into each stage of production, ensuring reliable performance in real-world conditions such as underground installations, in-wall systems, and large-scale urban infrastructure.

Precision chemistry and disciplined execution define the CROWN approach. The result is a portfolio characterized by strong bonds, consistent performance, and uncompromising standards.

-  **REGULATORY COMPLIANCE**
-  **MATERIAL INTEGRITY**

**YOUR PREMIUM QUALITY  
COMPOUNDS**

# CROWN

## CROWN Pipes, Putting Safety and Quality First



CROWN Pipes are manufactured to perform safely, consistently, and sustainably. Created for both national infrastructure projects and everyday developments, CROWN Pipes combine durability, resistance, and long service life to protect public health, conserve resources, and enable efficient installation. In accordance with stringent national and international standards, each product line reflects CROWN's commitment to quality excellence and risk-conscious design.

With low maintenance requirements and proven performance across water, sanitation, power, and connectivity systems, CROWN Pipes support responsible consumption and resilient infrastructure. Trusted in major Philippine projects including railways, expressways, and water systems, these products deliver strength where it matters most within communities and critical networks.

# CROWN<sup>®</sup> SANITARY

(DWV) UPVC PIPES PMS-1990/SDR-34



**WORLD-CLASS  
QUALITY**



**DURABLE**



**RELIABLE**

Developed to safeguard public health, these systems ensure hygienic drainage, waste, and vent performance in residential, commercial, and public environments. They are built to prevent contamination and withstand environmental stress, supporting resilient sanitation infrastructure and promoting access to clean water and safe sanitation.

## CHAMPIONING SUSTAINABLE INFRASTRUCTURE: DWV SOLUTION



**TRUSTED**



**EFFICIENT**

**55**

Advancing Product

# CROWN<sup>®</sup> ELECTRICAL

UPVC ELECTRICAL CONDUIT PIPES PMS-14



**SELF-  
EXTINGUISHING**



**HIGHLY-FLAME  
RETARDANT**



**UNIFORM-WALL  
THICKNESS**

Flame-retardant and impact-resistant, these pipes protect wiring systems in residential, commercial, and industrial environments. They reduce fire and electrical risks while supporting resilient electrical infrastructure.

## ENSURING SAFETY AND RELIABLE ELECTRICAL INFRASTRUCTURED



**SMOOTH INTERIOR  
& EXTERIOR SURFACE**



**MADE FROM 100%  
VIRGIN MATERIALS**

Advancing Product

**56**

# CROWN<sup>®</sup> PP-R

HOT & COLD PIPES & FITTINGS



**DURABLE**



**RELIABLE**



**WORLD-CLASS  
QUALITY**

A complete hot and cold-water system manufactured from non-toxic, food-grade, recyclable materials. With a service life exceeding 50 years and high thermal resistance, these pipes ensure safe potable water distribution while reducing energy use in buildings.

**A COMPLETE LINE OF HOT AND COLD  
PIPES AND FITTINGS**



**EFFICIENT**



**TRUSTED**

57

Advancing Product

# CROWN<sup>®</sup> HDPE

HIGH DENSITY POLYETHYLENE PIPES PHS-4427



**TOUGH AND FLEXIBLE**



**CHEMICAL RESISTANT**



**LONG LIFE CYCLE**

Produced for demanding environments, CROWN HDPE Pipes offer flexibility, corrosion resistance, and superior flow performance. Suitable for water supply, sewerage, drainage, gas, and industrial applications, they are recyclable and aligned with circular economy principles.

**DURABLE, HIGH-PRESSURE  
PERFORMANCE**



**NON-CORROSIVE**



**HIGH FLOW  
CAPACITIES**

Advancing Product

58

# CROWN® HDPE DOUBLE WALL

HIGH DENSITY POLYETHYLENE PIPES DIN 16861 • ASTM F834 • ASTM F449 • ASTM F2548



**FLEXIBLE**



**LIGHTWEIGHT**



**HYDRAULIC  
EFFICIENCY**

Ideal for drainage, stormwater, and sewage systems, these pipes combine a smooth interior for optimal flow with a corrugated exterior for structural strength. Lightweight and recyclable, they reduce installation time and environmental impact.

## RELIABLE FLOW SOLUTIONS FOR ANY ENVIRONMENT



**LOW THERMAL  
CONDUCTIVITY**



**COST  
EFFECTIVENESS**

59

Advancing Product

# CROWN® HDPE STRUCTURED WALL

HIGH DENSITY POLYETHYLENE PIPES DIN 16861 • ASTM F834 • ASTM F449 • ASTM F2548



**FLEXIBLE**



**LIGHTWEIGHT**



**HYDRAULIC  
EFFICIENCY**

Developed for high-load and high-pressure applications, these pipes deliver exceptional strength with reduced material usage. Intended for large-scale infrastructure, they maximize lifecycle performance while minimizing maintenance requirements.

## DURABLE STRENGTH FOR DRAINAGE SYSTEM



**LOW THERMAL  
CONDUCTIVITY**



**COST  
EFFECTIVENESS**

Advancing Product

60

# CROWN<sup>®</sup> BLUE

uPVC POTABLE PIPES & FITTINGS PMS-45



-  **HIGH QUALITY**
-  **STRONG PROTECTION**
-  **CHEMICAL RESISTANT**

Specifically intended for potable water systems, these pipes preserve water quality from source to tap through the use of non-toxic, food-grade materials. Their resistance to leakage and corrosion supports public health and long-term water security.

## ENSURING SUSTAINABLE WATER SUPPLY

-  **SMOOTH INTERIOR  
& EXTERIOR SURFACE**
-  **HIGH FLOW  
CAPACITIES**

# CROWN<sup>®</sup> PRESSURE MAIN BLUE

DISTRIBUTION uPVC PIPES PMS-45



-  **HIGH QUALITY**
-  **CHEMICAL RESISTANT**
-  **TEMPERATURE  
RESISTANT**

Designed for high-pressure applications, these pipes support irrigation, industrial, commercial, and agricultural systems. Their durability reduces water loss and maintenance, contributing to food security, economic growth, and sustainable water management.

## FACILITATING CLEAN WATER ACCESS AND PROMOTING PUBLIC HEALTH

-  **FIRE PROOF**
-  **HIGH FLOW  
CAPACITIES**

# CROWN<sup>®</sup> TELECOM

POWER & COMMUNICATION DUCT ASTM F12 & NEMA TC-6/TC-8



-  **HIGH QUALITY**
-  **STRONG PROTECTION**
-  **CHEMICAL RESISTANT**

Created to protect communication cables, these pipes ensure uninterrupted digital connectivity. Their robust construction reduces damage, replacement frequency, and material waste, supporting sustainable cities and reliable communication networks.

## SOLUTION FOR SAFE POWER AND COMMUNICATION

-  **SMOOTH INTERIOR  
& EXTERIOR SURFACE**
-  **HIGH FLOW  
CAPACITIES**

63

Advancing Product

# CROWN<sup>®</sup> SOLVENT CEMENT

uPVC / PLASTIC SOLVENT CEMENT



-  **HIGH QUALITY**
-  **STRONG PROTECTION**
-  **CHEMICAL RESISTANT**

A critical system component, CROWN Solvent Cement provides strong, leak-proof bonding for PVC pipes and fittings. Its fast-setting, low-VOC formulation improves installation efficiency, supports water conservation, and enhances long-term system integrity.

## STRONG, SECURE AND SUSTAINABLE BONDING FOR PVC PIPES

-  **SMOOTH INTERIOR  
& EXTERIOR SURFACE**
-  **HIGH FLOW  
CAPACITIES**

Advancing Product

64

# CROWN

Other Innovative Products for  
Safer and Sustainable Buildings



Beyond pipes and core infrastructure systems, CROWN continues to advance product innovation across roofing, sanitation, waste management, and essential building fixtures. These complementary solutions extend the Company's commitment to quality, safety, and environmental responsibility across the full built environment.

# CROWN<sup>®</sup> PVC THERMAL ROOFING

uPVC AND ASA LAMINATED



HEAT DEFLECTIVE



NON-CORROSIVE



IMPACT-RESISTANT

CROWN Thermal Roofing serves as an energy-efficient, all-weather roofing solution for residential, commercial, and industrial applications. Manufactured from high-quality PVC, it resists ultraviolet radiation and reduces heat absorption, helping maintain cooler indoor environments and lowering energy demand for cooling systems. Its durability and long service life reduce material waste and the need for frequent roof replacement.

**YOUR ALL-WEATHER  
COOL ROOFING SOLUTION**



NON-FLAMMABLE



COST EFFICIENT

# CROWN<sup>®</sup> SEPTIC-TECH

POLYPROPYLENE (PP)



3-CHAMBER SYSTEM



EASY TO INSTALL



LESS MANPOWER

CROWN Septic-Tech provides an environmentally safe and compliant septic tank system developed for effective wastewater containment and treatment. Its multi-chamber configuration enhances waste digestion and filtration while preventing soil and water contamination. Easy installation and compact design make it suitable for residential and housing developments.

**AN ENVIRONMENT-SAFE  
SEPTIC TANK SOLUTION**



GUARANTEED  
FOR SAFETY



TOUGH PERFORMANCE

# CROWN<sup>®</sup> GREASE TRAP

STRENGTH, QUALITY, GREASE PROTECTION



HASSLE-FREE



EASY TO INSTALL



LESS MANPOWER

The CROWN Grease Trap is an innovative grease management solution developed for homes, restaurants, commercial kitchens, and food service facilities. Designed to intercept and separate grease from wastewater, it prevents blockages, protects plumbing systems, and reduces the risk of contamination entering drainage networks.

**STRENGTH, QUALITY,  
KITCHEN SHIELD**



GUARANTEED  
FOR SAFETY



TOUGH PERFORMANCE

# CAC

Your Clean and Comfort Essentials  
SPRING AND SUMMER MODEL SERIES



HASSLE-FREE



EASY TO INSTALL



LESS MANPOWER

The CROWN Grease Trap is an innovative grease management solution developed for homes, restaurants, commercial kitchens, and food service facilities. Designed to intercept and separate grease from wastewater, it prevents blockages, protects plumbing systems, and reduces the risk of contamination entering drainage networks.

**STRENGTH, QUALITY,  
KITCHEN SHIELD**



GUARANTEED  
FOR SAFETY



TOUGH PERFORMANCE

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Advancing Product

## CROWN

Eco-Friendly and Sustainable  
Product Portfolio



Across all categories, CROWN products are aligned with responsible production and long-term environmental stewardship. Reduced waste, recyclable materials, and energy-efficient processes are integrated into product design and manufacturing.

Sustainability at CROWN is embedded into product development. The eco-friendly portfolio reduces environmental impact without compromising performance, safety, or durability.

Key innovations include CROWN Enduro and the CROWN Electrical Wire and Cable Protector, both manufactured using recycled materials to reduce waste and reliance on virgin resources. CROWN Enduro provides resilient and cost-efficient solutions for mass housing and large-scale developments, while the Electrical Wire and Cable Protector enhances system safety with a reduced environmental footprint.

Advancing Product

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# CROWN ENDURO

SANITARY GRAY PIPES



CROWN Enduro provides resilient and cost-efficient piping solutions for mass housing and large-scale developments. Manufactured using recycled materials, it supports waste reduction while maintaining durability and reliable performance. Its long service life helps reduce material consumption and replacement frequency, contributing to more sustainable construction practices.

## SUSTAINABLE AND RESILIENT PIPE SOLUTION

- WORLD-CLASS QUALITY
- DURABLE
- RELIABLE

- TRUSTED
- EFFICIENT

71

Advancing Product

# CROWN ELECTRICAL WIRE PROTECTOR

SAFEGUARD AND PROTECT



CROWN Electrical Wire and Cable Protector safeguards wires and cables in residential, commercial, and industrial environments. Produced using recycled materials, it helps reduce reliance on virgin resources while protecting electrical systems from damage caused by foot traffic, equipment, and heavy loads. Its durable construction supports safe and organized installations while contributing to responsible resource use.

## STRENGTH, QUALITY, KITCHEN SHIELD

- HASSLE-FREE
- EASY TO INSTALL
- LESS MANPOWER

- GUARANTEED FOR SAFETY
- TOUGH PERFORMANCE

Advancing Product

72

# CROWN

## Alliances That Scale Quality and Responsibility



At CROWN, partnerships play a vital role in expanding access to quality, safety, and reliability in the construction industry.

By working with key stakeholders across retail, distribution, and project development, we ensure that our high-performance building materials are available where they are needed most. These alliances help strengthen supply chains, promote responsible building practices, and support long-term infrastructure development across the country.

## Responsible Retail Partnerships with Wilcon

CROWN's partnership with Wilcon strengthens the availability of quality-assured and responsibly manufactured building materials through a trusted modern trade platform. This collaboration allows homeowners, builders, and contractors to access products that meet strict standards for durability and safety.

By aligning with a retail partner that values quality and consistency, CROWN helps raise awareness of better building choices and reinforces the importance of using reliable materials in everyday construction.



"At CROWN, quality is engineered, safety is designed, and sustainability is built into every product from the start."

## Collaborating to Build Resilient Communities

CROWN works closely with developers and contractors to support projects that prioritize long-term performance and safety. By providing reliable, high-quality materials and technical support, these collaborations help ensure that residential, commercial, and industrial developments are built to last.

Together with industry partners, CROWN contributes to the creation of communities that are safer, more durable, and designed for long-term use.



**"Strong partnerships allow us to deliver quality and safety at scale, ensuring that reliable building solutions reach communities across the country."**

## Partnerships Through CROWN Compounds

CROWN Compounds partners with plastic manufacturers to deliver customized PVC compounds designed to meet specific application, performance, and processing requirements. Working closely with our technical experts, partners receive material solutions tailored to their operational needs and product standards.

Through continuous collaboration on formulation, testing, and quality assurance, CROWN Compounds supports consistent production, improved efficiency, and reliable end-use performance.

These partnerships enable plastic manufacturers to produce durable, high-quality products while benefiting from CROWN's expertise in PVC compounding and material development.

# CROWN

## Customer-Centered Sustainability



CROWN embeds customer considerations into its sustainability framework by aligning product quality, service reliability, and ethical business practices with evolving market needs. Through structured customer satisfaction surveys, formal feedback channels, and continuous engagement, the Company strengthens long-term relationships while supporting sustainable growth across its Pipes, Roofing, and Compounds businesses.

## Customer Insights

### • Pipes and Roofing Customers

Based on the Customer Satisfaction Survey conducted from January to June 2025, CROWN recorded an overall customer satisfaction rating of 98.49 percent, exceeding the internal benchmark of 95 percent. A total of 125 respondents participated, reflecting strong customer engagement and confidence in the Company's construction product portfolio.

Survey results identified consistently high ratings in:

- Product durability and safety
- Accessibility and ease of doing business
- Courtesy, professionalism, and responsiveness of sales and delivery personnel.

Customer feedback also highlighted areas for improvement, particularly in delivery scheduling, pickup waiting time, pricing sensitivity, and product presentation, including clearer labeling and packaging consistency. These insights guide ongoing enhancements in logistics coordination, customer communication, and product standards.



### • Compounds Customers

Customer feedback from the Compounds segment reflects strong confidence in product performance, particularly for customized PVC formulations used in wire and cable, electronics, and packaging applications. Clients value the reliability of CROWN's compounds, compliance with technical specifications, and the availability of application-focused technical support.

Based on the Customer Satisfaction Survey, CROWN achieved an overall customer satisfaction score of 98.38 percent, exceeding the internal benchmark of 95 percent. While overall satisfaction remains high, customer feedback also identified specific areas that require focused corrective actions to further strengthen product consistency and service delivery.

Key themes from customer inputs include the importance of continued technical assistance, certification alignment, and product traceability. Pricing considerations are influenced by external factors such as raw material volatility. Identified quality observations are addressed through internal reviews, corrective action implementation, and strengthened quality control processes.

## Customer Feedback and Concern Handling Process

With overall customer satisfaction levels exceeding 98 percent across Pipes, Roofing, and Compounds, as reflected in the most recent Customer Satisfaction Surveys, CROWN uses customer feedback as a primary basis for strengthening service quality, operational responsiveness, and the overall customer experience.

CROWN maintains a formal and documented process for managing customer feedback across all product lines. Sales Management Teams and administrative personnel serve as the first point of contact, ensuring that all concerns related to product quality, delivery, pricing, or service experience are accurately recorded, promptly escalated, and reviewed by management. Departments concerned are required to conduct root-cause analyses and implement appropriate corrective action plans, with Corrective Action Requests issued and monitored where necessary.

Once actions are completed, Sales Management Teams relay outcomes directly to customers, ensuring transparency and closure. This closed-loop process strengthens coordination between customer-facing teams and operations, supports continuous improvement, and reinforces CROWN's commitment to advancing products that are built on quality, driven by safety, and sustained by strong governance and service excellence.



## Customer Loyalty and Trust

Customer loyalty is sustained through consistent product quality, dependable service, and responsible business conduct. High satisfaction scores, repeat orders, and continued engagement reflect strong customer trust across Pipes, Roofing, and Compounds operations. Despite external market challenges, customers continue to recognize CROWN's reliability, safety standards, and commitment to value creation.

## Customer Growth and Re-Established Partnerships

To support long-term sustainability, CROWN actively expands its customer base while re-establishing relationships with former clients. These initiatives strengthen revenue resilience, broaden market reach, and reinforce confidence in the Company's products and services.

### • Pipes Customers

During the reporting period, CROWN engaged \_\_\_ new Pipes customers through trial orders and project-based engagements. These new relationships were supported by product performance validation, service responsiveness, and adherence to safety and quality standards.

In parallel, the Company successfully re-established business relationships with \_\_\_ former Pipes customers by addressing prior concerns related to pricing, delivery coordination, or product specifications. These efforts resulted in renewed transactions and repeat orders.

### • Roofing Customers

For the Roofing segment, CROWN onboarded 24 new Roofing customers, driven by demand for durable and compliant construction solutions. Product trials and distributor engagements supported market entry and customer confidence.

The Company also re-engaged 31 former Roofing customers, following improvements in supply coordination, service communication, and commercial alignment. These actions contributed to restored partnerships and sustained customer activity.

### • Compounds Customers

In the Compounds business, CROWN secured 3 new Compounds customers, primarily through technical consultations, customized product development, and trial validations tailored to specific manufacturing requirements.

Additionally, the Company re-established business with 2 former Compounds customers by resolving previous quality or supply concerns and strengthening technical support. These initiatives enabled the conversion of trial engagements into ongoing commercial relationships.



"Through the active involvement of Sales Management Teams, CROWN advances products built on quality and driven by safety by translating customer insights into measurable improvements and sustained customer trust."

## Sales-Driven Customer Engagement Summary

CROWN's customer-centered sustainability approach is strengthened by the active role of its Sales Management Teams, who serve as the primary link between customers and operations. Through consistent engagement, accurate feedback gathering, and timely coordination with internal teams, Sales Management Teams help ensure that product quality, safety standards, and service commitments are upheld across the Pipes, Roofing, and Compounds businesses.

Customer satisfaction levels consistently exceeding internal targets reflect the effectiveness of this front-line engagement in aligning products and services with customer expectations. These efforts support customer growth, the re-establishment of partnerships, and long-term value creation, reinforcing business resilience and sustainable growth.

## Extending Quality Access Across the Archipelago

Through its network of distributors, nationwide dealers, and provincial depots, CROWN extends quality and safety beyond major urban centers. This distribution ecosystem ensures that communities across different regions, including remote and emerging markets, have consistent access to dependable construction materials.

By strengthening partnerships with distributors and supporting local dealers, CROWN reinforces regional supply capabilities and accelerates market reach. This approach enables more balanced development while ensuring that safer, high-quality building solutions are available across the archipelago.



## ADVANCING THE PLANET ENVIRONMENTAL STEWARD AND RESPONSIBLE OPERATIONS

# CROWN

## Environmental Impact Management



Under CROWN's Blueprint 2025, environmental stewardship is integrated into core operations across manufacturing, warehousing, and logistics. Our approach is guided by regulatory compliance, operational discipline, risk management, and continuous improvement. Environmental performance is aligned with Philippine environmental laws including RA 9003 RA 8749, PD 1586, RA6969 and RA9275.

CROWN maintains structured monitoring systems to manage energy, water, materials, emissions, and waste. Environmental risks are identified at the operational level and addressed through documented controls, preventive programs, and management oversight.

## Energy Management

Energy consumption is monitored across all operational areas, including extrusion lines, compounding operations, utilities, warehousing, and transport activities.

### Energy Consumption within the Organization

Energy Source	Quantity	Unit
Gasoline	39,461.83	liters
LPG	166.00	kg
Diesel	62,280.08	liters
Electrical	2,427,178.50	kWh

Electricity accounts for the largest share of energy consumption, driven primarily by manufacturing equipment and plant utilities. Diesel and gasoline consumption are attributable to logistics operations, forklift, and company vehicles.

### Energy Reduction Performance

Energy Source	Quantity	Unit
Gasoline	2,192.93	liters
LPG	66.00	kg
Diesel	22,841.26	liters
Electrical	-	kWh

The reduction in diesel consumption reflects improved route planning, preventive fleet maintenance, and operational efficiency measures.

### GASOLINE FLOW DIAGRAM



The Fuel Flow Diagrams illustrate CROWN's fuel reduction performance across gasoline, diesel, and LPG used in production and operational activities. During the reporting period, gasoline consumption was reduced by 2,192.93 liters, diesel by 22,841.26 liters, and LPG by 66.00 kilograms, reflecting improved fuel efficiency, optimized logistics planning, and strengthened operational controls. These reductions demonstrate the Company's ongoing efforts to lower fuel intensity, manage energy costs, and reduce emissions associated with combustion-based energy sources within its manufacturing and transport processes.

## Water Management

Water is used primarily for cooling systems, plant utilities, and sanitary purposes.

### Energy Reduction Performance

Category	Quantity	Unit
Water Withdrawal	7,390.94	m <sup>3</sup>
Water Consumption	4,035.20	m <sup>3</sup>
Water Recycled and Reused	3,595.65	m <sup>3</sup>

Water recycling systems contribute significantly to operational efficiency, with recycled volumes supporting production processes.

Efficient water management is a cornerstone of operational resilience, driving cost savings and environmental stewardship. For the community, these conservation efforts bolster the local water supply, protect vital ecosystems, and pave the way for sustainable growth.

### WATER FLOW DIAGRAM



Figure Description: The Water Flow Diagram shows that CROWN withdrew 7,390 m<sup>3</sup> of water for operational use during the reporting period, with 3,595 m<sup>3</sup> recycled back into the process, demonstrating strong water recovery efficiency. A total of 1,351.68 m<sup>3</sup> of treated water was discharged in compliance with Environmental Compliance Certificate conditions and regulatory standards. The data reflects the Company's commitment to responsible water management through recycling, controlled discharge, and reduced reliance on fresh water resources.

At CROWN, we have integrated a **rainwater harvesting system** specifically for machine cooling to decrease our reliance on chemically treated water. By pivoting to rainwater, we lower the demand on local utilities, decrease wastewater output, and shrink the environmental footprint of our industrial processes. This shift also delivers direct financial benefits by cutting water procurement and treatment expenses.

We have strategically deployed storage solutions across our facilities to maximize efficiency.

Location / System	Capacity	Primary Function
Roofing Plant	16 m <sup>3</sup>	Rainwater harvesting for cooling processes
Pipes Production 1	10 m <sup>3</sup>	Rainwater harvesting for cooling processes
Pipes Production 2 (Stern Tank)	45 m <sup>3</sup>	Buffer storage to prevent overflow and wastage
PP-R (Cooling Tower)	10 m <sup>3</sup>	Dedicated cooling infrastructure
Compounds (Cooling Pit)	7 m <sup>3</sup>	Localized cooling water management

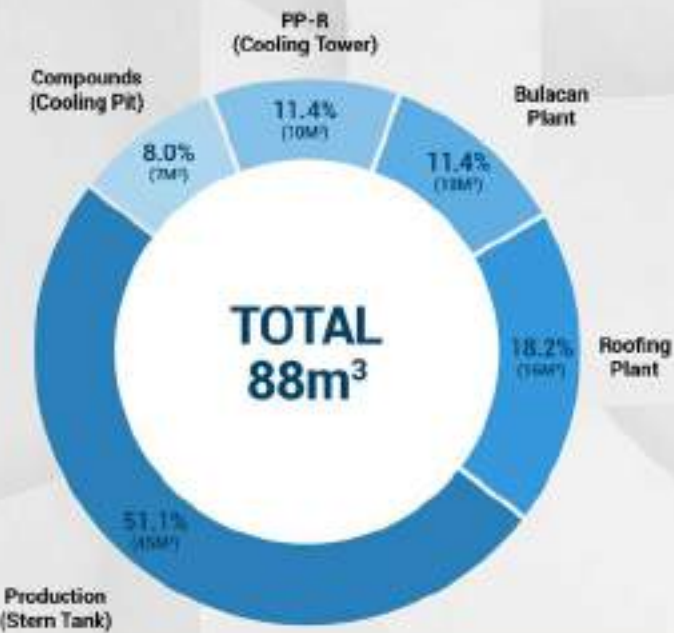
The centerpiece of our system is the 45-cubic meter stern tank, which acts as a critical buffer. When cooling tower pits reach capacity, the stern tank captures the excess, ensuring a steady water supply while eliminating waste.

By maintaining these robust reserves, we achieve:

- **Minimized Disruptions:** Constant water availability prevents production downtime.
- **Resource Independence:** Reduced reliance on municipal grids.
- **Climate Resilience:** Greater protection against seasonal water shortages.

These investments reflect CROWN's commitment to responsible industrial management, optimizing every drop to balance operational excellence with environmental integrity.

## Water Storage Capacity Distribution



The Water Storage Capacity Distribution diagram shows CROWN's total on-site water storage capacity of 88 cubic meters allocated across operational areas. The largest share is assigned to Production through the Stern Tank at 45 m<sup>3</sup>, representing 51.1 percent of total capacity, supporting core manufacturing requirements. The Roofing Plant accounts for 16 m<sup>3</sup> or 18.2 percent, while both the Bulacan Plant and PP-R Cooling Tower each hold 10 m<sup>3</sup> or 11.4 percent. The Compounds Cooling Pit maintains 7 m<sup>3</sup>, equivalent to 8.0 percent of total capacity. The distribution reflects prioritization of production continuity, cooling efficiency, and operational water security across facilities.

## Materials Management

CROWN's manufacturing operations primarily utilize polymer based raw materials for pipe extrusion and compounding applications. As a materials intensive organization, the Company recognizes that responsible sourcing and efficient material utilization are critical to reducing environmental impact and supporting circular economy principles.

### Materials Used

Indicator	Value
Renewable Materials	N/A
Recycled Input Materials	1.82%

During the reporting period, recycled input materials accounted for 1.82 percent of total material inputs. While renewable materials are not currently applicable to core production processes, CROWN continues to evaluate opportunities to expand recycled resin integration without compromising product integrity, safety, and performance standards.

Material efficiency is strengthened through supplier accreditation systems, quality assurance controls, and close monitoring of raw material utilization rates. Scrap recovery and reintegration processes are implemented where technically feasible, reducing dependency on virgin materials and improving overall yield performance. Expanding recycled content remains a strategic opportunity aligned with responsible production and long-term resource sustainability.

## Ecosystems and Biodiversity

CROWN's operational facilities are not located within or adjacent to protected areas or regions identified as having high biodiversity value. During the reporting period, no habitats were disturbed, protected, or restored, and no IUCN Red List species were identified as being affected by Company operations.

### Materials Used

Indicator	Status
Sites in Protected Areas	None
Habitats Protected or Restored	None
IUCN Red List Species Affected	None

Environmental monitoring is conducted in accordance with Environmental Compliance Certificate conditions to ensure that manufacturing activities do not negatively impact surrounding ecosystems. Although biodiversity related risks are considered low due to geographic location, preventive controls are maintained to manage emissions, wastewater discharge, and waste handling practices. This precautionary approach ensures that operational activities remain environmentally responsible and compliant with regulatory standards.

## Air Emissions

Air emissions from manufacturing and fuel combustion sources are monitored in compliance with the Clean Air Act and other applicable regulations. Air quality testing conducted during the reporting period confirmed that measured levels of nitrogen oxides, sulfur oxides, volatile organic compounds, and particulate matter were within allowable regulatory limits.

Air Pollutants		
Pollutant	Quantity	Unit
NOx	0.6	µg/Nm <sup>3</sup>
SOx	0	µg/Nm <sup>3</sup>
VOCs	0	PPM
Particulate Matter (PM)	89.2	µg/Nm <sup>3</sup>

CROWN conducts regular ambient air quality testing and implements preventive maintenance programs for pollution control equipment to ensure sustained compliance with environmental standards. The Company does not operate combustion-based generation systems and does not utilize biomass or fuel fired production machinery for electricity or manufacturing processes. As such, air emissions are limited to minor stationary sources associated with general facility operations. Compliance documentation and regulatory reporting are systematically maintained to ensure transparency, accountability, and adherence to applicable environmental regulations.

### Air Pollutant Emissions

<p><b>NOx</b> <b>0.6</b> µg/Nm<sup>3</sup> BELOW LIMITS</p>	<p><b>SOx</b> <b>0</b> µg/Nm<sup>3</sup> ZERO EMISSIONS</p>
<p><b>VOCs</b> <b>0</b> PPM ZERO EMISSIONS</p>	<p><b>Particulate Matter (PM)</b> <b>89.2</b> µg/Nm<sup>3</sup> MONITOR CLOSELY</p>

Note: SOx and VOCs are undetectable. PM levels within regulatory limits but are actively monitored.

The Air Pollutant Emissions figure shows that CROWN's measured emissions remain within regulatory standards, with NOx recorded at 0.6 µg/Nm<sup>3</sup>, SOx and VOCs at zero or undetectable levels, and particulate matter at 89.2 µg/Nm<sup>3</sup>, which is within allowable limits and subject to active monitoring. The results confirm compliance with air quality regulations and reflect ongoing oversight of emission sources to ensure controlled environmental impact.

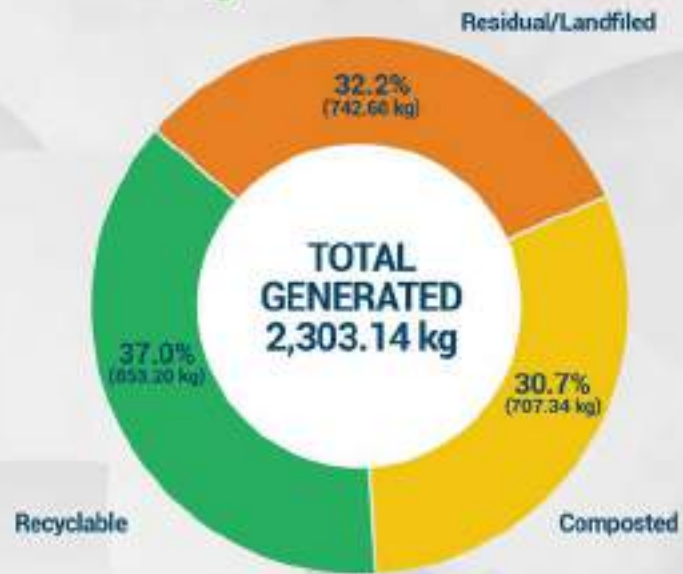
Quantification of Scope 1 and Scope 2 greenhouse gas emissions is currently under development. Energy consumption data is actively tracked to support the establishment of a formal carbon accounting framework and strengthen the Company's long term climate management strategy.

### Waste Management

CROWN implements a structured waste management system aligned with RA 9003 and supported by internal monitoring and quarterly environmental reviews. Waste segregation at source is practiced across operational areas to ensure proper classification, recovery, and disposal.

Solid Waste		
Category	Quantity	Unit
Total Generated	2,303.14	kg
Recyclable	853.20	kg
Composted	707.34	kg
Residual/Landfilled	742.60	kg

### Solid Waste Management Performance



The Solid Waste Management Performance figure shows that out of 2,303.14 kg of total waste generated, 37.0 percent (853.20 kg) was recyclable and 30.7 percent (707.34 kg) was composted, while 32.2 percent (742.60 kg) was residual and landfilled, resulting in a 67.75 percent waste diversion rate and demonstrating CROWN's commitment to waste reduction and resource recovery.

During the reporting period, total solid waste generated amounted to 2,303.14 kilograms. Of this volume, 853.20 kilograms were recyclable and 707.34 kilograms were composted, while 742.60 kilograms were classified as residual waste and disposed through appropriate channels. Through recycling and composting initiatives, the Company achieved a waste diversion rate of 67.76 percent, reflecting ongoing efforts to minimize landfill dependency and strengthen material recovery practices.

Recyclable materials are transferred to accredited recycling partners, while compostable waste is processed in accordance with environmental guidelines. Residual waste is managed through authorized disposal providers to ensure regulatory compliance and environmental protection.

### Hazardous Waste

Hazardous waste generated during the reporting period totaled 1,377.00 kilograms, with 422.7 kilograms transported to accredited treatment, storage, and disposal facilities. Hazardous materials, including arsenic compounds and oil contaminated waste, were handled under strict manifest tracking procedures in compliance with RA 6969. Treatment was verified through a Certificate of Treatment, confirming proper handling and disposal in accordance with regulatory standards. The Company maintains documented hazardous waste manifests, engages accredited transporters and treatment providers, and ensures traceability from generation to final treatment.

Category	Quantity	Unit
Hazardous Waste Generated	1,377.00	kg
Hazardous Waste Transported	422.7	kg

Hazardous waste was managed through accredited treatment facilities. The Certificate of Treatment (Batch No. 2025-116) confirms proper treatment of hazardous materials, including arsenic compounds and oil-contaminated waste.

### Effluent Management

Water discharge from operations is monitored in accordance with Environmental Compliance Certificate conditions and applicable regulatory requirements. During the reporting period, total water discharge amounted to 58.16 cubic meters. Wastewater recycling systems supported the recovery of 48.51 percent of wastewater generated, contributing to improved water efficiency and reduced environmental discharge impact.

Wastewater quality is regularly tested to ensure compliance with discharge standards. Monitoring results are documented and reported as required by regulatory authorities, reinforcing operational accountability and environmental protection.

Indicator	Value
Total Water Discharge	58.16 m <sup>3</sup>
Wastewater Recycled	48.51%

Wastewater discharge is monitored in accordance with Environmental Compliance Certificate conditions and applicable regulatory requirements. Regular wastewater quality testing is conducted to verify compliance with prescribed discharge standards prior to release. Monitoring data is systematically recorded, reviewed, and submitted to the relevant regulatory authorities as required.

This structured oversight ensures environmental protection, regulatory adherence, and accountability in water management practices across operations.

### Environmental Compliance

CROWN maintained full compliance with environmental laws and regulations during the reporting period. The Company recorded zero monetary fines, zero non-monetary sanctions, and zero cases resolved through dispute mechanisms.

Environmental compliance is supported by structured documentation systems, regulatory reporting, periodic internal audits, and management oversight. This disciplined approach ensures adherence to statutory requirements while strengthening risk management and operational integrity across all facilities.

Indicator	Value
Monetary Fines	0
Non-Monetary Sanctions	0
Cases Resolved Through Dispute Mechanism	0

CROWN maintained full compliance with environmental laws and regulations during the reporting period.

### OPERATIONAL SUSTAINABILITY INITIATIVES

Sustainability is engineered into our daily operations. Environmental stewardship is not a side project it is embedded in how we design, manufacture, recover, and improve. Every system is calibrated. Every resource is accounted for. Every improvement is intentional.

Our approach transforms simple operational disciplines into measurable environmental impact - supporting the United Nations Sustainable Development Goals (SDGs) and strengthening CROWN's role as a responsible industrial leader.

### Sustainable Product Responsibility

CROWN integrates sustainability into product design and material selection. CROWN Electrical Wire and Cable Protector incorporates recycled materials and is designed for durability and long service life across residential, commercial, and industrial applications. Its performance reduces premature replacement and material waste while supporting resilient infrastructure.

CROWN Enduro pipe solutions utilize recycled inputs and are engineered for long term durability, particularly in housing and infrastructure applications. Extended service life reduces replacement frequency, resource demand, and lifecycle environmental impact. Product innovation aligns with responsible manufacturing principles and circular economy objectives.

## Digital Systems and Operational Responsibility

CROWN strengthens environmental performance and operational accountability through digital transformation initiatives, including ComSys, PipeSys, and Reportal. These integrated systems enhance efficiency, material traceability, and responsible resource management across manufacturing and distribution operations.

The digital platforms reduce manual documentation and repetitive processes, improve transaction and material tracking, enhance inventory monitoring accuracy, and decrease paper usage. Centralized data access also strengthens accountability and transparency in operational reporting.

Beyond efficiency gains, these systems play a critical role in sustainability performance. Real time monitoring supports scrap tracking and reduction initiatives, improves raw material utilization, and reinforces recycling practices within manufacturing processes. Enhanced production oversight reduces avoidable waste, supports cost efficiency, and minimizes environmental impact.

By embedding digital controls into daily operations, CROWN ensures that environmental responsibility is supported by accurate data, disciplined processes, and measurable performance. Operational integrity strengthens not only internal sustainability outcomes but also the Company's broader contribution to responsible community and industrial development.

### Scrap Monitoring and Reduction Initiative

In 2025, CROWN intensified its scrap monitoring and reduction efforts as part of its broader resource efficiency strategy. Leveraging system generated production analytics and real time tracking tools, the Company enhanced transparency on scrap rates across divisions, enabling timely intervention and data driven decision making.

Improved visibility over material losses strengthened raw material utilization, reduced avoidable waste, and supported cost efficiency and productivity improvements. Scrap data is reviewed regularly to identify process gaps, optimize machine settings, and reinforce quality controls at the operational level.

Recovered and recyclable materials are segregated and reintegrated into production where technically and commercially feasible, advancing circular resource management within manufacturing processes. Continuous monitoring supports corrective action planning, accountability, and sustained operational discipline. Feedback from operational teams indicates improved reporting efficiency and faster turnaround of production data, further strengthening CROWN's commitment to responsible production, waste minimization, and long-term sustainability performance.

### Resource Maximization: Creative Paper Reuse

CROWN promotes resource efficiency not only within manufacturing operations but also across administrative functions. Structured paper reuse practices are implemented company wide, including the use of the unused side of printed documents for drafts, internal notes, and memoranda prior to final disposal. Scrap sheets are repurposed for operational documentation and internal coordination, extending the usable life of materials and reducing unnecessary procurement of new paper supplies.

Although modest in scale compared to industrial processes, this disciplined approach contributes to reduced consumption of virgin paper resources, lower office related waste generation, and increased employee awareness of responsible resource use. By embedding sustainability into everyday work practices, CROWN reinforces a culture where environmental responsibility is consistently applied across all levels of the organization.

### Circular Manufacturing: Recycling PVC Fall Downs

CROWN integrates circular manufacturing principles into its production processes through the systematic recovery and recycling of PVC fall downs and production off cuts. Materials generated during extrusion and finishing activities are collected, properly segregated, and reprocessed into suitable applications where technical standards allow. Rather than being disposed as landfill waste, these materials are reintroduced into the production cycle, extending their functional value.

This approach reduces plastic waste disposal, lowers dependence on virgin raw materials, and improves material yield per production batch. By enhancing resource efficiency and minimizing material loss, the Company decreases the environmental footprint per unit produced while strengthening operational performance.

Embedding recovery and reintegration practices within plant operations supports sustainable industrialization through material efficiency and process innovation. Circularity is treated as an operational discipline that ensures materials continue to generate value beyond their initial production stage.

## Efficient Production Management: Lower Waste, Lower Emissions

CROWN recognizes that environmental performance is closely linked to operational discipline and process control. Continuous improvements in production planning, machine calibration, quality assurance, and real time process monitoring are implemented to strengthen efficiency across manufacturing lines.

These measures contribute to minimizing material rejects, reducing energy consumption per unit of output, lowering greenhouse gas emissions associated with production activities, and improving overall yield efficiency. By optimizing process parameters and reducing variability, the Company enhances both productivity and environmental performance.

Operational efficiency delivers dual value by reducing costs while lowering environmental impact. Through structured continuous improvement programs and performance monitoring, CROWN ensures that manufacturing excellence is aligned with responsible resource use and long-term sustainability objectives.

### Packaging Recovery and Reuse of Compound Sacks

CROWN extends circularity beyond manufacturing by integrating packaging recovery into its distribution and post-delivery processes. Sacks used for compound deliveries are systematically retrieved from clients, inspected for quality and safety, and reintegrated into controlled reuse cycles. Instead of being treated as single use packaging, these materials are extended through additional operational lifecycles in accordance with established handling standards.

This initiative reduces packaging waste generation, lowers landfill disposal volumes, decreases demand for new packaging materials, and strengthens circular resource management across the supply chain.

By minimizing post use waste streams and promoting responsible reuse practices, CROWN reinforces material stewardship beyond the production floor. The program supports waste reduction objectives, improves resource efficiency, and aligns with the Company's broader environmental management and sustainability framework.

### Environmental Governance and Continuous Improvement

CROWN's environmental governance framework is anchored on four strategic pillars: energy efficiency, water stewardship, pollution prevention, and sustainable material management. These pillars guide operational controls, investment decisions, and performance evaluation across manufacturing and distribution activities.

Environmental performance is supported by structured monitoring systems, clearly defined cross functional accountability, periodic regulatory compliance reviews, and formal continuous improvement programs. Data driven oversight enables management to assess risks, track performance trends, and implement corrective actions where necessary.

Environmental governance is embedded in operational decision-making processes, ensuring that sustainability considerations are integrated into production planning, resource allocation, and capital evaluation. Environmental targets are progressively strengthened, carbon accounting capabilities are under development to enhance transparency, and renewable energy feasibility is being evaluated as part of the Company's long-term climate and resource strategy.



## Our Commitment

CROWN recognizes that environmental responsibility is fundamental to long term resilience and sustainable growth. Operations, products, and management systems are structured to reduce environmental impact while supporting national infrastructure and community development. In 2025, the Company strengthened its environmental management systems, improved resource efficiency, and maintained full regulatory compliance.

### Crown Sustainability Performance Dashboard



The Sustainability Dashboard provides a holistic view of the organization's environmental impact. It showcases a strong performance in circularity, with substantial water recycling and waste diversion. Furthermore, the 100% compliance rate and the achievement of zero-emission levels for SO<sub>x</sub> and VOCs underscore the organization's adherence to stringent environmental standards and proactive resource management.

The Sustainability Dashboard provides a consolidated view of environmental performance, highlighting strong circularity outcomes through significant water recycling and a high waste diversion rate, alongside full compliance with regulatory standards. Zero emission levels recorded for SO<sub>x</sub> and VOCs, combined with controlled particulate matter levels, demonstrate disciplined environmental oversight and proactive resource management. Environmental stewardship remains embedded in how CROWN operates, manufactures, and innovates, ensuring measurable and transparent progress in advancing the planet.

## CROWN

### Supply Chain Management



### Building Trust, Ensuring Integrity, Delivering Value

Supply Chain Management at CROWN is not a back-office function but it is a frontline discipline built on diligence, relationships, and ethical precision. From supplier engagement and audits to documentation, evaluation, and continuous coordination, our supply chain operates as a living system that connects people, processes, and performance.

The attached photos reflect the actual work behind the work: supplier visits, on-site evaluations/audit, document reviews, compliance discussions, and industry engagements. Whether inside supplier offices / factories, during assessment meetings, or at trade exhibitions, our team is present, hands-on, and detail-obsessed. This is governance in motion, no shortcuts, no blind spots.

## Responsible Procurement and Local Sourcing

CROWN prioritizes responsible sourcing by maintaining a robust Master List of Approved Suppliers. Based on current data, 71% of our major suppliers are local, while 29% are foreign, reinforcing our commitment to strengthening local economies while balancing operational needs through global sourcing.

Supplier selection is conducted through a transparent canvassing process, requiring comparative evaluation of at least three suppliers. Evaluation criteria include cost competitiveness, product quality, delivery performance, service support, and ethical conduct. Suppliers that fall short are subject to corrective actions or formal audits as mandated by management.

## Ethics, Anti-Corruption, and Supplier Accountability

Integrity is non-negotiable. While formal anti-corruption training programs are still in development for the Purchasing Team, ethical standards are embedded from day one. All procurement personnel are clearly oriented during recruitment that bribery, favoritism, and unethical practices are strictly prohibited. This culture is anchored on one of CROWN's core values: Integrity - consistent honesty, fairness, and transparency in every transaction.

As of the reporting period, no incidents of corruption involving directors, employees, or business partners have been recorded. This is a proof that the system works when values are lived, not just written.

The new Suppliers' Survey Results further reinforce CROWN's commitment to ethical, responsible, and sustainable sourcing. Survey responses show strong alignment among suppliers on labor standards, employee welfare, anti-corruption, and data privacy, with 92% confirming established salary and benefits, 88% having female supervisors or managers, 96% undergoing audited financial statements, and 72% enforcing zero tolerance on bribery and corruption. Environmental compliance is also evident, with 84% reporting no violations from DENR or local authorities and increasing awareness of emissions and waste management practices.

These results demonstrate that CROWN's sustainability expectations are clearly communicated and increasingly embedded across its supplier network, encouraging shared accountability and continuous improvement.

## Compliance, Standards, and Risk Management

CROWN requires suppliers to comply with both international standards such as ISO 9001:2015 and local regulatory requirements, including Bureau of Product Standards compliance. These standards ensure consistent quality, regulatory alignment, and long-term supplier reliability.

Risks identified within the supply chain include supply disruption, insufficient lead times, misrepresentation by suppliers, unethical practices, confidentiality breaches, and external factors such as natural disasters. These risks are actively managed through supplier audits, lead-time agreements, ethical policies, and escalation mechanisms approved by management.

## Opportunities and Strategic Advantage

One key opportunity lies in raw material importation, which supports margin optimization and supply continuity. Through bulk ordering, strategic negotiations, and long-term supplier relationships, CROWN leverages scale while maintaining quality and ethical standards. This approach balances cost efficiency with resilience—because a strong supply chain is not just cheaper, it's smarter.



### Supplier Sourcing at Industry Expo

The photo shows CROWN's Purchasing Team attending a major industry expo to identify and engage potential suppliers. By participating in events like this, the team gains direct market insight, evaluates products firsthand, and builds supplier relationships aligned with CROWN's quality, compliance, and sustainability standards.

# CROWN

## Advancing Plant Operation



### Efficient and Resilient Systems

At CROWN, plant operations are guided by the President's directive of one CROWN Quality Policy and one standard, a unified approach that strengthens collaboration across departments and manufacturing sites. This direction is operationalized through an integrated processes and systems that governs how processes are designed, executed, monitored, and improved across all facilities.

This approach provides a common operating framework that aligns people, processes, and technology. By embedding quality management principles into daily operations, the Company reinforces accountability, strengthens process discipline, and ensures consistent execution across production, warehousing, and logistics. This alignment supports resilient plant operations, effective risk management, and sustained performance excellence.

## Aligned Production and Quality Systems

CROWN continuously aligns production processes and quality standards across its Compounds, Pipes, HDPE, and Roofing divisions to ensure consistent safety, performance, and resource efficiency across all facilities. Standardized operating procedures, unified quality benchmarks, and coordinated execution enable disciplined scaling of production while maintaining operational control.

In 2025, Compounds and Pipes represented approximately 87 percent of total production output, highlighting the strategic importance of maintaining strong process governance and resource optimization within high-volume product lines. By concentrating quality controls, efficiency measures, and waste reduction initiatives in these core segments, the Company strengthens material utilization, minimizes scrap intensity, and enhances overall operational sustainability.

Production operations include systematic monitoring of energy and water consumption, enabling early identification of inefficiencies and supporting conservation initiatives across manufacturing lines. These controls reinforce the Company's commitment to responsible resource use and operational resilience.

Scrap generation is closely monitored at the production level as part of material efficiency management. In 2025, total scrap represented an overall scrap rate of 1.61 percent of total output, reflecting disciplined process control while identifying targeted opportunities for further waste reduction.

### An analysis of scrap contribution shows that:

- Pipes accounted for 57 percent of total scrap volume
- HDPE accounted for 19 percent
- Compounds accounted for 15 percent
- Roofing accounted for 9 percent



2025 SCRAP SHARE BY PRODUCT LINE

• **Distribution of Scrap Volume by Product Line (2025)**  
Scrap generation in 2025 was primarily driven by high-output segments, with Pipes contributing the largest share. This analysis supports targeted interventions that balance scrap intensity management with total material loss reduction.



2025 OVERALL PRODUCTION EFFICIENCY

• **2025 Overall Production Efficiency**  
In 2025, total scrap represented 1.61 percent of total production output, reflecting strong material efficiency and disciplined process control. In accordance with GRI 306: Waste 2020, CROWN continues to monitor waste generation at source and prioritize waste prevention, process optimization, and recycling initiatives to minimize environmental impact.

This distribution highlights the importance of balancing scrap intensity management with production volume considerations. High-volume lines present the greatest opportunity for overall material savings, while scrap-intensive processes require focused stabilization efforts.

In line with waste reduction and circularity objectives, scrap materials from pipe and roofing production are recycled and reintegrated where technically feasible. Additional recycling solutions for PPR and HDPE materials are under development to further strengthen material recovery and minimize disposal. Non-recoverable waste is managed in compliance with applicable environmental regulations.



## ComSys and PipeSys: A Strategic Enabler of Sustainability

PipeSys goes beyond automation, it enables sustainability across the entire manufacturing value chain by providing:

- **Real-Time Data Collection** – Capturing critical quality, production, warehouse, and logistics data with accuracy and immediacy.
- **Material Tracking and Traceability** – Ensuring complete visibility from raw materials to finished goods, minimizing waste, and improving efficiency.
- **Integrated Reporting and Analytics** – Supporting smarter planning, compliance, and resource optimization through data-driven insights.

By digitizing and interconnecting key operational areas, ComSys and PipeSys eliminate manual and paper-based processes, reduce inefficiencies, and promote energy-conscious decision-making.

With the integration across QA, production, warehouse, and logistics, PipeSys empowers our teams to work faster and cleaner. More than just a technological upgrade, it represents a bold step towards smart manufacturing—where innovation delivers not only speed but also sustainability, accountability, and future readiness.

### Sustainability Impact

The implementation of ComSys, PipeSys, and Reportal contributes to CROWN's sustainability goals by:

- Reducing paper usage
- Minimizing manual and repetitive processes
- Enhancing scrap monitoring and material traceability
- Supporting data-driven operational decisions
- Strengthening accountability and governance

Digital transformation at CROWN is not only an efficiency initiative. It is a sustainability strategy that improves resource management, reduces environmental impact, and strengthens long-term operational resilience.

### Sustainable Stories



"What is most fulfilling is being part of the core team that delivered ComSys and PipeSys, including the Reportal modules. The reporting modules play a key role in supporting critical operational decisions. Ensuring that each module is practical, stable, and aligned with business needs, and seeing the systems perform reliably in actual operations, is highly rewarding." - **Alexandra Elysia Balubar, Sr IT Developer II**

"Yes, it helps reduce manual work and paper usage because before, every time the production request batch ticket & formulation we need to manually input the information but now it is much easier we just have to put the multiplier and we got the result already." **Flordeliza Aballe (QA Admin Assistant)**

## ADVANCING STABILITY SUSTAINING FINANCIAL STRENGTH

# CROWN

### Economic Performance



CROWN advances stability by driving resilient financial performance, strengthening economic contributions, and delivering long-term value to stakeholders despite evolving market conditions. Through prudent cost management, responsible capital allocation, local economic participation, and strong governance standards, the Company continues to reinforce its financial resilience while supporting sustainable growth, shareholder confidence, and broader national development.

## Delivering Resilient Financial Value Amid Market Realities

In 2025, CROWN operated in a more challenging market environment while remaining focused on disciplined execution and long-term value creation. The Company generated **Php1.16 billion in revenues**, reflecting a 22% decline from 2024.

Revenues per Division					
Division	Amount (in PHP Millions)				
	FY2025	FY2024	FY2023	FY2022	FY2021
Compounds	PHP 331.66	PHP 523.25	PHP 402.11	PHP 621.55	PHP 732.09
Pipes	603.31	656.81	796.12	975.34	231.05
PP-R / HDPE	194.43	186.93	202.84	191.15	195.94
Roofing	30.35	13.91	13.62	32.78	20.67
<b>Total</b>	<b>PHP 1,159.82</b>	<b>PHP 1,491.36</b>	<b>PHP 1,506.70</b>	<b>PHP 1,760.82</b>	<b>PHP 1,140.85</b>

Revenues per Market					
Division	Amount (in PHP Millions)				
	FY2025	FY2024	FY2023	FY2022	FY2021
Local	PHP 1,021.99	PHP 1,102.56	PHP 1,247.40	PHP 1,453.60	PHP 1,248.39
Export	135.53	388.91	259.31	307.22	402.45
<b>Total</b>	<b>PHP 1,159.62</b>	<b>PHP 1,491.54</b>	<b>PHP 1,506.70</b>	<b>PHP 1,760.82</b>	<b>PHP 1,740.85</b>

• Revenue trends by division and market from FY2021 to FY2025, illustrating CROWN's business performance across key segments.

Direct Economic Value Generated and Distributed					
Indicator	Amount (in PHP Millions)				
	FY 2025	FY 2024	FY 2023	FY 2022	FY 2021
Direct Economic Value Generated (Revenue)	1,159.82	1,491.36	1,506.70	1,760.82	1,740.85
Direct Economic Value Distributed					
Operating Costs	227.00	219.63	189.51	215.90	168.34
Employee Benefits and Wages	109.88	123.56	139.47	139.50	110.97
Payment to supplier and other operating costs	694.45	993.27	1,053.84	1,228.84	1,350.00
Dividends given to stockholders	610.39	610.39	610.39	61.06	13.74
Interest payments to loan providers	-	0.01	0.11	0.67	0.47
Tax given to government, which includes all taxes incurred and/or paid to the government	66.68	76.60	96.94	97.22	88.02

• Five-year summary of CROWN's direct economic value generated and distributed across key stakeholder groups.

Throughout the year, CROWN maintained a proactive approach to preserving operational resilience by optimizing costs, improving efficiencies, and addressing operational constraints across the business. These efforts enabled the Company to sustain profitability, with **net income after tax reaching Php152 million**, compared with **Php192 million in 2024**.

While financial performance moderated year on year, CROWN's disciplined management, strong market position, and operational adaptability continue to reinforce the Company's long-term financial stability.

## Strengthening the Economy Through Industry Leadership

CROWN remains a trusted supplier of PVC pipes and construction solutions, supporting both private sector developments and government infrastructure projects across the Philippines. Through its products and operations, the Company contributes to national development by helping build resilient communities and enabling infrastructure progress.

As a proudly Bulacan-rooted enterprise, CROWN continues to generate economic opportunities within its host communities by prioritizing the hiring of local residents, particularly from Guiguinto and nearby municipalities. The Company also partners with the local government through community-focused CSR initiatives that support social development and local engagement.

Further strengthening its economic contribution, CROWN prioritizes domestic sourcing as part of its commitment to local enterprise development. In 2025, 67.98% of total purchases were made from local suppliers, supporting Filipino businesses, stimulating local industries, and creating multiplier economic value across the supply chain.

Proportion of Spending on Suppliers for Raw Materials Purchased					
Year	Local		Imported		Total
	Amount (in PHP Millions)	Proportion (Percentage)	Amount (in PHP Millions)	Proportion (Percentage)	
2021	946.29	75.98%	298.90	24.02%	1,244.19
2022	674.06	68.84%	291.09	30.16%	965.15
2023	508.26	69.36%	224.94	30.64%	734.20
2024	467.04	61.39%	293.69	38.61%	760.73
2025	300.88	67.98%	141.74	32.02%	442.62

• CROWN's five-year procurement mix for raw materials, showing the proportion of local and imported supplier spending from 2021 to 2025.

## Sustaining Shareholder Value

CROWN remains committed to delivering consistent returns to its shareholders through prudent capital management and disciplined dividend declarations.



In line with its governance policy of declaring at least 10% of net income as dividends, the Company has consistently exceeded this threshold in most years, demonstrating both financial prudence and a sustained commitment to shareholder value creation.



## Upholding Integrity in Business

Integrity remains a cornerstone of CROWN's governance framework and corporate culture.

The Company reinforces ethical conduct through robust governance mechanisms, including its No Gift Policy and Whistleblowing Policy, which guide officers, employees, and relevant business stakeholders.

As of the reporting period, CROWN recorded zero confirmed incidents of corruption involving employees, directors, or business partners, reflecting its continued commitment to ethical leadership, transparency, and accountable business practices.

# CROWN<sup>®</sup>

## BLUEPRINT FOR NATION BUILDING

Driving Inclusive Growth Through Sustainable Infrastructure



In 2025, under CROWN's Blueprint: Advancing Planet, People, and Product, CROWN reinforces its role as a strategic partner in national development. Our operations and projects support economic resilience, infrastructure modernization, and long-term value creation across the Philippines.

Through transport systems, energy facilities, water infrastructure, commercial developments, and community institutions, CROWN enables industries that stimulate investment, generate employment, and improve quality of life.

Progress is not incidental. It is engineered, tested, and designed to endure for the next generation.



Cavite-Laguna Expressway (CALAX)



SMC NAIAX Terminal 3



Clark International Airport



NLEX-SCTEX 76 Lanes Phase 5



Metro Manila Subway

Mambaling Underpass Project

# CROWN<sup>®</sup>

## National Gateways and Transport Infrastructure



North-South Commuter Railway

CROWN supports critical mobility projects that strengthen national connectivity and economic integration, including:

- Metro Manila Subway
- North-South Commuter Railway
- Clark International Airport
- Skyway Southbound Ramp
- Cavite-Laguna Expressway (CALAX)
- NLEX-SCTEX 76 Lanes Phase 5
- Mambaling Underpass Project
- SMC NAIAX Terminal 3

Reliable pipe systems are essential to drainage, underground utilities protection, and long-term infrastructure durability. By contributing to these large-scale transport networks, CROWN helps reduce logistical bottlenecks, improve supply chain efficiency, and enhance national productivity.

Infrastructure is not merely structural development; it is economic movement and opportunity in motion.

# CROWN<sup>®</sup>

## Digital Communication Infrastructure



Vitro Clark 4F Expansion – P2A



Vitro Clark 4F Expansion

CROWN supports data and telecommunications expansion projects, including:

- Vitro Clark 4F Expansion – P2A
- Vitro Clark 4F Expansion
- Telecommunication Infrastructure
- Aseana One

Modern digital infrastructure enables secure and efficient data transmission essential for business continuity, financial systems, and emerging technologies. Our products contribute to protected underground systems that support stable connectivity nationwide.



Telecommunication Infrastructure



ASEANA ONE



DPC Aborlan Bunker-Fire Power Plant, Palawan



113MWP Binalonan 1 Solar Power Project



STB1 Requirements – Meralco

# CROWN<sup>®</sup>

## Alternative Energy and Power Security



Mobo Masbate Power Plant

As the Philippines diversifies its energy sources, CROWN supports both renewable and conventional power facilities, including:

- 113MWP Binalonan 1 Solar Power Project
- DPC Aborlan Bunker-Fire Power Plant, Palawan
- Mobo Masbate Power Plant
- STB1 Requirements – Meralco

Our piping systems contribute to cooling systems, water management, and utility support infrastructure. By serving renewable solar installations and conventional energy plants alike, CROWN reinforces energy reliability while supporting the country's transition toward a more balanced and sustainable energy mix.

Clean energy investment is both an environmental and economic imperative.

# CROWN<sup>®</sup>

## Water Security and Resource Management



Wawa Dam

Water sustains communities, agriculture, and industry. Strengthening water systems is central to national resilience.

CROWN's PPR, HDPE, Infrablue, and Safe Blue systems support projects such as:

- Main Distribution Water Works, Laguna
- Maynilad New Water Facility, Pasay
- Wawa Dam
- Chico River Pump Irrigation Project
- Angat Water Transmission Improvement Project

By enhancing water transmission, irrigation networks, and sanitation systems, CROWN helps expand access to safe and reliable water in both urban and remote areas. Improved water infrastructure drives agricultural output, public health outcomes, and long-term economic stability.

Water resilience supports national resilience.



Main Distribution Water Works, Laguna



DPC Aborlan Bunker-Fire Power Plant, Palawan



Angat Water Transmission Improvement Project



Chico River Pump Irrigation Project



3F Mega Dialysis Center, Pasig



National Kidney and Transplant Institute



Mega Dialysis Center



Cancer Center-Philippine Blood Center



St. Luke's Medical Center, Quezon City

# CROWN<sup>®</sup>

## Health and Wellness Infrastructure



North Valley Medical Center

A healthy population underpins sustainable growth. CROWN supports healthcare facilities nationwide, including:

- 3F Mega Dialysis Center, Pasig
- Cancer Center – Philippine Blood Center
- Mega Dialysis Center
- National Kidney and Transplant Institute
- North Valley Medical Center
- St. Luke's Medical Center, Quezon City

Our durable and compliant piping systems ensure dependable water supply, sanitation, and utility infrastructure within medical institutions, supporting patient safety and operational efficiency.

When infrastructure strengthens healthcare systems, it strengthens national well-being.

# CROWN<sup>®</sup>

## Education and Community Development



La Salle Green Hills Senior High School

CROWN contributes to academic infrastructure that fosters safe and conducive learning environments, including:

- La Salle Green Hills Senior High School
- FEU Alabang
- Ilocos Norte High School
- San Jose Elementary School

Upgraded educational facilities contribute to improved learning conditions, helping shape the next generation of Filipino professionals and leaders.



FEU Alabang



San Jose Elementary School



Ilocos Norte High School



Bridgetowne Campus One



Robinson's Place Bacolod Redevelopment and Expansion



Shangri-La Plaza



Vertis North



A Square Annex

# CROWN<sup>®</sup>

## Commercial Infrastructure

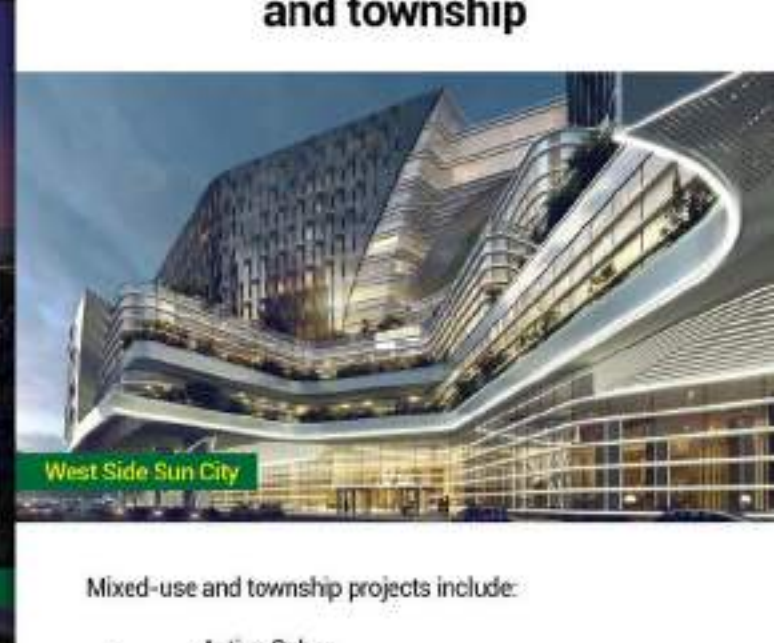
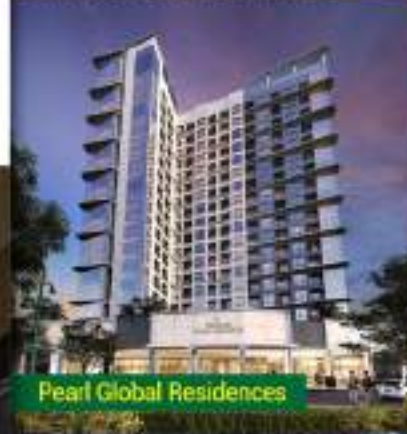
CROWN supports commercial expansion and regional economic activity through developments such as:

- A Square Annex
- Robinson's Place Bacolod Redevelopment and Expansion
- Shangri-La Plaza
- Vertis North
- Bridgetowne Campus One

These projects enhance consumer access, generate employment, and stimulate local economies. Our construction-related products provide durability, compliance, and long-term performance.

# CROWN<sup>®</sup>

Workplaces and  
Modern Living



# CROWN<sup>®</sup>

Mixed-use  
and township

Urbanization continues to reshape the Philippine landscape. CROWN contributes to residential and mixed-use developments, including:

- Baron LVXE Residences
- Haraya Residences
- Le Pont Residences Tower
- Maple Park Residences
- Oak Harbor Residences
- Pearl Global Residences
- Riverfront Residences

Mixed-use and township projects include:

- Activa Cubao
- Kensington Sky Garden
- Kingsquare Residential Suites Tower 2
- Maple Grove Park Village
- Park East Place
- Shangrila Laya
- West Side Sun City

CROWN provides pipes, roofing systems, septic solutions, and construction materials engineered for durability, safety, and long-term structural integrity. These developments address evolving housing demand while supporting modern business districts.

# CROWN<sup>®</sup>

Sustainable Manufacturing  
and Agribusiness



Daichi Warehouse



108 OBP – Omnico Batching Plant

CROWN supports industrial and logistics expansion projects, including:

- 108 OBP – Omnico Batching Plant
- Daichi Warehouse
- Rebisco Warehouse

Industrial infrastructure strengthens supply chain efficiency, supports domestic production, and contributes to employment generation across regions.



Daichi Warehouse



Daichi Warehouse



Daichi Warehouse

Daichi Warehouse



Highlands Residences

# CROWN<sup>®</sup>

Tourism and Hospitality  
Development

As tourism recovers and expands, CROWN contributes to hospitality infrastructure projects such as:

- Fairfield by Marriott, Panglao
- Highlands Residences
- Mandarin Oriental Hotel
- Museo del Galeón
- New Coast Hotel Manila
- Savoy Capital Town
- Valley Golf

These developments promote tourism-driven economic growth, regional employment, and investment inflows.



Rebisco Warehouse



Daichi Warehouse



Daichi Warehouse

# CROWN<sup>®</sup>

## Engineering Growth with Responsibility

At CROWN, economic expansion is integrated with sustainability principles. Enhancements at our Bulacan operations, including plant upgrades, logistics expansion, machinery rehabilitation, steel mold acquisition, and facility improvements, increase production efficiency while supporting local procurement and job creation. Each system we supply enables infrastructure that sustains communities and industries.

Under CROWN's Blueprint 2025, we remain committed to building infrastructure that empowers industries, safeguards communities, and advances a future where Planet, People, and Product progress together.

Sustainable growth is not defined by expansion alone. It is about building what lasts.

## Our Integrated Sustainability Framework THE CROWN SUSTAINABILITY TREE



## CROWN'S Green Blueprint: Advancing People, Product, and Planet

Sustainability rooted in responsibility, continuity, and accountability.

The CROWN Sustainability Tree presents the Company's integrated sustainability framework, grounded in good governance and ethical leadership. It illustrates how CROWN advances People, Product, and Planet through responsible operations and stakeholder engagement. Supported by employees, customers, suppliers, investors, communities, and government and regulators, the framework reflects CROWN's commitment to sustainability rooted in responsibility, continuity, and accountability.



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